



College Catalog for Academic Year 2026 - 2027

Welcome to the only Norbertine college in the world

Since 1121, members of the religious order founded by Norbert of Xanten have embraced a tradition of radical hospitality. Today, 900 years later at St. Norbert College, that same tradition lives on and is enthusiastically extended to you.

SNC is rooted in our Norbertine values and the college promotes “a collaborative way of life, grounded in the value of *communio* and expressed in teaching and learning, in study and research, and in the generous sharing of our resources.”

At SNC, everyone is welcome.

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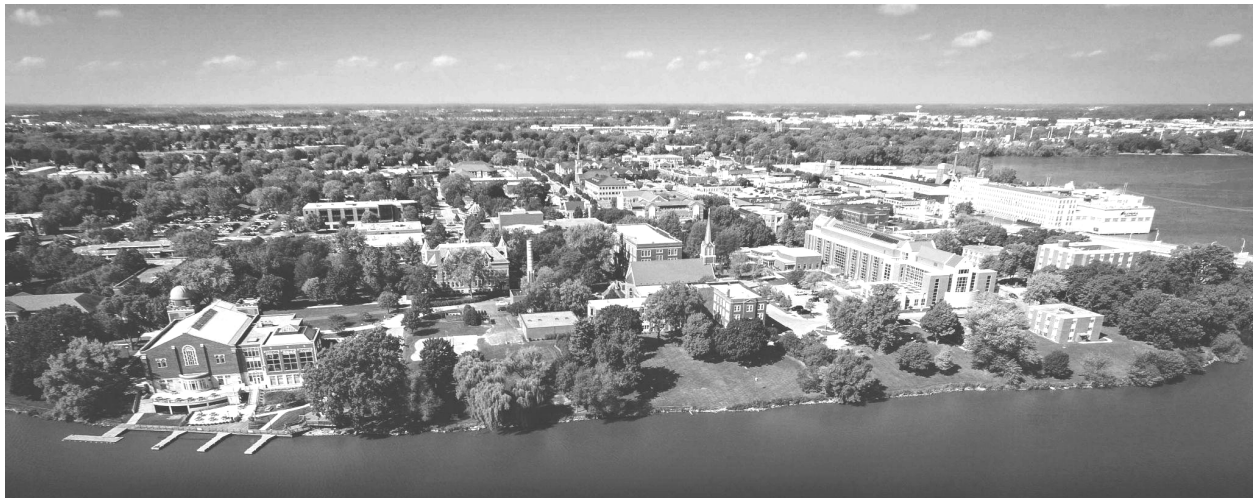
The College

In 1898 Abbot Bernard Pennings, a Norbertine priest and educator, opened the doors of St. Norbert College in De Pere, Wisconsin, a small community adjoining Green Bay. Francis I. Van Dyke, a Seminarian, was the first and, at the time, the only student.

St. Norbert College has since grown to a stable of men and women students. Modernization, increased size and sophistication have not changed the basic Pennings' philosophy of education: "to perfect the personal, moral and intellectual development of each student. "That philosophy remains the cornerstone of the College's goals and objectives today.

Moreover, St. Norbert College is dedicated to maintaining the type of environment in which this development can take place – a Christian community of learners in tune with the traditions of the Norbertine Fathers. A deep concern for moral and social values is evident here.

St. Norbert College is accredited by the Higher Learning Commission, North Central Association of Colleges and Schools, 30 North LaSalle Street, Chicago, Illinois 60602-2504, (312) 263-4422. The college's Teacher Education Program is certified by the Wisconsin State Department of Public Instruction. St. Norbert holds memberships in the American Association of Colleges for Teacher Education, American Council on Education, Association of American Colleges and Universities, the American Association of Higher Education, the Council of Independent Colleges, The National Association of Independent Colleges and Universities and the National Catholic Education Association.



Mission Statement

St. Norbert College, a Catholic liberal arts college embracing the Norbertine ideal of *communio*, provides an educational environment that fosters intellectual, spiritual and personal development. A deeper look at our traditions and values

Communio

Communio is the ideal of a community united as one, grounded in the Christian understanding of God as Trinity. The prime example of this ideal is found in the common life, prayer and service of the early Christians (Acts 2:44-47). Communio challenges us to follow the example of Jesus by loving one another. We live out communio through mutual esteem, trust, sincerity, faith and responsibility.

Our Three Traditions

Integral to a St. Norbert College education is the experience of our three core traditions:

the [Catholic tradition](#), which calls us to...

- uphold the sacred dignity of all persons,
- seek truth through an ongoing dialogue among faith, reason and culture, and
- utilize knowledge to promote a Gospel vision of justice;

the [Norbertine tradition](#), which calls us to...

- pray and reflect communally and individually, welcoming all to participate,
- seek peace and reconciliation in the spirit of St. Norbert, and
- respond to the needs of our global and local communities;

the [liberal arts tradition](#), which calls us to...

- dialogue with diverse cultures, perspectives and beliefs,
- cultivate a love of lifelong learning inspired by excellent teaching, and
- think critically as responsible members of society.

Whole Person Development

The college fosters intellectual, spiritual, and personal development both inside and outside the classroom. We promote the development of whole persons by cultivating practices of study, reflection, prayer, wellness, play and action.

As the only Norbertine institution of higher learning in the world, our roots, traditions, and commitments create a unique educational experience that prepares us to honor God, serve humanity and care for all.

Registration and Academic Policies

About the St. Norbert College Catalog

This publication is a statement of college rules, regulations, and calendars that go into effect at the beginning of each fall semester. Changes to the college's curriculum that were made in the previous year are reflected in the academic sections of this year's catalog. Graduation Requirements and other academic requirements in this section of the catalog have been updated to reflect curriculum changes that were made through the spring semester of the previous academic year.

A student who is admitted and enrolls at the college during any academic year may graduate under the general requirement provisions of the catalog in effect that year, provided the catalog has not expired. A student may choose to graduate under the general requirements of a subsequent catalog, provided he or she completes all those requirements. Major requirements are determined by the academic departments and programs; requirements are subject to change for students who are not continuously enrolled. See Catalog Expiration and Requirements Policies in the **Catalog Requirements** section for more information.

Student Records Policy (Summary)

In accordance with the Family Educational Rights and Privacy Act (FERPA), St. Norbert College ensures that student educational records are maintained only for purposes relevant to the college's educational mission. Students have the right to inspect records that directly affect them.

Student records are not released without the student's written consent, except in these cases:

1. To college personnel with a legitimate educational interest
2. To officials at another school where the student is enrolled or plans to enroll
3. When required by a court order
4. In cases of health or safety emergencies
5. When the information is classified as "directory information"

Directory Information:

This may be shared without consent unless the student submits a written request to withhold it. Contact the Registrar's Office for the opt-out process.

The complete Student Records Policy is available on the Registrar's website:

<https://www.snc.edu/registrar>.

Academic Honor Code

Students must act honestly in all academic work. Violations—such as cheating or plagiarism—can result in serious penalties, including failing the assignment, the course, or even suspension or dismissal. Faculty and students share responsibility for upholding these standards. Full details are available in the student handbook or on the registrar's website.

Academic Year

St. Norbert College operates on a semester system, with two main semesters—fall and spring—each lasting approximately 16 weeks. A summer session is also offered to supplement coursework from the regular academic year.

Students may begin their studies at the start of any term. They are expected to be familiar with all college policies, including those related to registration, course changes (add/drop), academic standards, student conduct, and involvement in student activities and organizations.

Academic Catalog 2026 - 2027

Fall Semester	
First Day of Classes	Monday, August 24, 2026
Add/ Drop Deadline	Friday, August 28, 2026
Second 7 week session starts	Wednesday, October 14, 2026
Labor Day - No Class	Monday, September 7, 2026
Dec/ Jan Graduation Application Deadline	Friday, August 28, 2026
Last Day to withdraw with a "W" - Full Semester	Friday, November 6, 2026
Last Day to withdraw with a "W" - First 7 week	Friday, September 25, 2026
Last Day to withdraw with a "W" - Second 7 week	Friday, November 20, 2026
Long Weekend - No Class	Thursday, October 1 and Friday, October 2, 2026
Thanksgiving Break	Wednesday, November 25 - Sunday, November 29, 2026
Advisement for J-Term/ Spring Semester Classes	Wednesday, October 28 & Tuesday, November 3, 2026
Registration for J-Term/ Spring Semester Classes	Thursday, October 29, Wednesday, November 4 & Thursday, November 5, 2026
First 7 week Classes End	Tuesday, October 13, 2026
Classes End	Friday, December 4, 2026
Final Exams	Monday, December 7 - Friday, December 11, 2026
Final Grades submitted by Noon	Tuesday, December 15, 2026
Final Grades and GPA posted	Friday, December 18, 2026
Winter/ J-Term	
First Day of Classes	Monday, January 4, 2027
Add/ Drop Deadline	Tuesday, January 5, 2027
Last Day to withdraw with a "W"	Tuesday, January 19, 2027
MLK Jr. Day - No Classes	Monday, January 18, 2027
Classes End	Friday, January 22, 2027
Final Grades submitted by Noon	Tuesday, January 26, 2027
Final Grades and GPA posted	Friday, January 29, 2027

Spring Semester	
First Day of Classes	Monday, January 25, 2027
Add/ Drop Deadline	Friday, January 29, 2027
Second 7 week session starts	Monday, March 22, 2027
May/ Summer Graduation Application Deadline	Friday, January 29, 2027
Last Day to withdraw with a "W" - Full Semester	Friday, April 9, 2027
Last Day to withdraw with a "W" - First 7 week	Friday, February 26, 2027
Last Day to withdraw with a "W" - Second 7 week	Friday, April 23, 2027
Spring Break - No Class	Saturday, March 13 - Sunday March 21, 2027
Easter Break	Friday, March 26 - Monday, March 29, 2027
Advisement for Summer/ Fall Semester Classes	Thursday, April 1 & Wednesday, April 7, 2027
Registration for Summer/ Fall Semester Classes	Friday, April 2, Thursday, April 8 and Friday, April 9, 2027
First 7 week Classes End	Friday, March 12, 2027
Classes End	Friday, May 7, 2027
Final Exams	Monday, May 10 - Friday, May 14, 2027
Final Grades submitted by Noon	Tuesday, May 18, 2027
Final Grades and GPA posted	Friday, May 21, 2027
Summer No Class on Memorial Day, Juneteenth or Independence Day	
First Day of Classes - Full Term	Monday, May 17, 2027
Maymester (3 week) Start/ End Date	Monday May 17 - Friday, June 4, 2027
Session 2 (4 week) Start/ End Date	Monday, June 7 - Friday July 2, 2027
Session 3 (4 week) Start/ End Date	Tuesday, July 6 - Friday, July 30, 2027
8 Week Session 1 Start/ End Date	Monday, May 17 - Friday, July 9, 2027
8 Week Session 2 Start/ End Date	Monday, June 14 - Friday, August 6, 2027
MBA Intro	TBA
Classes End	Friday, August 20, 2027
Final Grades submitted by Noon	Tuesday, August 24, 2027
Final Grades and GPA posted	Friday, August 27, 2027

Graduation Requirements

Students are required to fulfill all major, minor, certificate, and degree requirements as stated in the catalog in effect at the time of their initial enrollment—whether in the fall, spring, or summer semesters. Requirements from previous catalogs may not be applied. Students who are not enrolled for a year or more and are not on an approved leave of absence must reapply and will be subject to the catalog requirements in effect at the time of readmission.

Catalog requirements are valid for six years. Students not in continuous enrollment beyond this period must either follow the current catalog or petition the Vice President for Academic Affairs for an exception. This six-year limit does not apply to teacher certification requirements; students in these programs should consult the discipline.

Each student is solely responsible for ensuring the completion of all graduation requirements. Academic advisors assist in planning but cannot modify or waive any requirements. The College may revise catalog requirements at any time, and although it strives to inform students of changes, students are ultimately responsible for staying informed and meeting all requirements for their declared program(s) of study—including majors, minors, certificates, and core curriculum.

For the most current information on program or catalog changes, students should consult their program coordinator, the academic dean, or the Registrar's Office.

Bachelor's Degree Requirements

Degrees are awarded based on a student's primary major. Students pursuing multiple majors will receive one degree only, corresponding to their designated primary major.

Degrees are conferred four times per academic year, during the Fall, J-Term (January Term), Spring, and Summer semesters.

To be awarded a baccalaureate degree from St. Norbert College, students must meet the following requirements:

- Successfully complete the college's core curriculum
- Complete an approved major with a GPA of 2.0 or higher
- Earn a minimum of 128 semester credits
- Achieve a minimum cumulative GPA of 2.00
- Complete at least 32 credits within the major field of study

All requirements must be satisfied for graduation to occur. Students must apply to graduate by the deadline noted on the academic calendar in the year they are to complete their degree requirements.

Academic Record Policy (Post-Graduation)

St. Norbert College academic records are sealed sixty days after the official conferral date of a degree. After this date, changes to majors and minors, addition of departmental honors, removal of incompletes, grade changes, or other changes to an academic record cannot be made.

Graduation with Honors

Students graduating with the following cumulative GPA from St. Norbert College will be awarded academic honors:

- Cum Laude: 3.50 – 3.74
- Magna Cum Laude: 3.75 – 3.89
- Summa Cum Laude: 3.90 – 4.00

Transfer students must complete a minimum of 48 semester credits at St. Norbert College to be eligible for honors. Grades from transfer coursework are not included in the GPA calculation for honors.

Degree Application

Students must apply for their degree by the end of the first week of their final semester. The application for graduation is available in KnightLine in the Student Profile menu. A graduation application fee is charged to all students during their final semester of attendance. Degrees are awarded in fall, J-Term, spring, and summer semesters.

Four-Year Guarantee

St. Norbert College offers a Four-Year Graduation Guarantee to students who meet the following conditions:

- Enroll in 16 semester credits per term for eight consecutive semesters
- Do not fail or withdraw from any courses
- Maintain a minimum cumulative GPA of 2.00
- Declare a major before the start of the third year (fifth semester)
- Apply for financial aid and be approved for the guarantee by the Registrar

This guarantee reflects the strength of the college's academic advising, the flexibility of its curriculum, and its commitment to affordable, timely degree completion.

If an eligible student meets all the terms of the guarantee and still does not graduate in four years, St. Norbert College will waive tuition for the additional courses required to complete the degree. Tuition waivers apply only to unmet tuition costs not covered by federal or state gift aid.

Exceptions

The Four-Year Guarantee does not apply to students who:

- Change their major and are consequently required to complete more than 128 semester credits
- Are enrolled in programs, such as Education, that require more than 128 credits to meet certification requirements
- Pursue second majors, minors, certificates, or pre-professional courses that extend their studies beyond the standard credit requirement for graduation
- Students who study abroad may not be able to graduate within four years

These exceptions recognize that additional academic pursuits or changes in program of study may require extended time to degree completion.

Major/Minor Changes

Students will have the ability to declare majors, minors, certificates and/or update their catalog year two weeks prior to registration for any given term and up to the last day to add classes for that term. Before any changes are processed, students are required to meet with their academic advisor. Advisor approval is necessary for all such changes to be officially recorded.

Minors

Minors are not required for graduation, except in specific teacher certification programs. To graduate with a minor, students must:

- Complete a minimum of 24 credits in the minor field
- Maintain a cumulative GPA of 2.00 or higher (higher GPA standards may apply for teacher certification and are set by the respective discipline)

Students may not declare a minor in the same discipline as their major. Additional restrictions may apply and are detailed under individual program requirements. Minors are considered part of the student's overall degree program and cannot be added or completed after graduation if previously dropped.

Selecting a Major

Students at St. Norbert College are encouraged to engage in intentional academic planning and declare a major during their undergraduate studies:

- Declaration Timeline: Students may remain undeclared until the end of their second year, at which point they must formally declare a degree program and major.
- Flexibility: Students may declare multiple majors, add minors, and attach approved concentrations at any time during their enrollment.
- Catalog Selection: Students are expected to fulfill the degree requirements outlined in the academic catalog active during their first term of enrollment. However, a student may choose to follow a more recent catalog by submitting a petition to the Registrar's Office. The student must then satisfy all graduation requirements in the selected catalog.
- Students may petition for a catalog change only once during their time as admitted students at St. Norbert College.
- Students are not permitted to declare or add a discontinued major. Students participating in a teach-out for a discontinued major who discontinue or remove that major from their academic record are not eligible to reinstate or re-declare the discontinued major at a later time.

The academic catalog assigned at matriculation of a degree-seeking student establishes the degree requirements under which a student will graduate. Students may not select individual policies or programs from other catalog years. In consultation with their advisor, a student may request to update their record to the current catalog, subject to approval by the Registrar. Once approved, all requirements of the newly selected catalog apply.

Individualized Majors

For students whose academic interests cross traditional disciplinary boundaries, St. Norbert College offers the option to design an Individualized Major. This opportunity is designed for academically motivated students seeking a custom-tailored program.

Process:

- Students must identify a faculty advisor and submit their individualized major proposal by the end of the sophomore year.
- Interdisciplinary majors should include two or more faculty advisors.
- Proposals must be approved by the appropriate divisional dean or dean of the business school, and the Vice President for Academic Affairs.

Proposal Requirements:

- Program rationale and title.
- Individualized statement of academic and career goals.
- List of proposed courses (minimum 40 credits, with at least 20 credits at the 300-level or higher).
- Inclusion of SSCI 224 or equivalent for social science-focused majors.
- A completion plan, including how the program integrates with the core curriculum.
- A culminating capstone experience is strongly encouraged.

Approval:

- Final approval is required before the end of the student's second year.
- Appeals, if needed, may be directed to the Committee on Curriculum and Educational Policy.

Limitations:

- Individualized majors are not approved for students receiving veteran's benefits.
- Upon graduation, the title of the individualized major will be reflected on the student's official transcript.

Substitutions in the Major

Any course substitutions within a declared major require:

- Approval from the academic department (or Dean) that oversees the major.
- The advice and consent of the student's faculty advisor.

Residency Requirement

At least 32 of the final 40 semester credits required for the 128-credit graduation requirement must be completed at St. Norbert College. Additionally:

- At least 25% of advanced-level (300- or 400-level) coursework in any major must be completed at St. Norbert College.
- For minors, at least 8 credits or one-third of the minor coursework must be completed at the college.

All candidates for a baccalaureate degree are required to spend their senior year in residence, which means completing at least 32 of the final 40 semester credits at St. Norbert College. Exceptions to the senior residency requirement may be granted by petition to the Registrar or Vice President for Academic Affairs, particularly for students who have been enrolled full time at the college for eight semesters.

Study Abroad

St. Norbert College, through the Center for Global Engagement, offers students opportunities to study abroad in a variety of international locations. These programs enhance academic, cultural, and personal development.

Students who choose to study overseas should be aware that participation in study abroad programs may impact their ability to graduate within four years. Careful planning with academic advisors is essential to ensure alignment with graduation goals.

Double Majoring

Students pursuing double majors in disciplines that lead to different degrees will be awarded only one degree from St. Norbert College. The primary major will determine which degree is conferred. All completed majors and minors will be noted on the official transcript.



Course Registration

Students have both the right and responsibility to register for each academic term in which they are eligible to enroll. St. Norbert College does not automatically register students for a subsequent term without their affirmative consent or the opportunity to cancel registration before being assessed tuition or fees for that term.

(Reference: *Recruiting, Admissions and Related Enrollment Practices, FDCR.A.20.020*)

Semester Hours

Beginning in Fall 2004, all courses at St. Norbert College are recorded in semester credit hours. One full course is equivalent to four semester credit hours, unless otherwise specified in the catalog.

Course Load

A normal full-time course load during the regular academic year is 16 semester credits. Students may not enroll in more than 18 semester credits in a semester without the permission of their advisor. The maximum allowable credit load per semester is 20 semester credits.

Credit limits for other terms:

- Winter Session (J-Term): Maximum of 4 semester credits.
- Summer Sessions: Up to 16 total semester credits, with no more than 4 credits per session.

Full-Time Status:

- Undergraduate students: 12 or more semester credits per fall or spring semester.
- Graduate students: 6 or more semester credits per fall or spring semester.

Credit-Hour Definitions and Workload Expectations

In accordance with the Higher Learning Commission's policy on the assignment of credit hours, St. Norbert College establishes the following expectations for student workload associated with credit-bearing courses:

4-Credit Courses without Labs

These courses involve group instruction with regular classroom meetings, assigned homework, reading, writing, and preparation for assessments, but do not include a lab, studio, or practicum component.

- General Expectation:
Each credit hour corresponds to 45 hours of total student engagement across the term, including in-class and out-of-class time. For a 4-credit course, this equates to approximately 180 hours of student work during the semester (or 12 hours per week for 15 weeks).
- Class Schedule Formats & Workload:
 - M/W/F – 60-minute sessions (3 times/week):
Expectation of approximately 3 hours of work outside class for every class meeting — approximately 12 hours per week total.
 - T/Th – 90-minute sessions (2 times/week):
Expectation of approximately 4.5 hours of work outside class for each session — also totaling 12 hours per week.
 - One 3-hour session per week:
Expectation of approximately 9 hours of outside work per session — also averaging 12 hours per week.

The course syllabus provides further details about specific meeting times and workload expectations.

4-Credit Courses with Labs

These courses include regular class meetings as described above, along with laboratory, studio, or practicum components.

- **General Expectation:**
A 4-credit course with a lab includes classroom instruction plus lab time, totaling approximately 17–18 hours of student work per week, depending on lab duration.
- **Class Schedule Formats & Workload:**
 - M/W/F – 60-minute sessions + one 110-minute lab per week:
Approximately 3 hours of outside work per class session and 3 hours of outside work for the lab — totaling 17 hours/week.
 - T/Th – 90-minute sessions + one 110-minute lab per week:
Approximately 4.5 hours of outside work per session and 3 hours of outside work for the lab — also totaling 17 hours/week.
 - Note: Some labs are 170 minutes long and carry an expectation of 18 hours of total student engagement per week.

The course syllabus specifies meeting times and detailed workload expectations.

4-Credit Internships

Four-credit internships include both classroom instruction and fieldwork and are designed to integrate academic learning with practical experience.

- **Classroom Meetings:**
Internships meet for three 60-minute class sessions per week over the course of the semester.
- **Internship Site Requirement:**
Students are required to complete a minimum of 120 hours at the approved internship or practicum site during the semester.
- **Workload Expectation:**
In addition to time spent in class and at the internship site, students are expected to engage in approximately three hours of course-related work outside of class and the internship site for each class period. This includes reading, writing, reflection, and other assignments as detailed in the course syllabus.

The course syllabus provides specific information about meeting times, site responsibilities, academic deliverables, and student workload expectations.

Part-of-Term Courses (2 Credits)

These accelerated courses meet for 7.5 weeks rather than the full semester.

- **Typical Schedule:**
 - Three 60-minute sessions per week, or
 - Two 90-minute sessions per week.
- **Workload Expectation:**
Students are expected to engage in approximately 3 hours (for three sessions) or 4.5 hours (for two sessions) of work outside class per meeting — totaling 12 hours per week of combined in- and out-of-class work.

The syllabus outlines expectations specific to each part-of-term course.

Cross-listed Courses

Courses that are cross-listed between academic programs may be used to satisfy major and/or minor requirements for both programs.

Independent Study and Directed Research

Independent Study and Directed Research courses offer students the opportunity to explore academic topics in greater depth under the guidance of a faculty member.

- **Credit Hour Expectations:**
Students are expected to complete a minimum of 45 hours of academic engagement per credit hour over the course of the term. For a typical 4-credit independent study or research course, this equates to 180 total hours of academic work.

- **Learning Activities:**
These hours may include a combination of:
 - Regularly scheduled student-instructor meetings.
 - Scheduled research or laboratory work.
 - Assigned reading and writing.
 - Studying and exam preparation.
 - Completion of academic or laboratory assignments.
- **Syllabus and Course Agreement:**
A formal syllabus or project proposal will outline the course expectations, learning objectives, and the schedule of meetings. The instructor and student must agree on the scope of work and evaluation criteria in advance.

Early College Credit Eligibility

High school students must have successfully completed a minimum of two years of high school to be eligible to enroll in courses at St. Norbert College through the Early College Credit Program. Enrollment is subject to approval and availability of courses.

Participation in College-Sponsored Activities

St. Norbert College supports student engagement in a wide range of co-curricular and extracurricular activities that are integral to the college experience. These may occasionally conflict with scheduled class times. While faculty may be informed by coaches or program directors about upcoming College-sponsored events, it is ultimately the student's responsibility to communicate with instructors in advance of any absence.

Students must make reasonable arrangements with their instructors to complete any missed coursework prior to participating in the activity. Examples of College-sponsored activities include, but are not limited to:

- Intercollegiate athletic competitions
- Academic competitions
- Other approved events that contribute to student learning and development

In semesters where involvement in such activities is expected to be extensive, students are strongly encouraged to consult with their academic advisors regarding their course load and scheduling. Meeting with instructors at the beginning of the term to discuss potential conflicts is also advised.

Repeated Courses

If a course is repeated at St. Norbert College, all attempts appear on the transcript, but only the most recent grade is used in calculating the GPA, quality points, and credits earned. This policy does not apply to courses that are designed to be taken multiple times for credit, such as special topics, music lessons, or ensembles.

Special Topics Courses

Students may not receive credit for repeating a "Topics" course covering the same material. If a student enrolls in a course that was previously taken as a "Topics" course, the new course may not be used to replace the grade earned in the earlier Topics course.

Students may repeat a "Topics" course for credit when the course material differs.

Student Classification

To register for classes on campus, students must have completed at least two years of high school (or equivalent) prior to the term they wish to enroll. Exceptions require approval from the Vice President for Academic Affairs. This requirement does not apply to dual credit courses offered by St. Norbert College in high schools.

Academic Standing by Credits Completed:

- Freshman: 0–27 semester credits
- Sophomore: 28–55 semester credits
- Junior: 56–87 semester credits
- Senior: 88 or more semester credits

Adding or Dropping Courses

Students may adjust their class schedules through the College's online registration system during the official drop-add period:

- Fall and Spring Semesters: Until the end of the fifth day of classes.
- J-Term and Summer Sessions: Until the end of the second day of classes.
- Second-Half Seven-Week Courses: Subject to the same drop-add deadlines as full-semester courses.

Courses dropped during this period will not appear on the student's transcript. For information regarding the financial implications of course changes or withdrawal, students should consult the College Refund and Course Cancellation Policy.

Registering for Special Courses

Arranged and Independent Study Courses

St. Norbert College offers flexible academic opportunities to help students meet their educational goals, including two main types of independent work:

- Arranged Courses: Independent study of a course already listed in the catalog.
- Independent Study: Student-initiated learning beyond catalog content, such as special topics, directed readings or research, or work-study. Titles and formats vary by academic department, but requirements remain consistent.

Approval Process

For independent work not based on an existing course, students must:

1. Obtain advance approval from the supervising faculty member and the divisional dean.
2. Submit a written proposal detailing objectives and methods, developed in consultation with an advisor and/or faculty supervisor.
3. Ensure copies of the approved proposal are filed with the advisor, faculty member, registrar, and appropriate divisional dean(s).
4. Present sufficient and substantive evidence of completed work for proper evaluation of its quality and quantity, just as they would in any standard course.

Auditing Courses

Full-time students at St. Norbert College may audit up to four semester credits per semester at no extra cost, provided space is available.

Restrictions

Students may not audit:

- Required courses or lessons in their major
- Physical education courses
- Global seminars

Faculty Role and Student Expectations

- Instructors set the specific conditions for auditing their courses.
- Students auditing a course are expected to attend regularly.
- If a student does not meet the instructor's conditions, the course will not appear on the transcript.

Additional Auditing Policies

- No changes from credit to audit (or audit to credit) are allowed after the drop/add deadline.
- Courses taken as audits cannot later be retaken for credit, except for music ensembles.

Internships

Internships for Academic Credit

To earn academic credit for an internship or field experience, students must:

1. Register for a formal internship course with the assistance of your faculty advisor.
2. Select 1, 2, 3 or 4 credit hours for the internship. Not all internships are available for variable credit.
3. Complete a Learning Agreement that outlines specific learning objectives tied to both the internship duties and the student's academic or career goals.
4. Work under dual supervision, receiving guidance and assessment from:
 - An on-site supervisor, and
 - A St. Norbert College faculty member.

Student Eligibility Requirements for Internships

1. Class Standing: Students must be juniors or seniors. Rare exceptions require approval from a divisional dean or the Dean of the Business School.
2. GPA Requirement: A minimum cumulative GPA of 2.50 is required. Students below this threshold must obtain approval from the collaborating faculty member.
3. Credit Limits:
 - A maximum of eight internship credits may count toward the 128 credits required for graduation.
 - Students may register for only one internship course per site.
 - Exceptions to either rule must be approved by a divisional dean or the Dean of the Business School.

Required Features of Credit-Bearing Internships

1. Credit Applicability:
 - Students and collaborating faculty must confirm whether the internship course applies to the student's degree or certificate program as listed in the college catalog.
 - If not listed, a Course Substitution Form must be submitted to the registrar.
2. Minimum Work Hours:
 - A minimum of 30, 60, 90 or 120 hours (for a 1, 2, 3, or 4 credit internship, respectively), must be completed at the internship site during a 15-week semester.
 - Some programs may require more hours—students should consult with the collaborating faculty member.
3. Concurrent Enrollment Requirement:
 - The internship must take place during the same semester as the internship course.
 - Exceptions require approval from a divisional dean or the Dean of the Business School.
4. Paid vs. Unpaid Internships:
 - Both types are eligible for credit, but St. Norbert College-funded campus jobs are not.
5. Use Toward Two Degree Programs:
 - An internship course can fulfill requirements in two programs only if the student is pursuing a double major within the same academic division.
 - Approval must be obtained from the relevant discipline coordinator(s), and a Course Substitution Form must be filed.
 - The student still receives only four credits, even if the internship satisfies requirements in both programs.
6. Family Business Restriction:
 - Students may not receive credit for interning at a family business or under the supervision of a relative.
7. Tuition Policy:
 - Standard tuition rates apply to internship courses taken for academic credit.

Registering for an Academic Internship

1. Internship in Accounting, Business Administration, Economics, or Human Services:
 - If you're registering for an accounting, business administration, or economics internship (BUAD 494) or a human services internship (SOC1 481/482), the collaborating faculty member will automatically be the assigned instructor for the course.
 - After discussing with your collaborating faculty member, you can register for the internship course through the regular process on KnightLine.
2. All Other Internships:
 - For internships outside the above departments, contact a professor individually who agrees to supervise your internship.
 - Once you secure a collaborating faculty member, follow these steps:
 - Complete and Submit a Special Course Registration Form:
 1. Complete a special course registration form.
 2. Check the "Internship 494" box and indicate the internship subject (typically the discipline of your faculty member) and the course title.
 - Review Eligibility and Requirements
 - Review eligibility and internship requirements with your collaborating faculty member.
 - Have the faculty member sign the registration form, confirming your eligibility (class standing, GPA) and that the internship qualifies for academic credit.
 - Request a syllabus for the internship course.
 - Submit to Divisional Dean or Business School Dean:
 - Bring the signed form, course syllabus, and a signed learning agreement to the appropriate divisional dean or business school dean for final approval.
 - Once approved, the registrar will be notified, and you'll be automatically registered for the course.
3. Learning Agreement:
 - All student interns must complete a learning agreement that outlines specific learning objectives.
 - Each objective must include strategies for achieving it and methods to measure progress.

LCM Consortium Disclosure Language

Some majors, minors, concentrations, and courses are offered online through a consortium of regionally accredited colleges and universities. Instruction is provided by faculty employed by partner institutions within the consortium, with technology and administrative support provided by Rize Education.

Oversight of courses offered through the consortium are reviewed and approved by [Insert Name of Degree-Granting Institution] and its accreditor. Students register through St. Norbert College and receive academic credit from St. Norbert College.

Withdrawals

Withdrawing from Courses

Students may withdraw from a course or from the College after the add/drop period and up to the published deadline to withdraw without an academic penalty. A grade of "W" will be recorded for all approved course withdrawals within this period. During fall and spring, the last day to withdraw from a 7-week class will be during the 5th week of the corresponding term. The last day to withdraw from a full semester class will be during the 11th week of the term.

To officially withdraw from a course, a student must:

1. Obtain written approval from their academic advisor.
2. Notify the course instructor.
3. Submit a completed withdrawal form to the Registrar's Office.

Withdrawals are not official until the Registrar's Office has received and processed the completed form. Students are encouraged to review the College's Withdrawal Policy for information regarding financial and academic implications.

Medical Withdrawals

A medical withdrawal may be granted under the following circumstances:

1. Health Issue After Withdrawal Deadline:
 - A physical or mental health issue that developed after the last day to withdraw without penalty and is severe enough to prevent the student from attending classes or completing academic requirements.
2. Health Issue Before Withdrawal Deadline:
 - A physical or mental health issue that developed before the last withdrawal deadline but did not respond to treatment as expected.
 - Students must provide documentation showing they were seeing a health provider before the deadline, that the provider expected improvement, but the outcome did not meet expectations due to medical reasons (not due to non-compliance with treatment).

Medical Withdrawal Process

- Not official until submitted to the registrar's office and recorded.
- Withdrawal Deadlines: Dates are published on the registrar's office website each semester.
- Recording a Withdrawal:
 1. Add/drop period: No record of enrollment.
 2. After add/drop period: Recorded as "W".
 3. After the withdrawal deadline: Recorded as the grade assigned by the instructor.
 4. Medical withdrawal: Recorded as "W".

Note: Excessive withdrawals can impact academic standing and financial aid eligibility. Refer to Satisfactory Academic Progress for more details.

Withdrawing from the College

1. Withdrawal Process:
 - Students who wish to withdraw from all classes must contact the Office of Academic Advising to complete a college withdrawal form and an exit interview.
2. Withdrawal Timing and Records:
 - During the add/drop period: Only the withdrawal date will be recorded; no record of specific course enrollment will be made.
 - After the add/drop period: A "W" grade will be recorded for each course.
 - Withdrawal Deadlines: The calendar date for withdrawal is published on the registrar's website each semester.
3. Administrative Withdrawal:
 - If a student ceases attending all classes, they may be subject to administrative withdrawal effective from the last known date of attendance.
 - Notice of Non-Attendance: Issued by the registrar with a required return-to-class date, typically 10 business days unless the last withdrawal date is sooner.
 - Attendance will be verified by the registrar with faculty on the return date:
 - If the student returns, the Notice of Non-Attendance is voided.
 - If the student does not return, they will have 48 hours to vacate housing and will be withdrawn from classes, effective the last date of attendance.
4. Readmission:
 - An undergraduate student who withdraws or is withdrawn and is not dismissed may seek readmission by submitting a formal application for readmission to the registrar's office for the next academic semester or year.
5. Tuition and Financial Aid:
 - Tuition Refunds: The refund percentage is available on the bursar's website.

- Federal Financial Aid Repayment: Students who withdraw before 60% of the semester has passed may be subject to federal financial aid repayment regulations, meaning they may owe repayment of aid, even if not entitled to a tuition refund.
- Financial Aid: The amount of aid a student keeps is proportional to the time they remained enrolled. Assistance is available from the Financial Aid Office, Bursar (student accounts), and Registrar offices.

Note: For further details, refer to the Refund Policy for Withdrawal in the fees section of the catalog.

Military Withdrawal

Students called to active military duty during an academic term are eligible for immediate deferred grade status and may be withdrawn without penalty depending on individual circumstances.

Process:

1. Students and instructors should confer (as time allows) to determine:
 - Whether coursework can be completed in a timely manner,
 - If a grade can be assigned based on work completed,
 - Or if a full withdrawal is necessary.
2. Students must provide official military orders to the registrar's office.
3. If unable to present orders before leaving campus, students may:
 - Submit a signed written request for military withdrawal.
 - Include a copy of military orders via mail or other appropriate method.

Upon Military Withdrawal, Students Will Receive:

1. 100% refund of tuition and fees for the semester.
2. Institutional and state aid will be removed and not count against the 8-semester maximum.
3. Federal financial aid will follow Return of Title IV Funds regulations; any eligible aid retained may be applied to housing and meals.
4. Meal and housing charges will be pro-rated based on the withdrawal date.
5. Unused meal dollars will be refunded.
6. Transcript will show "GI" grades for courses — no credit attempted or earned.

Eligibility for Military Withdrawal:

1. Must be actively serving (active duty or reserves) in the U.S. Armed Forces (not contractors or civilians).
2. Must be relocated by official orders, making it impossible to fulfill class participation (including in-person and online).

Readmission

Students who withdraw, stop attending, or leave the College for any reason and later wish to return must formally apply for readmission.

Application Process:

- Submit a readmission application via the registrar's website.

Students are automatically readmitted if they:

- Were in good academic, social, and financial standing.
- Did not withdraw, and
- Have not attended another post-secondary institution since leaving.

Reviewed Readmission Required If:

- The student withdrew, was on probation, or was dismissed.
- The student attended another college (must provide official transcripts).

Upon acceptance, a readmission deposit is required.

Readmission Checklist:

- ☐ Complete and submit the readmission application
- ☐ Make housing arrangements with Residential Life
- ☐ Settle all financial obligations
- ☐ Provide official transcripts (if applicable)
- ☐ Document activities undertaken since leaving the College

Readmission After Medical or Mental Health Withdrawal

Students who withdrew for medical or mental health reasons must receive a recommendation from St. Norbert College Health & Wellness Services as part of the readmission process.

To Qualify for Readmission, Students Must Complete One of the Following:

1. Submit Medical Documentation
 - Provide documentation from a licensed healthcare provider to either:
 - The Senior Director of Health and Wellness Services, or
 - The Senior Director of Counseling and Psychological Services.
 - The documentation must confirm that the condition which led to the withdrawal has been appropriately addressed and that successful completion of coursework is anticipated.
2. Meet with College Health Officials
 - Schedule a meeting with one of the senior directors listed above.
 - Review medical records with them to determine eligibility for readmission.

Readmission After Poor Academic Performance

Students who left due to academic difficulties may apply for readmission after one full semester away. Approval depends on evidence of readiness to succeed and complete a degree.

Criteria for Readmission Evaluation:

1. Insight into Previous Academic Struggles
 - The student must demonstrate awareness of the factors that led to academic failure.
2. Positive Change in Circumstances
 - Evidence must show that previous barriers to success have been meaningfully addressed or resolved.
3. Productive Use of Time Away
 - The student should show they have used their time away constructively. This may include:
 - Work experience
 - Volunteer efforts
 - Personal development
 - Statements from employers or others may be requested to verify this.
4. Academic Improvement (If Applicable)
 - If the student completed any coursework elsewhere, their academic performance must show significant improvement.

Examinations

Final Examinations

The final examination schedule is published each semester on the Registrar's Office website. Policies regarding final exams are as follows:

- Instructor Discretion: It is up to the instructor to determine whether or not a final examination will be given in a course.

- **Scheduled Times:** If a final examination is administered, it must be held at the time assigned in the published schedule. Any changes must be approved by the Registrar or the Vice President for Academic Affairs.
- **Take-Home Exams:** These must be scheduled for return during the assigned final exam period; instructors may not require an earlier return date.
- **No Finals During Last Week of Classes:** Final examinations may not be administered during the last week of classes. However, a unit examination may be given that week only if the course also includes a final examination during the scheduled exam period.
- **Policy Violations:** Any violations should be reported to the appropriate divisional dean or Dean of the Schneider School of Business & Economics.

Outside Examinations

Examinations scheduled outside of regular class hours should be avoided except under specific circumstances:

- **Acceptable Exceptions:** Exams may be scheduled outside class hours if:
 - A longer time period is required.
 - Comparable results are needed from different sections of the same course.
- **Student Notification and Flexibility:**
 - Instructors must provide advance notice of any outside-of-class examination.
 - Students who are unable to attend must be given the opportunity to take a make-up examination.
- **Evening Exams:** When scheduled, evening exams should not begin before 7:00 p.m.

Co-Curricular Activities During Finals Week

As an institution committed to academic excellence, St. Norbert College prioritizes the academic success of its students, especially during the critical period of final examinations. Therefore, no co-curricular or extracurricular activities may be scheduled after midnight on the final day of regular classes each semester. This includes, but is not limited to:

- Student organization events
- Campus programming activities
- Intramural and club sport events
- Intercollegiate athletic competitions

The only exception to this policy is post-season tournament participation by intercollegiate athletic teams.

Grading and Grading System

St. Norbert College uses a 4.00 grade point system. Grades are recorded permanently and represent the quality of a student's academic work.

Grade	Quality Definition	Points
A	Excellent performance	4.0
AB		3.5
B	Good performance, high pass	3.0
BC		2.5
C	Satisfactory performance, pass	2.0
CD		1.5
D	Marginal performance, pass	1.0
F	Fail	0.00
WF	Withdraw failing	0.00
P	Pass	
S	Satisfactory work, "C" level	
U	Unsatisfactory work	
W	Withdrew	
I	Incomplete	
CT	Continuing course	
AU	Audit	
NR	Not reported	
IP	In progress	
AW	Awarded credit	
T/TR	Transfer credit	
NT	Not transferable, Study abroad below "C"	
GI	Military Activation	

Grading Notes

- Permanent Record: All grades are part of the student's permanent academic record.
- Grade Changes: Grades may not be changed more than one year after assignment.
- Academic Misconduct: Academic dishonesty, judicial sanctions, or poor performance may result in transcript notations.
- Credit Limitations: Credit may only be earned once for the same or equivalent course.
- GPA Calculation: Only grades A through D and F are used to calculate GPA. Grades of W, I, NR, IP, AU, S, U, and CT are not included.
- Satisfactory Academic Progress: Grades of NT, S, and U are counted toward total attempted credits.
- Graduate Projects: Master's theses and advocacy projects are graded Satisfactory (S) or Unsatisfactory (U).
- Military Activation: Students called to active duty receive a grade of GI. No credit or quality points are awarded.

Mid-Term Performance Evaluation

To help students assess their academic progress, St. Norbert College conducts a mid-term performance evaluation. Faculty are encouraged to assign mid-term grades for all students. Specifically:

- Notifications: Students will be informed of marginal (D) or unsatisfactory/failing (F) performance in any course at mid-semester.
- Advisor Involvement: A copy of the report is sent to the student's academic advisor to support academic planning.

Incomplete Grades

St. Norbert College expects students to meet all course requirements on time. However, in extenuating circumstances beyond a student's control, an Incomplete (I) grade may be requested if:

- The request follows the last date to withdraw without penalty (as published on the academic calendar).
- The instructor completes a Request for an Incomplete via the registrar's website before the end of exam week.
- The course instructor will review the request and decide whether or not to award an incomplete. Once a request for an incomplete has been approved, the student may not withdraw from the course.
- A Completion Contract is submitted by the instructor of the course and outlines the requirements and timeline for completion.

Key Policies:

- The default completion period is eight weeks after the end of exam week, unless a shorter period is set by the instructor.
- An Incomplete becomes an F if the work is not completed on time and no final grade is submitted. In exceptional circumstances, the dean may contact the faculty member, requesting that an extension be granted.
- Students may not:
 - Enroll in courses that require the incomplete course as a prerequisite.
 - Graduate with an unresolved Incomplete on their record.
- Incompletes do not delay academic dismissal or probation decisions.

Change of Grades

Grades are considered final upon entry in the registrar's office. Changes are permitted only:

- Due to clerical errors, or
- After a successful grade appeal.

No grade changes are allowed more than one year after the original grade was given.

Grade Appeal Process

This policy ensures students are treated fairly in grading while protecting faculty rights. Appeals must follow this process:

1. Initial Consultation: The student must speak with the instructor within six weeks of the start of the next semester.
2. Grade Explanation: The instructor explains how the grade was determined.
3. Written Statements: If unresolved, both parties submit written explanations and supporting documentation.
4. Council Review:
 - Materials are reviewed by the appropriate divisional advisory council or academic affairs leadership, depending on the instructor's affiliation.
 - The Advisory Council is free to consult faculty and students from the discipline concerned, and the individual disputants, in arriving at its decision.
 - If the faculty member whose grade is being challenged is not a member of a division, the appeal is sent to the Vice President for Academic Affairs. The Vice President for Academic Affairs will convene the deans who will act in lieu of an advisory council. In cases involving physical education faculty, the athletic director participates.
5. Decision Distribution: The advisory council's decision is provided to the instructor, student, and registrar.
6. Final Appeal: If either party challenges the decision, they may appeal to the Vice President for Academic Affairs, whose decision is final.

Important Notes:

- Faculty must retain graded materials at least through the sixth week of the following semester.

- Student members of advisory councils do not participate in grade appeals due to the confidential nature of the proceedings.
- While a procedure for grade appeals is necessary, it is anticipated that most disagreements will be resolved at the first stage in the process - the conference between the faculty member and the student. The burden of proof rests on the terms "prejudiced and capricious." While the policy is intended to uphold the faculty member's use of professional judgment, it also acknowledges the student's right to know the criteria used for evaluation and to challenge a perceived injustice through an orderly set of procedures. It is, therefore, the faculty member's responsibility to preserve records of grades, as well as students' papers and examinations that were not handed back, at least until the end of the sixth week of the following semester.

Dean's List - Define more rules and policy around the Dean's List

To qualify, students must be full-time, complete at least 12 graded credits (not including pass/fail courses), have no incomplete grades, and maintain a GPA of 3.50 or higher. Ineligible courses include PHED, internships, study abroad, and student teaching.

Academic Standing, Probation, and Dismissal

St. Norbert College requires students to maintain academic progress toward their degree by earning passing grades and completing a sufficient number of credits each semester.

Good Academic Standing

Students are in good standing when:

- They have a cumulative GPA of 2.00 or higher, and
- Are completing credit requirements on pace with their academic program.

Academic Warning

Students with a cumulative GPA between 2.00 and 2.29 who earn a semester GPA below 2.00 will receive an Academic Warning if they are otherwise in good standing.

Academic Probation

Students are placed on Academic Probation when:

- Their cumulative GPA falls below 2.00, or
- They complete less than 2/3 of their attempted credits in a semester.

First-semester students earning below a 1.00 GPA will be dismissed immediately.

Continued Probation

Students who meet probation conditions but haven't yet returned to good standing may be placed on Continued Probation. When placed on continued probation, students must:

- Complete 100% of attempted courses, and
- Earn a semester GPA of at least 2.00.

Failure to meet probation or continued probation requirements will result in academic dismissal.

Academic Dismissal

A student may be dismissed for:

- Not meeting GPA or credit requirements while on probation or continued probation.
- Earning below a 1.00 GPA in their first semester.
- Violating the Academic Honor Code.

Dismissals are permanently recorded on the student's transcript.

Academic Dismissal Appeals Process

Students may appeal their dismissal by writing a signed, dated letter to the Academic and Financial Aid Committee, explaining:

- The reason for the appeal
- Any mitigating circumstances, such as:
 - Family or health issues
 - Death of a relative
 - Personal or financial challenges

Students without mitigating circumstances who successfully appeal may lose eligibility for financial aid (federal, state, or institutional).

Honor Code Violations and Dismissal Appeals

Students may be dismissed from the College for serious violations of the Academic Honor Code (see *The Citizen*, the SNC student handbook). These dismissals may only be appealed if a significant procedural error occurred during the Honor Board hearing. To appeal, the student must write a letter to the President of the College outlining the basis of the appeal. This letter must be submitted within ten business days of receiving the Honor Board's decision.

Satisfactory Academic Progress (SAP)

St. Norbert College requires students to maintain academic performance that ensures graduation within four years. Failure to meet these standards may lead to warnings, probation, or dismissal.

Academic Standing

- Good Standing:
 - Cumulative GPA of 2.00 or higher
 - Satisfactory credit progression
- Academic Warning:
 - GPA between 2.00–2.29 and a semester GPA below 2.00
- Academic Probation:
 - Cumulative GPA falls below 2.00
 - Or completion of less than 2/3 of attempted credits
- Continued Probation:
 - Granted if probation requirements are met, but good standing is not yet restored

Probation Requirements

- On Probation:
 - Must complete 75% of attempted credits
 - Earn a 2.00 GPA or higher during that term
- On Continued Probation:
 - Must complete 100% of attempted credits
 - Maintain 2.00 GPA or return to good standing

Dismissal and Appeal

- Dismissal:
 - Occurs if probation or continued probation requirements are not met
 - Permanently recorded on transcript
- Appeal Process:
 - Submit an appeal form to the Academic Action Committee (instructions sent upon dismissal).
 - Must demonstrate mitigating circumstances, such as:
 - Family illness, death of a relative, financial hardship, personal issues, etc.

- Students who do not demonstrate mitigating circumstances, but are still approved to return, lose eligibility for all financial aid.
 - Students may enroll in J-Term or Summer as non-degree seeking to improve academic standing or reapply.
- Students who appeal successfully without a mitigating circumstance may not be eligible for financial aid.

Financial Aid Eligibility

- Aid is available for up to 150% of the required credits for a degree (e.g., 192 credits for a 128-credit degree).
- Students must complete degree requirements by the end of their ninth semester, unless approved for an extension.

Course Types and SAP Calculations

1. Withdrawals, incompletes, and failures count as attempted but not earned
2. Satisfactory/Unsatisfactory grades
 - "Satisfactory" = Attempted and earned
 - "Unsatisfactory" = Attempted but not earned
3. Repeated and remedial courses = Attempted and earned
4. Audit courses = Not counted
5. Transfer credits and study abroad = Count toward attempted/earned but not GPA

Change of Major

- Students may petition to exclude prior major credits from SAP calculations if they no longer count toward the new major.

Transfer Credit Policies & Processes

The Registrar's Office processes all incoming transfer credit, including dual-enrollment coursework, Advanced Placement (AP), and International Baccalaureate (IB) credit, once official transcripts or score reports are received. Transfer credit equivalencies are determined by the Registrar in consultation with appropriate faculty.

Credit is granted for graded, college-level coursework completed at institutions accredited by a regional or national accrediting agency recognized by the Council for Higher Education Accreditation (CHEA). Eligible courses must be comparable in level, content, and purpose to those offered in St. Norbert College's undergraduate curriculum and must be applicable to a degree program.

For coursework completed at foreign institutions, the school must be recognized by the country's Ministry of Education. Students must submit academic records to a professional evaluation service recognized by NACES. The college recommends the following services:

- Educational Credential Evaluators (ECE)
- World Education Services (WES)

Courses that are remedial, technical, vocational, doctrinal, non-credit, graduate-level, or part of continuing education programs are not transferable for undergraduate credit.

Transfer Credit from Other Institutions

Once enrolled full-time at St. Norbert College, students may transfer a maximum of three courses from other institutions toward the 128 semester credits required for graduation, unless one of the following exceptions applies:

1. The courses are part of affiliated programs, including St. Norbert College-sponsored study abroad programs.

2. The courses are part of a non-affiliated study abroad program approved in advance by the International Education Committee and endorsed by the Vice President for Academic Affairs.
3. Special permission is granted by the Vice President for Academic Affairs (or their designee).

Students intending to study abroad and transfer credit must obtain prior course approval from the Dean and their academic advisor.

For major-specific courses, pre-approval is required from the discipline coordinator and the Registrar. Courses satisfying general degree requirements must be approved by the Registrar, and courses intended to fulfill core curriculum requirements must be approved by the Core Curriculum Committee.

Only courses with a grade of "C" or higher are accepted for transfer. Grades earned elsewhere do not affect or count in the St. Norbert College GPA.

Grades Required for Transfer

To be eligible for transfer credit, coursework must appear on an official college-level transcript. Courses listed only on a high school transcript will not be considered for transfer credit.

Students must earn a grade equivalent to "C" or higher for coursework to transfer to St. Norbert College. Credit is not awarded for grades below a "C," or for coursework completed on a Satisfactory/Unsatisfactory or Pass/Fail basis.

All accepted transfer credit is recorded with a grade of "TR" and does not affect the student's GPA at St. Norbert College.

Transfer Credit Hours Awarded

Transfer credit is awarded in semester credits based on the credit value of the original course. For example, a course worth 3 semester credits at the transferring institution will be applied as 3 semester credits at St. Norbert College.

Only courses carrying a minimum of 3 semester credit hours will be evaluated to fulfill core curriculum, major, or minor requirements. An official transcript must be received directly from the transfer institution before any credit will be awarded.

Transfer Duplicate Credit

Students may not earn duplicate credit for the same course. If a student retakes a course at St. Norbert College for which they have already received credit for including transfer, AP, or IB credit, the transferred course will be removed from the student's academic record.

Athletic Eligibility

To participate in intercollegiate athletics at St. Norbert College, students must meet both academic and enrollment criteria as outlined below.

Eligibility Requirements

- Full-Time Enrollment: Student-athletes must be enrolled as full-time students, defined as registration in the equivalent of three or more full courses, or 12 or more credit hours in the credit-hour system.
- Minimum GPA: Students must maintain a cumulative GPA of 2.00 or higher to remain eligible for competition.
- Certification of Eligibility:
 - Eligibility is determined at the end of each academic term, based on the Combined Academic Standing (CAST) report issued by the Registrar.

- Once a student is declared ineligible, they may not compete in intercollegiate contests until eligibility is restored at the next certification point.

Final Semester Exception

Students enrolled in less than a full-time load may still compete if:

- They are in their final semester before graduation, and
- The College certifies that the student is enrolled in all remaining courses required for their degree, and
- The student satisfies the relevant exception outlined in the NCAA Division III Operating Manual.

Transfer and Readmitted Students

- **Transfer Students:** Students who transfer to St. Norbert College are immediately eligible for participation provided their previous institution certifies that they were eligible at the time of transfer and would have remained eligible had they continued enrollment there.
- **Readmitted Students:** Students who are readmitted to St. Norbert College are immediately eligible if they had a cumulative GPA of 2.0 or higher and would have been eligible at the time they stopped enrollment.

Limited Practice for Ineligible Student-Athletes

Student-athletes who fall below the 2.00 GPA threshold may not compete but may continue to practice under these limited conditions:

1. J-Term Practice
 - The student is enrolled in January Term (J-Term) coursework that could restore eligibility.
2. Non-Traditional Season Practice
 - The student may participate in limited practice sessions during the non-traditional season (fall or spring), subject to:
 - A maximum of 20 hours of coach contact over a 4-week consecutive period.

Important: In either case, the student-athlete must regain eligibility once the next certification decision is made. If the student remains ineligible, they must cease all participation—including practice—until the next review period.



Services for Students with Disabilities

St. Norbert College is committed to ensuring equal access and support for students with documented disabilities. The **Office of Academic Success, Support, and Accessibility** is responsible for:

- Verifying documentation from licensed/certified professionals
- Determining eligibility for accommodations
- Using an interactive process to determine appropriate academic accommodations and recommended supports

For assistance or more information, contact the Office of Services for Students with Disabilities at (920) 403-1321 or by emailing accessibility@snc.edu.

Disabilities and Core Curriculum Requirements

Students with documented **learning or physical disabilities** may request modifications to core curriculum requirements through a formal process. The following policies apply:

1. Documentation Requirement
 - A medical or psychological assessment by a qualified, licensed professional and filed with OASSA. It should be on letterhead, signed by the professional and clearly identify the diagnosis and any recommended accommodations. We can also consider recent 504 or IEP documents.
2. Reasonable Accommodations
 - With input from faculty and OASSA, the College will provide reasonable accommodations that allow students equitable access to the core curriculum requirements.
3. Course Substitutions
 - Substitutions for required courses are only considered if:
 - No suitable accommodation can be provided, or
 - Objective testing confirms that the student cannot meet a distribution area requirement through any approved course option.
4. Decision Process
 - Any course substitution must be approved by the Core Curriculum Committee, in consultation with:
 - The Director of Academic Success, Support and Accessibility
 - Relevant faculty members in the affected discipline
5. Appeals Process
 - If a student disagrees with an academic accommodation decision, they may appeal to the Academic Accommodations Review Panel, following the procedures outlined in the *Faculty Handbook* under the "Appeals Process for Disputes Regarding Academic Accommodations."



The Curriculum

Learning Outcomes and Assessment of Academic Programs

Consistent with its mission of providing an educational environment that fosters intellectual, spiritual and personal development, the College has established a program of student learning outcomes assessment. The aim of the program is to examine the extent to which the College is successful in achieving the objectives of the mission and to use this information to improve major, minor and core curriculum programs at the College.

St. Norbert College's three core traditions promote student learning outcomes that include skill development in critical and analytical thought, quantification, synthesis, problem solving and communication. Students learn to apply these skills as responsible citizens of a diverse, interdependent and changing world. In all aspects of campus life, students are encouraged to identify, test and strengthen their moral convictions, act with personal integrity, develop meaningful personal goals, and build relationships based on mutual respect.

The College has a decentralized approach to assessment, meaning that each of the programs at the College is responsible for specifying outcomes which define what students are expected to know, to value, and to be able to do, and for identifying methods to determine the extent to which these outcomes are being met. As such, students in different major fields may be asked to complete different assessment measures, ranging from standardized tests, to senior projects or theses, to portfolios, to structured interviews. In addition to the assessment of major and minor programs, students provide data relevant to the objectives of the core curriculum program and to broad College-wide objectives that encompass a variety of programs. In addition, students are asked to provide responses to a series of surveys, some developed locally and others developed and normed on national samples, beginning during first-year orientation, continuing annually through commencement and administered periodically to alumni. Collectively, these assessment data provide an informative picture of what St. Norbert College students know, value and are able to do and, in some instances, how they compare to students at other colleges and universities across the country.

The College is committed to using assessment data in its planning and budgeting process and its efforts to strengthen the various College programs in academic affairs, student affairs and mission. By providing assessment data, students are important collaborators with the College faculty, staff and administrators in the process of improving the institution for current and future students.

Academic Degrees and Programs

St. Norbert College offers undergraduate and graduate degree programs through its two principal academic divisions – Arts and Sciences and the Schneider School of Business and Economics.

The College offers interdisciplinary majors in the humanities; interdisciplinary arts; and natural sciences. It also offers interdisciplinary minors in Leadership Studies; Health and Human Performance, Sports Management, Peace and Justice Studies; and Women's and Gender Studies. Students may earn academic certificates in French, Latin, Spanish, Arts Management, Theological Competency, or pre-law and take coursework in pre-dental, pre-engineering, pre-medical, pre-pharmacy and pre-veterinary programs. Other academic programs include physical education, human services, study abroad, and the honors program.

Majors and Minors	Type	Type	Degree Awarded if Primary Major
Accounting	Major		BBA
Actuarial Math	Major		BA
Applied AI **2026 2027	Major		BS
Art Graphic Design	Major	Minor	BA
Biology - Organismal (Concentration)	Major		BS
Biology - Biomedical (Concentration)	Major		BS
Biology		Minor	
Broadfield Social Studies	Major		BA
Business Administration	Major	Minor	BBA
Business Analytics **2026 2027	Major	Minor	BBA
Business Economics **2026 2027	Major	Minor	BBA
Chemistry/Biochemistry	Major		BS
Chemistry		Minor	
Communication /Interpersonal (Concentration) **2026 2027	Major		BA
Communication Studies		Minor	
Communication/ Media (Concentration) **2026 2027	Major		BA
Communication/ Business & Professional (Concentration) **2026 2027	Major		BA
Communication/ Journalism (Concentration) **2026 2027	Major		BA
Communication/ Public Image & Promotion (Concentration) **2026 2027	Major		BA
Communication/ Sports Media (Concentration) **2026 2027	Major		BA
Computer Science/Computer Science	Major	Minor	BS
Computer Science/Game Development (Concentration)	Major		BS
Cybersecurity **2026 2027	Major		BBA
Data Science **2026 2027	Major		BS
Digital Marketing **2026 2027	Major	Minor	
Elementary Education K-9	Major		BA

Language Arts - Required with Education K-9		Minor	
Education 4-12 Teaching Major	Major		BA
Education K-12 Teaching Major	Major		BA
Education General	Major		BA
English	Major	Minor	BA
English/Writing Emphasis	Major		BA
English/Education	Major		BA
Environmental Science	Major		BS
Exercise Science **2026 2027	Major		BS
Finance	Major		BBA
Healthcare Administration	Major		BBA
Health & Human Performance/Public Health (Concentration)	Major		BS
Health & Human Performance/Pre- Health		Minor	
Health & Human Performance/Sports Medicine (Concentration)	Major		BS
Health & Human Performance/Medical Humanities (Concentration)	Major		BS
Health & Human Performance/Pre-Nursing		Minor	
History		Minor	
Human Services		Minor	
Leadership Studies		Minor	
Management	Major		BBA
Marketing Management	Major		BBA
Mathematics	Major	Minor	BA
Mathematics Education	Major		BM
Military Science **2026 2027		Minor	
Music Performance/ Voice, Keyboard, Instrumental (Concentration)	Major		BM
Music Performance/Composition (Concentration)	Major		BM
Music Education	Major		BM

Music/Liberal Arts Music	Major		BM
Music/Liberal Arts Pre-Music Therapy	Major		BM
Music/ Sacred Music **2026 2027	Major		BM
Music		Minor	
Music for Liturgists		Minor	
Natural Science	Major		BS
Nutrition **2026 2027	Major		BS
Peace and Justice		Minor	
Philosophy	Major	Minor	BA
Political Science	Major	Minor	BA
Project Management		Minor	
Psychology	Major	Minor	BS
Sociology	Major	Minor	BA
Spanish		Minor	
Sports Management	Major	Minor	BBA
Supply Chain Management	Major		BBA
Sustainability		Minor	
Women and Gender Studies		Minor	

Certificates		Graduate Programs
Arts Management		Business Administration (MBA)
Latin Language		Business Administration 4+1 **2026 2027
French Language		Theological Studies (MTS)
Pre-Law		
Spanish Language		
Theological Competency		

The Core Curriculum

Courses that fulfill core curriculum program requirements may also be used to fulfill requirements in the major.

Philosophy of the Core Curriculum

The core curriculum is an essential component of St. Norbert College's mission as a Catholic, Norbertine, liberal arts college. It provides students with the skills, knowledge, intellectual preparation, and range of experiential learning that will enable them to flourish as citizens in a complex and rapidly changing world. Furthermore, it offers students a systematic approach to the examination of personal values, habits of leadership and integrity, and spiritual development that are central to the Catholic, Norbertine values upon which the College's identity and purpose are grounded

Goals of the Core Curriculum Program

Within the context of the institution's Catholic, Norbertine and Liberal Arts traditions, St. Norbert students demonstrate the knowledge, skills and values necessary to:

THINK CRITICALLY

Indicators may include employing logical analysis and inquiry; evaluating arguments and evidence; demonstrating information literacy and quantitative reasoning; applying knowledge, skills and methods of the natural sciences, the humanities, the visual and performing arts, and the social sciences – including business and economics.

COMMUNICATE EFFECTIVELY

Indicators may include accurately conveying and interpreting written, spoken and symbolic forms of communication; communicating in ways appropriate to audience, purpose and context; using communication strategies and technologies effectively and ethically; demonstrating basic skills in more than one language.

PROBLEM-SOLVE CREATIVELY

Indicators may include articulating contextual factors and generating relevant questions when defining a given problem; exploring an issue or problem by creating a new approach, product or idea or by synthesizing multiple approaches; evaluating the implications of alternative solutions.

BEHAVE ETHICALLY

Indicators may include identifying, reflecting upon and articulating one's own principled values; understanding and applying ethical principles in academic, civic and personal contexts; weighing the ethical consequences of alternative courses of action; advocating for ethical outcomes.

INTERACT RESPECTFULLY

Indicators may include collaborating effectively with people from a variety of backgrounds; reflecting critically on cultural biases, including one's own; valuing the differences, commonalities and contributions of cultures and societies throughout time; engaging conscientiously in personal and civic life.

SERVE RESPONSIBLY

Indicators may include valuing the inherent dignity of all people; advocating for and building systems that promote justice and the common good; making decisions and acting in ways that reflect awareness of global interconnectedness; practicing stewardship and the responsible use of resources.

LIVE PURPOSEFULLY

Indicators may include articulating and acting upon goals and values that support a sense of meaning and purpose in one's life; engaging in behaviors that promote well-being; understanding the faith commitments out of which our institution grows; esteeming the contributions of diverse faith and values perspectives; practicing reflection and contemplation; demonstrating self-awareness.

Lower Level Core Curriculum Courses are designed to:

- Develop student skills in writing, research and oral communication.
- Improve student abilities in creative and critical thinking.
- Foster student understanding of the value of a liberal arts education.

Upper Level Core Curriculum Courses are designed to:

- Advance student skills in synthesis and integration of different methods, perspectives or ideas, and develop the ability to bring together existing knowledge and materials in order to create new connections, approaches or intellectual expressions.
- Engage students in deep critical evaluation and reflection on subject matter or sources of information, and require them to communicate what they have learned using various modes of substantive response.
- Challenge students to identify or evaluate concepts, principles and techniques learned through the course in contexts outside of the classroom; or to use concepts, principles and techniques learned through the course to predict results or propose solutions.

FOUNDATION COURSES

Theological Foundations [CORE: TF] and Philosophical Foundations [CORE: PF] should be taken by the end of the student's first year.

THRS 117 Theological Foundations

PHIL 120 Philosophical Foundations in the Study of Human Nature

Quantitative Reasoning [CORE: QR] Courses

Should be completed by the end of the student's second year.

Writing Intensive [CORE: WI] Courses

Should be completed by the end of the student's second year.

This module is fulfilled by taking any course designated as writing intensive in the course timetable and may be drawn from any of the Foundations courses (above) or from any general core courses at the 100 or 200 level.

Second Language Competency [CORE: SL]

Should be completed by the end of the student's third year.

This module is fulfilled by demonstrating basic competence in two languages. Proficiency IN EACH LANGUAGE must be demonstrated by the end of the third year by using one of the following options:

- 1) Providing a high school or secondary school transcript indicating successful graduation. (*Note: an English translation is required if the transcript is not written in English*)
- 2) Earning a passing grade in a second-semester language course at St. Norbert College or a "C" or better at another post-secondary institution.
- 3) Scoring at a skill level equivalent to having completed a second-semester collegiate language course on a course placement exam available at St. Norbert College.
- 4) Achieving the Seal of Biliteracy
- 5) Demonstrating language competence by test:
 - Earning a score of 3 or better on an Advanced Placement language or literature exam in Chinese, French, German, Italian, Japanese or Spanish;
 - Earning a score of 5 or better on an International Baccalaureate Language A2 HL exam.
 - Tests for languages other than those available at St. Norbert can be obtained at the Brigham Young University Foreign Language Achievement Testing Service (FLATS) or through an ACTFL Oral Proficiency Interview via Language Testing International (LTI), with the student bearing responsibility for any fees. English proficiency may be demonstrated by TOEFL (min. scores: pbt 550 or ibt 79) or IELTS (min. score: 6.5 composite).

EXAMPLES: a student who speaks Arabic as a first language could demonstrate Arabic competency with a FLATS score and demonstrate English competency with a TOEFL score; a bilingual student who speaks both Spanish and English could demonstrate Spanish competency with an SNC placement exam score and provide a high school transcript to demonstrate English competency; a student who speaks English as a first language could provide a high school transcript to demonstrate English competency and an Advanced Placement exam score of 5 to demonstrate German competency.

Exceptions to this policy must be approved by the Vice President for Academic Affairs.

GENERAL AND ADVANCED CORE COURSES

To fulfill the general core curriculum requirements:

- You must complete one course in each of the seven general core curriculum areas.
- A course can only count toward one core area (i.e., no double-dipping across core areas).
- At least three of these seven courses must be at the 300- or 400-level to satisfy the advanced core requirement.

Beyond Borders [Core: BB]

This area explores the civilizations and cultures of the world in a variety of contexts, historical or contemporary, either studied in their own right or through the interactions and relationships between them. Courses in this area may cover one or more of the following subjects: culture, geography, history, politics, religion, trade and commerce – but ideally and naturally some combination of these. This area provides learners the opportunity to deepen their understanding of the world's cultural diversity.

Catholic Imagination [Core: CI]

This area focuses on the Catholic intellectual tradition and its continuing interactions/dialogue with the world, including art, literature, and science. Courses in this area explore a variety of subject matter, grounded in Catholic theology, such as contributions and manifestations of Catholic sensibility in issues of historical and contemporary significance. Such courses allow students to explore the reciprocal enrichment between the Church and the world as a result of dialogue through the ages, including ways in which the Catholic tradition engages the needs and opportunities of communities and the world.

Difference and Diversity [Core: DD]

This area cultivates an understanding of the historical and contemporary challenges faced by various groups within the U.S., commonly identified by characteristics such as class, culture, ethnicity, gender, race, and religion. A study of these groups' identities and the voices with which they speak illustrates their contributions to the rich and complex U.S. mosaic. Courses in this area explore how these identities are constructed and how the internal dynamics and external interactions of such groups continue to inform and shape our experience. In turn, these questions challenge students to think critically about commonly held views of equality, justice, citizenship, and identity.

Expression and Interpretation [Core: EI]

This area examines ways in which literature and the visual and performing arts resonate in human experience. Courses in this area encourage students to contemplate and theorize humanities and fine arts. Through creative engagement and critical thought, students will develop an understanding and appreciation of the creative process and cultivate the ability to make positive contributions to knowledge, society, and culture.

Individual and Society [Core: IS]

This area focuses attention on the nature of the individual, of society, and the relationship between the two. Courses in this module consider empirical research as well as historical and contemporary thought on the nature and development of the individual (including common attributes and individual differences, the character and evolution of society – including complex institutions such as family, economy, and government), and the relationship between the two. These courses help students identify and apply

theoretical and methodological perspectives of a social science in order to understand themselves and their place in the social world.

Physical and Natural World [Core: PN]

This area introduces topics ranging from physical and chemical processes that shape the earth and universe, the historical and contemporary impact of human geography on climate and the earth's biota, to the interplay among health, environment and technology. Courses in this area, while being grounded in the fundamentals of the natural sciences, may include disciplinary, multi-disciplinary, and interdisciplinary perspectives on the physical and natural world. Students will be introduced to the basic concepts of science, methods of science, and the interdisciplinary nature of science through inquiry, critical thinking, application, and communication. This subject matter, when synthesized into a meaningful whole, allows learners to develop an informed perspective on the physical and natural world and our role as responsible stewards of the environment. These courses include a laboratory component.

Western Tradition [Core: WT]

This area helps students understand and evaluate major concepts and values in Western culture. Students will be able to analyze how the Western tradition influences contemporary thoughts or actions. Courses in this area will expose students to the sources and development of ideas that pervade Western society and the Western cultural experience, and may cover Western ideologies, history, government, citizenship, literature, and the arts.

UNDERGRADUATE ACADEMIC PROGRAMS

ACCOUNTING

As a Catholic, liberal arts institution in the Norbertine tradition, St. Norbert College exists to teach by word and example. In support of this motto, the accounting program builds on the liberal arts curriculum, fostering the managerial development of our students with intellectual rigor. Students gain a high degree of expertise and insight regarding business and accounting theories and practice. They are prepared for the professional responsibilities incumbent upon accounting leaders to work ethically for the global common good. This curriculum leads to a Bachelor of Business Administration (B.B.A.) degree with a major in Accounting.

Residency Requirement

In order to earn a B.B.A. degree from St. Norbert College, a student must earn satisfactory credit in at least six required business courses (ACCT/BUAD) at St. Norbert College.

Accounting Major (ACAC) - (74 credits)

Degree Awarded if Primary Major: Bachelor of Business Administration

Required Accounting Coursework

- ACCT 205 Financial Accounting (4 cr)
- ACCT 305 Accounting Information Systems (4 cr, spring)
- ACCT 315 Managerial Cost Accounting (4 cr, fall)
- ACCT 316 Advanced Managerial Accounting (2 cr; spring)
- ACCT 319 Federal Income Tax (4 cr, fall)
- ACCT 320 Accounting for Government and Not-for-Profit (2 cr, spring)
- ACCT 321 Advanced Federal Income Tax (2 cr; spring)
- ACCT 325 Intermediate Accounting 1 (4 cr, fall)
- ACCT 326 Intermediate Accounting 2 (4 cr, spring)
- ACCT 418 Auditing (4 cr, fall)
- BUAD 110 Intro Business Analytics & Info Systems (4 cr)
- BUAD 230 Ethical Leadership (4 cr)
- BUAD 270 Marketing Concepts and Issues (4 cr)
- BUAD 328 Analytics for Business Insight (4 cr)
- BUAD 350 Corporate Finance (4 cr)
- BUAD 390 Business Law (4 cr)
- BUAD 485 Strategic Management Seminar (4 cr)
- ECON 101 Principles of Macroeconomics (4 cr)
- ECON 102 Principles of Microeconomics (4 cr)
- MATH 228 Introduction to Statistics (4 cr) **or** MATH 221 Introduction to Statistics w/ R (4 cr)

Double Majoring

Accounting majors **cannot double major in Business Administration**, but may double major in:

- Business Analytics
- Business Economics
- Cybersecurity
- Digital Marketing
- Finance
- Healthcare Administration
- Management
- Marketing Management
- Sports Management
- Supply Chain Management

Independent Study & Internship Rules

- Max of **3 independent study courses** may count toward 128-credit degree
- **ACCT 495** (8 credits) allowed *only if* **BUAD 494** is not taken for credit

- Two unique internship opportunities are permitted for credit (4 credits each) only if ACCT 495 has not been taken for credit

ART

As a vital part of a Norbertine, Catholic, and liberal arts institution, the art discipline at St. Norbert College values the power of the arts in pursuit of knowledge, truth, and beauty. We cultivate a love of lifelong learning, an understanding of diverse cultures, perspectives, beliefs, and collaboration to gain knowledge, to solve problems, and to engage with the world around us.

The art discipline at St. Norbert College emphasizes technical craft as well as contemporary art and design theory and practice. In the tradition of the liberal arts, our students are creative makers whose studio work exists in complement to their other classes and larger experiences. The Carol and Robert Bush Art Center contains studios, classrooms, galleries, and faculty offices for the art program. Three galleries, an exhibition series, the St. Norbert College permanent art collection, guest artists, and field trips to major art museums and exhibitions all enrich the art program. We are one of the few liberal arts colleges to offer distinctive concentration in graphic design. Graduates of the art program earn a bachelor of arts degree.

Art Major/Graphic Design (ARGD) - (52 credits)

Degree Awarded if Primary Major: Bachelor of Arts

- ART 110 History of Western Art Or ART 115 History of Modern Art
- ART 112 History of Modern Design Or ART 205 Art, Technology, and Society
- ART 130 Introduction to Design
- ART 131 Introduction to Studio Art
- ART 134 Observational Drawing
- ART 235 Computer Graphics
- ART 280 Digital Photography
- ART 335 Advertising Design Or ART 303 Illustration
- ART 380 Contemporary Photographic Strategies Or ART 485 Portfolio Design
- ART 460 Digital Studio
- ART 480 Advanced Studio
- ART 499 Senior Art Capstone (0 Cr)
- Any Studio Course at the 300 level or above

Two of the following:

- ART 220 Art and Community Expression
- ART 224 Sculpture Foundations
- ART 225 Ceramics Foundations
- ART 226 Mixed Media Sculpture
- ART 230 Printmaking Foundations
- ART 240 Painting Foundations
- ART 285 Art in a Democratic Society
- ART 494 Internship

Note: Majors must submit an exhibition proposal for approval before registering for ART 480.

Graphic Design Minor (ARGP) - (28 credits)

- ART 112 History of Modern Design Or ART 205 Art, Technology, and Society
- ART 130 Introduction to Design
- ART 235 Computer Graphics
- ART 280 Introduction to Digital Photography
- ART 335 Advertising Design Or ART 303 Illustration
- ART 380 Contemporary Photographic Strategies Or ART 485 Portfolio Design
- ART 460 Digital Studio Or ART 494 Internship

Arts Management Certificate (AMCU) - (18 credits)

- LEAD 210 Leadership in the Arts

Internship – One of the following:

- ART 494 Internship
- ISHP 494 Internship
- MUSI 494 Internship
- THEA 494 Internship

Visual and Performing Arts – at least one of the following:

- ART 110 History of Western Art
- ART 115 History of Modern Art
- ART 131 Introduction to Studio Art
- ART 205 Art, Technology, and Society
- ART 285 Art and a Democratic Society
- ART 460 Digital Studio
- MUSI 150 Survey of World Musics
- MUSI 176 Music Appreciation
- MUSI 195 Music Entrepreneurship
- MUSI 311 Survey of Music in Film
- MUSI 315 Introduction to Opera
- MUSI 318 Evolution of Jazz
- MUSI 373 Honors Music and Literature
- THEA 101 Introduction to Live Performance
- THEA 105 Introduction to Creativity
- THEA 232 Basic Acting
- THEA 250 Performance and Production Lab
- THEA 301 Technical Theater

Business and Communication – at least one of the following:

- BUAD 110 Intro Business Analytics & Info Systems
- BUAD 215 Entrepreneurship
- BUAD 230 Ethical Leadership
- BUAD 232 Introduction to Human Resource Management
- BUAD 270 Marketing Concepts and Issues
- COM 205 Interpersonal Communication
- COM 210 Introduction to Public Relations
- COM 215 Business and Professional Speaking
- COM 252 Writing for Media

BIOLOGY

The biology discipline strives to provide a modern, rigorous, broad-based, laboratory-intensive education that is intellectually challenging. It is expected that this educational experience will motivate students to achieve excellence and prepare them for professional programs and careers in the biological sciences. The biology program serves the core curriculum by providing non-science students an environment for scientific inquiry and opportunities to explore the diversity and functioning of the natural world and our place in it. Central to the mission of the program is a commitment to engaging biology majors in the actual process of science by encouraging them to participate in collaborative research with faculty. This not only personalizes the undergraduate learning and teaching experience through close mentoring but also nurtures and maintains the excitement and enthusiasm that faculty and students have for their discipline. The integration of research and learning through such collaborative activities is seen as a logical extension of the undergraduate classroom and an integral part of the program's academic culture.

Mission Statement

The mission of the Biology Discipline is to provide students the opportunity to explore the science of life, in all its complexity and diversity, within the tradition of the liberal arts. We are committed to excellence in our teaching and research programs. We aim to facilitate the development of each student's ability to think critically, interpret biological knowledge, to relate that knowledge to other subject areas in the liberal arts, to contribute to the body of biological knowledge through research, and to effectively communicate their understanding both within and outside the field of biology. We take pride in offering a modern, rigorous, laboratory and field intensive program. We offer a variety of upper-level courses in the subfields of biology and contribute to the Core Curriculum program.

Degree Awarded if Primary Major: Bachelor of Science

Biology Major - (20 credits, plus a concentration)

- BIOL 120 Introduction to Cell & Molecular Biology
- BIOL 121 Introduction to Organismal Biology
- BIOL 244 Genetics
- BIOL 499 Senior Assessment (0 cr)
- CHEM 105 General Chemistry 1
- CHEM 107 General Chemistry 2

Organismal Biology Concentration (BIOB) – (32 credit concentration)

- BIOL 201 Botany
- BIOL 228 Ecology
- CHEM 220 Organic Chemistry

Any five biology (BIOL) electives numbered 200 or above, except BIOL 210 (may include only one of BIOL 490 Independent Study, BIOL 492 Directed Research, BIOL 494 Internship, or BIOL 496 Research and Thesis)

Recommended:

- MATH 131 Calculus and Analytic Geometry 1
- MATH 221 Introduction to Statistics with R
 - or SSCI 224 Basic Statistics
- PHYS 111 Fundamentals of Physics 1 **and** PHYS 112 Fundamentals of Physics 2
 - or PHYS 121 General Physics 1 **and** PHYS 122 General Physics 2
- A computer science course

Biomedical Sciences Concentration (BIBM) – (36 credit concentration)

Six biology (BIOL) electives numbered 200 or above, except BIOL 210 Five of the biology electives must be from the following (may include only one of BIOL 490 Independent Study or BIOL 492 Directed Research or BIOL 494 Internship or BIOL 496 Research and Thesis). The sixth course may be any biology elective (200 level or above):

- BIOL 216 Human Anatomy and Physiology 1
- BIOL 217 Human Anatomy and Physiology 2
- BIOL 220 Comparative Vertebrate Anatomy
- BIOL 315 Animal Behavior
- BIOL 320 Human Anatomy and Histology
- BIOL 325 Developmental Biology
- BIOL 344 Medical Genetics
- BIOL 350 Microbiology
- BIOL 360 Medical Microbiology
- BIOL 361 Virology
- BIOL 365 Immunology
- BIOL 368 Parasitology
- BIOL 371 Cellular Physiology

- BIOL 372 Systemic Physiology
- BIOL 373 Molecular Biology
- BIOL 375 The Biology of the Cancer Cell
- BIOL 385 Endocrinology
- BIOL 386 Neuroscience
- BIOL 410 Disease Ecology
- BIOL 490 Independent Study
- BIOL 492 Directed Research
- BIOL 494 Internship
- BIOL 496 Research and Thesis

Additional Required Courses in Chemistry:

- CHEM 220 Organic Chemistry
- CHEM 222 Organic Chemistry: Intermediate
 - **or** CHEM 232 Organic Chemistry: Research Emphasis
- CHEM 350 Biochemistry 1

Additional Recommended Courses:

- MATH 131 Calculus and Analytic Geometry 1
- PHYS 111 Fundamentals of Physics 1 **and** PHYS 112 Fundamentals of Physics 2
 - **or** PHYS 121 General Physics 1 **and** PHYS 122 General Physics 2
- MATH 221 Introduction to Statistics with R
 - **or** SSCI 224 Basic Statistics

Additional information for all biology majors:

Note: Biology majors may also be required to complete the designated achievement tests in biology during specified testing periods and are required to participate in other ongoing assessment activities. Course choices should be made through advisement, with the student's interests and objectives in mind. Advanced students are strongly encouraged to pursue Independent Study (BIOL 490) Directed Research (BIOL 492), Internship (BIOL 494) or Research and Thesis (BIOL 496).

Biology Minor (BIBI) - (24 credits)

- BIOL 120 Introduction to Cell & Molecular Biology
- BIOL 121 Introduction to Organismal Biology
- Four Biology electives at 200 level or above

Note: See **Education [EDUC]** section for certification requirements.

BROADFIELD SOCIAL STUDIES

The Broadfield Social Studies (BFSS) major was designed to be taken simultaneously with the 4-12 teaching major; however, it can be taken as a "stand alone" major by non-education students as well. Students in this major complete 15 total courses across six social studies disciplines (i.e., economics, history, political science, psychology, sociology, geography).

BFSS majors first select two disciplines as their primary areas of emphasis, taking four courses in each. They then complete one course in each of the remaining four disciplines. Of the 15 courses, seven must be at the 300+ level, three of which include SSCI 301: Environment & Society, SSCI 408: Social Inequalities, and EDUC 311: First Nations of Wisconsin. Two of these courses also satisfy the *Physical & Natural World* and the *Difference & Diversity* advanced core curriculum requirements and all three are required for education students for licensure. Ideally the *Beyond Borders* and *Western Tradition* core curriculum requirements should also be from course offerings within the BFSS major.

Broadfield Social Studies Major (BFSS) - (60 credits)

Degree Awarded if Primary Major: Bachelor of Arts

- SSCI 301 Environment & Society
- SSCI 408 Social Inequalities
- EDUC 311 First Nations of Wisconsin
- Discipline 1 4 course emphasis (2 at the 300+ level)
- Discipline 2 4 course emphasis (2 at the 300+ level)
- Discipline 3 1 course
- Discipline 4 1 course
- Discipline 5 1 course
- Discipline 6 1 course

DONALD J. SCHNEIDER SCHOOL OF BUSINESS AND ECONOMICS

Through the generous gift of Pat Schneider, wife of the late Donald J. Schneider (SNC '57), a school of business and economics was established at St. Norbert College in 2014. The Donald J. Schneider School of Business & Economics, through its undergraduate and graduate academic programs and its interaction with the regional business community, is northeastern Wisconsin's center for the advancement of sound business practice. It champions principles and methods that contribute to a thriving northeast Wisconsin, rich in economic opportunity for all.

The Donald J. Schneider School of Business and Economics houses St. Norbert College's undergraduate accounting, business administration, business analytics, digital marketing, economics, finance, healthcare administration, leadership studies, management, marketing, project management, sports management, and supply management programs, as well as masters of business administration program and a portfolio of business outreach activities.

About Donald J. Schneider

Don Schneider was an extraordinary figure in northeast Wisconsin business, a respected and transformative presence both regionally and nationally. He graduated from St. Norbert College with a degree in business in 1957, then joined his father's modest transportation company in 1961. He was eventually to become president, CEO and chairman of Schneider National, the now-global transportation, intermodal and logistics provider headquartered in Ashwaubenon, WI. Under Mr. Schneider's leadership, the company grew into a trucking and logistics giant, in large part due to his deep commitment to the company's core values, his unflagging belief in his associates, and his lifelong embrace of innovation.

Mr. Schneider was a trustee of St. Norbert College, and long served as an adjunct instructor of finance and business administration. He received the College's Distinguished Achievement Award in Business in 1979 and its Alma Mater Award in 1991. St. Norbert College honored him with an honorary Doctor of Laws degree in 1999.

Mr. Schneider was also a member of the board of directors of the Green Bay Packers, Fort Howard Paper and Franklin Electric, served on the advisory board of the Kellogg School of Management, and was a Director of the Federal Reserve Board in Chicago. Through the Donald J. Schneider School of Business and Economics, St. Norbert College will strive to prepare others to carry on Mr. Schneider's remarkable legacy of integrity, excellence and service to the community.

Schneider School Mission and Vision

Vision: St. Norbert College's Donald J. Schneider School of Business and Economics will be the intellectual hub for business in Northeastern Wisconsin.

Mission: The SSBE develops and empowers ethical business leaders through passionate teaching and mentoring, engaged service, and consequential scholarship. We offer challenging learning experiences in the Catholic, liberal arts tradition, and rooted in the Norbertine practices of *communio* and *localitas*.

- by **ethical** we mean we recognize challenges to our core values and develop shared frameworks for values-based decisions
- by **challenging** we mean we achieve educational excellence by engaging in rigorous and critical thinking and action
- by **communio** we mean we are called to live in relationships that strive for high standards including mutual esteem, trust, sincerity, faith, responsibility, dialogue, communication, consultation and collaboration
- by **localitas** we mean we are committed to serve the particular needs of the communities to which we belong

BUSINESS ADMINISTRATION

As a Catholic liberal arts institution in the Norbertine tradition, St. Norbert College exists to teach by word and example. In support of this motto, the business administration program develops and empowers ethical business leaders through passionate teaching and mentoring. We offer challenging learning experiences in the Catholic, liberal arts tradition, and rooted in the Norbertine practices of *communio* and *localitas*. All students in business administration are expected to demonstrate the following four program-level learning outcomes:

1. recognize moral challenges in organizations and apply a critical understanding of their values to those challenges
2. effectively communicate and work in diverse contexts as leaders and teammates
3. strategically evaluate organizational decisions using and extending appropriate business theories and techniques
4. conduct themselves as professionals in service to their organizations and communities

This curriculum leads to a Bachelor of Business Administration (B.B.A.) degree. Students can elect a general business administration major or one of the following focused majors: business analytics, business economics, cybersecurity, digital marketing, finance, healthcare administration, management, marketing management, sports management, or supply chain management.

Assessment

Assessment data is obtained through the SSBE Major Field Test, nationally normed survey instruments, college surveys, and in-class assignments.

Business Administration Program

The Business Administration discipline offers ten majors and six minors. Majors include business administration, business analytics, business economics, cybersecurity, digital marketing, finance, healthcare administration, management, marketing management, sports management and supply chain management. Minors include business administration, business analytics, business economics, digital marketing, project management, and sports management. Each major is divided into core requirements and major requirements. The total number of credits required by each major (core courses together with major courses) ranges from 50 to 72 credits.

Students majoring in Business Administration may not double major in the following areas:

- | | |
|----------------------|-----------------------------|
| • Accounting | • Healthcare Administration |
| • Business Analytics | • Management |
| • Business Economics | • Marketing Management |
| • Cybersecurity | • Sports Management |
| • Digital Marketing | • Supply Chain Management |
| • Finance | |

Business Core Requirements for majors in business administration, finance, healthcare administration, management, marketing management and supply chain management. (52 credits; order of courses to be taken should be discussed with an advisor):

- ACCT 205 Financial Accounting (4 cr)
- ACCT 206 Managerial Accounting (4 cr)
- BUAD 110 Intro to Business Analytics & Info Systems (4 cr)
- BUAD 230 Ethical Leadership (4 cr)
- BUAD 232 Introduction to Human Resource Management (2 cr)
- BUAD 233 Introduction to Supply Chain Management (2 cr)
- BUAD 270 Marketing Concepts and Issues (4 cr)
- BUAD 328 Analytics for Business Insight (4 cr)
- BUAD 350 Corporate Finance (4 cr)
- BUAD 390 Business Law (4 cr)
- BUAD 485 Strategic Management Seminar (4 cr)
- ECON 101 Principles of Macroeconomics (4 cr)
- ECON 102 Principles of Microeconomics (4 cr)
- MATH 228 Introduction to Statistics (4 cr)
 - or MATH 221 Introduction to Statistics with R (4 cr)

Business Administration Major (BUBU) – (60 credits)

Degree Awarded if Primary Major: Bachelor of Business Administration

The business administration major is designed to develop the fundamental knowledge and skills students need to think critically, learn effectively, solve problems, strategize, make sound decisions, and operate ethically in business organizations.

Required Business Core and

8 Credits of Advanced Business Electives: May include any combination of the following

- ACCT, BUAD, or ECON courses at 200+ level not already in Major
- COM 215, 220
- ENGL 306
- PSYC 221, 321, 360

All business administration majors are required to take a minimum of two courses that are approved as advanced business electives. These advanced business electives must total eight credits, and they include: any Business Administration (BUAD) course or Accounting (ACCT) course at the 200 level or above (other than Business core requirements, courses designated for non-majors or ACCT 315); any Economics (ECON) course at the 200 level or above; and selected courses from other disciplines, including Communications (COM 215, 220), English (ENGL 306), Psychology (PSYC 221, 321 or 360).

Business Analytics Major (BUAN) - (50 credits)

Degree Awarded if Primary Major: Bachelor of Business Administration

The Business Analytics Program is designed to empower students with the knowledge and practical skills essential for proficiently gathering, analyzing, interpreting and reporting data to critically evaluate and solve business problems. It leverages modern business analytical tools to prepare students for data-driven decision-making in professional business settings.

It is anchored by a solid business core that includes courses in ethical leadership, accounting, economics, marketing and finance that provide students with a clear and practical business focus in the application of sophisticated data analysis, visualization and manipulation. When complemented by SNC's broader liberal arts education, their leadership, communication, and ethical decision-making skills are strengthened even further. This integrated approach ensures that Business Analytics graduates not only can analyze data with precision but also influence decisions responsibly and create meaningful, lasting business impact.

Business Core classes:

- ACCT 205 Financial Accounting (4 cr)
- BUAD 110 Intro to Business Analytics & Info Systems (4 cr)

- BUAD 230 Ethical Leadership (4 cr)
- BUAD 270 Marketing Concepts and Issues (4 cr)
- BUAD 328 Analytics for Business Insights (4 cr)
- BUAD 350 Corporate Finance (4 cr)
- ECON 102 Principles of Microeconomics (4 cr)
- MATH 228 Introduction to Statistics (4 cr)
 - or MATH 221 Introduction to Statistics with R (4 cr)

Business Analytics courses:

- BUAD 200 Data Wrangling & Visualization with R (4 cr)
- BUAD 202 Business Analytics Methods I (3 cr)
- BUAD 203 Business Analytics Methods II (3 cr)
- BUAD 450 Business Analytics Capstone (4 cr)
- ECON 325 Intro to Econometrics (4 cr)

Business Economics Major (ECEC) - (68 credits)

Degree Awarded if Primary Major: Bachelor of Business Administration

Economics is the social science concerned with human thought and actions directed toward solving the problems of using resources to provide for individual and community well-being or prosperity. It studies those aspects of human behavior that arise from the existence of scarcity, from making rational choices and from attempts to maximize benefits that have been called “utility” by economists. Formal economics deals with the evaluation of ends and goals, with the allocation of limited resources or means to achieve those goals, and with the making of decisions. Substantive economics concentrates on the ideologies, customs, institutions and organizations which enable human beings to earn a living, with the ways a society produces and distributes goods and services, and with the commercial, financial and governmental practices that enable societies to exist.

Economics is an essential component of a liberal or general education because the economy is one of the most important aspects of human social and cultural life, because the economy affects all of us, and because all educated people should understand how it works. Economics is often called the science of rational behavior; it emphasizes formal, systematic and analytical thinking. The study of economics furthers our intellectual and personal growth because a mature understanding of how economic systems work and how rational decisions are made enables us to be more effective participants in economic, political and social life. There is also a moral dimension to the study of economics. Ethical judgments and moral standards are implicit in the evaluation of ends or goals, the making of choices and decisions, the allocation of resources needed to sustain life and achieve goals, the division of labor and rewards in society, and the definition of “utility” (or “good”) itself. Economic practices and concepts cannot and should not be separated from religious and cultural values. The recognition of this reality promotes our personal and moral development.

A major in business economics prepares students for applying the economic way of thinking in a business environment. With additional advising, a business economics major may consider graduate study and research in economics and related fields; for graduate professional study in business, law, public administration and other professions; for almost any career in business, labor or government; and for effective citizenship in a complex society.

Foundation Coursework

- ACCT 205 Financial Accounting (4 cr)
- ACCT 206 Managerial Accounting (4 cr)
- BUAD 110 Intro to Business Analytics & Info Systems (4 cr)
- BUAD 230 Ethical Leadership (4 cr)
- BUAD 232 Introduction to Human Resource Management (2 cr)
- BUAD 233 Introduction to Supply Chain Management (2 cr)
- BUAD 270 Marketing Concepts and Issues (4 cr)
- BUAD 328 Analytics for Business Insight (4 cr)
- BUAD 350 Corporate Finance (4 cr)
- BUAD 390 Business Law (4 cr)

- BUAD 485 Strategic Management Seminar (4 cr)
- ECON 101 Principles of Macroeconomics (4 cr)
- ECON 102 Principles of Microeconomics (4 cr)
- ECON 325 Introduction to Econometrics (4 cr)
- MATH 228 Introduction to Statistics (4 cr)
 - or MATH 221 Introduction to Statistics with R (4 cr)

Three of the following

Elective Courses

- ECON 300 History of Economic Thought (requires junior or senior standing) (4 cr)
- ECON 326 Advanced Applied Econometrics (4 cr)
- ECON 330 Labor Economics (4 cr)
- ECON 335 Industrial Organization (4 cr)
- ECON 340 Economics of Sports (4 cr)
- ECON 345 An Economic Approach to Religion (4 cr)
- ECON 350 Environmental Economics (4 cr)
- ECON 355 International Economics and Business in the UK (4 cr)
- ECON 375 Growth and Development (4 cr)
- ECON 377 International Finance and Monetary Economics (4 cr)
- ECON 380 Managerial Economics (4 cr)
- ECON 391 Public Finance (4 cr)
- ECON 392 Investing in Social Change: Social Finance and Impact Investing (4 cr)
- ECON 402 Solving Social/Economic Problems with Data (4 cr)
- ECON 489 Special Topics (2 or 4 cr)
- ECON 490 Independent Study (4 cr)
- ECON 492 Directed Research (4 cr)
- ECON 494 Internship (4 cr)

Students contemplating graduate study in economics are strongly urged to take MATH 233 and MATH 303 in addition to the minimum requirements of the major.

Cybersecurity Management (CYCY) – (64 credits)

Degree Awarded if Primary Major: Bachelor of Business Administration The Cybersecurity major prepares students to defend systems, networks, and data against cyber threats in both public and private sectors. Students will gain hands-on experience in digital forensics, risk assessment, network defense, and incident response. The program emphasizes practical application through real-world simulations—long considered the gold standard for cybersecurity portfolio work.

The curriculum requires no coding experience and focuses on the fast-growing segment of low- and no-code Cybersecurity roles. Through modern tools, frameworks, and team-based projects, students build the skills to meet industry needs while developing critical thinking and ethical judgment in high-stakes digital environments. In addition to building practical skills, students will develop critical thinking abilities and ethical decision-making skills that will prepare them for impactful careers in any type of organization.

Business Core classes:

- ACCT 205 Financial Accounting (4 cr)
- BUAD 110 Intro to Business Analytics & Info Systems (4 cr)
- BUAD 230 Ethical Leadership (4 cr)
- BUAD 270 Marketing Concepts and Issues (4 cr)
- BUAD 328 Analytics for Business Insight (4 cr)
- BUAD 350 Corporate Finance (4 cr)
- BUAD 390 Business Law (4 cr)
- BUAD 485 Strategic Management (4 cr)
- ECON 102 Principles of Microeconomics (4 cr)
- MATH 228 Introduction to Statistics (4 cr)
 - or MATH 221 Introduction to Statistics with R (4 cr)

Cybersecurity classes:

- CYBR 120 Introduction to Cybersecurity (3 cr)
- CYBR 121 Network and System Security (3 cr)
- CYBR 220 Cybercrime and Governance (3 cr)
- CYBR 221 Security Operations (3 cr)
- CYBR 222 Ethical Hacking (3 cr)
- CYBR 223 The Future of Cybersecurity (3 cr)
- CYBR 321 Networking Technologies and Telecommunications (3 cr)

Experiential Learning class:

- CYBR 385 Cybersecurity Capstone (3 cr)

Digital Marketing (BUDM) – (66 credits)

Degree Awarded if Primary Major: Bachelor of Business Administration

The major in Digital Marketing major provides students with the most vital and in-demand skills in the field. Students will learn about essential digital platforms for marketing including social media platforms, email, SMS, and search engines. Through hands-on projects designed with feedback from industry experts, students practice using the backend tools used for each platform, develop data analytics skills to interpret results for informed decision-making, and gain experience presenting their findings clearly and effectively. This curriculum incorporates the most cutting-edge technologies and tools, such as Large Language Models and Generative AI tools. In addition to building practical skills, students will develop critical thinking abilities and ethical decision-making skills that will prepare them for impactful careers in any type of organization.

Business Core classes:

- ACCT 205 Financial Accounting (4 cr)
- BUAD 110 Intro to Business Analytics & Info Systems (4 cr)
- BUAD 270 Marketing Concepts and Issues (4 cr)
- BUAD 328 Analytics for Business Insight (4 cr)
- BUAD 350 Corporate Finance (4 cr)
- BUAD 390 Business Law (4 cr)
- BUAD 485 Strategic Management (4 cr)
- ECON 102 Principles of Microeconomics (4 cr)
- MATH 228 Introduction to Statistics (4 cr)
 - or MATH 221 Introduction to Statistics with R (4 cr)

Digital Marketing courses:

- BUAD 170 Introduction to Digital Marketing (3 cr)
- BUAD 271 Social Media Marketing, Brand Awareness, and Engagement (3 cr)
- BUAD 272 Lifecycle and Email Marketing (3 cr)
- BUAD 274 Going Viral and Growth Hacking (3 cr)
- BUAD 374 Marketing Promotions (4 cr)
- BUAD 384 Growth Marketing & Multi-Channel Marketing Capstone (3 cr)
- BUAD 471 Marketing Management and Strategy (4 cr)
- BUAD 472 Digital Marketing Analytics and Experimentation (3 cr)

One of the following:

- COM 200 Mass Media (4 cr)
- ENGL 313 Writing for the World (4 cr)

Finance Major (FIFI) - (68 credits)

Degree Awarded if Primary Major: Bachelor of Business Administration

Finance is an important part of business operations, as well as our economy. It is needed in every industry and every organization. Students of finance study the acquisition and management of money and

investments. The field of finance includes banking, credit, debt, and capital markets activities. This major builds practical skills, along with critical thinking abilities and ethical decision-making skills, that will prepare students for impactful careers in corporate finance, investment banking, real estate, commercial banking, financial analysis, financial planning, insurance, and asset management.

Required Business Core classes and:

- BUAD 351 Investments (4 cr)
- BUAD 352 Financial Institutions and Markets (4 cr)
- BUAD 355 Advanced Financial Management (2 cr)
- BUAD 359 Portfolio Theory and Derivatives (2 cr)

At least one of the following:

- ACCT 325 Intermediate Accounting (4 cr)
- BUAD 200 Data Wrangling & Visualization with R (4 cr)
- BUAD 215 Entrepreneurship (4 cr)
- BUAD 256 Personal Finance (4 cr)
- BUAD 356 Risk Management (4 cr)
- BUAD 494 Internship (Finance) (4 cr)
- ECON 325 Econometrics (4 cr)
- ECON 377 International Finance (4 cr)
- ECON 390 Monetary Theory (4 cr)

Healthcare Administration Major (HCHC) - (72 credits)

Degree Awarded if Primary Major: Bachelor of Business Administration

This Healthcare Administration major builds practical skills, along with critical thinking abilities and ethical decision-making skills, needed to contribute to the operations and planning activities of a healthcare organization. This curriculum has three major priorities: project-based learning; data-driven decision making; and operational focus. Students will complete a strategy capstone that asks them to synthesize their knowledge and skills to plan a strategic transformation of a simulated healthcare system (a hospital network, for example). In addition, students will have a significant project in each class which will allow them to practice the skills learned in that class.

Additionally, with the rise of Big Data and analytics across the healthcare ecosystem, it is increasingly important that healthcare administrators understand how to make use of the tremendous amount of information now at their fingertips. As such, this program not only features a class in Health Data and Analytics but also incorporates concepts learned in that class into later classes in the sequence to reinforce key skills. Lastly, the program includes a dedicated course in Healthcare Service Operations. This is consistent with priorities set by healthcare administration professionals when describing the increasing complexity of healthcare systems.

Required Business Core classes and:

- BUAD 240 Inside U.S. Healthcare Policy (3 cr)
- BUAD 341 Data-Driven Healthcare Analytics, IT, and AI (3 cr)
- BUAD 342 Healthcare Justice, Law, Ethics (3 cr)
- BUAD 343 Healthcare Finance (3 cr)
- BUAD 344 Strategic Healthcare Operations (3 cr)
- BUAD 440 Healthcare Strategy Capstone (3 cr)

At least one of the following:

- BUAD 337 Organizational Behavior (4 cr)
- BUAD 494 Internship (Healthcare Administration) (4 cr)

Note: BUAD 233 Intro to Supply Chain Management (2 cr) is not required for this major

Management Major (MGMG) – (68 credits)

Degree Awarded if Primary Major: Bachelor of Business Administration

Management is a critical component of business operations. It is needed in every industry and every organization. The Management major teaches students how to understand human behavior in organizations and become an effective and ethical leader. The major in Management prepares students to create and lead organizations in terms of strategy, processes, leadership, teamwork, and managing change and culture. The program builds practical skills, along with critical thinking abilities and ethical decision-making skills, that will prepare students to effectively manage and lead people.

Required Business Core classes, and:

- BUAD 215 Entrepreneurship (4 cr)
- BUAD 337 Organizational Behavior (4 cr)

At least two of the following:

- BUAD 212 Intro to Sports Management (4 cr)
- BUAD 336 Intermediate Human Resources Management (4 cr)
- BUAD 338 Organizational Culture and Design (4 cr)
- BUAD 386 Leading Through Adversity (4 cr)
- BUAD 388 International Management (4 cr)
- BUAD 436 Advanced Human Resources Management (4 cr)
- BUAD 489 Special Topics (Management) (4 cr)
- BUAD 490 Independent Study (Management) (4 cr)
- BUAD 494 Internship (Management) (4 cr)
- COM 215 Business & Professional Speaking (4 cr)

Marketing Management Major (MKMK) - (68 credits)

Degree Awarded if Primary Major: Bachelor of Business Administration

Marketing is essential to every business operation. Marketing Management is focused on maintaining valuable relationships, and this perspective leads to a strategic emphasis on image, revenue, and profit enhancement with an eye on future markets. Overall, marketing contends that a firm should offer the most value to prospective customers.

This Marketing Management major provides students with knowledge and skills that allow them to understand the market environment and consumer trends; collaborate with others to create successful marketing plans; apply analytical rigor to decision making; understand the needs of different customer segments; communicate how a product or service fills those needs; and guide potential customers to take action. The program builds practical skills, along with critical thinking abilities and ethical decision-making skills, that will prepare students for impactful careers in marketing.

Required Business Core classes, and:

- BUAD 374 Marketing Promotions (4 cr)
- BUAD 471 Marketing Management and Strategy (4 cr)

Two of the following (at least one must be within the SSBE):

- BUAD 215 Entrepreneurship (4 cr)
- BUAD 360 Sports Marketing, Sales & Sponsorship (4 cr)
- BUAD 371 Sales Management (4 cr)
- BUAD 372 Marketing Research (4 cr)
- BUAD 375 Consumer Behavior (4 cr)
- BUAD 489 Special Topics (Marketing) (4 cr)
- BUAD 490 Independent Study (Marketing) (4 cr)

- BUAD 494 Internship (Marketing) (4 cr)
- COM 215 Business & Professional Speaking (4 cr)
- COM 220 Negotiation in Business & Sales (3 cr)
- COM 352 Media Psychology (4 cr)
- COM 384 Social Media (4 cr)
- COM 390 Sports Media (4 cr)
- SOCI 320 Culture and Consumption (4 cr)

Sports Management Major (SPRT) – (64 credits)

Degree Awarded if Primary Major: Bachelor of Business Administration

Business Core classes:

- ACCT 205 Financial Accounting (4 cr)
- BUAD 110 Intro to Business Analytics & Info Systems (4 cr)
- BUAD 270 Marketing Concepts and Issues (4 cr)
- BUAD 328 Analytics for Business Insight (4 cr)
- BUAD 350 Corporate Finance (4 cr)
- BUAD 390 Business Law (4 cr)
- ECON 102 Principles of Microeconomics (4 cr)
- MATH 228 Introduction to Statistics (4 cr)
 - or MATH 221 Introduction to Statistics with R (4 cr)

Business of Sports courses:

- BUAD 212 Introduction to Sports Management (4 cr)
- BUAD 214 Introduction to Event and Venue Management (4 cr)
- BUAD 237 Behavior, Leadership & Sport (4 cr)
- BUAD 360 Sports Marketing, Sales & Sponsorship (4 cr)
- BUAD 392 Sports Law (4 cr)
- BUAD 486 Sport Strategic Management Capstone (4 cr)
- COM 390 Sports Media (4 cr)
- ECON 340 Economics of Sports (4 cr)

Supply Chain Management Major (SUPC) - (71 credits)

Degree Awarded if Primary Major: Bachelor of Business Administration

As business networks have continued to expand, Supply Chain Management has become a critical function for companies that need to move products around the country as well as around the globe. This Supply Chain Management major provides students with knowledge and skills that will allow them to contribute to the operations or logistics activities of an organization. Students culminate their study with a capstone course created in partnership with a business, providing hands-on experience in a professional setting. Students also create a portfolio of work that can be shared with potential employers. The program builds practical skills, along with critical thinking abilities and ethical decision-making skills, that will prepare students for impactful futures.

Required Business Core classes, and:

- BUAD 234 Forecasting and Logistics (3 cr)
- BUAD 235 Sourcing and Operations (3 cr)
- BUAD 333 Supply Chain in Action (3 cr)
- BUAD 335 Supply Chain Management Technologies (3 cr)
- BUAD 434 Supply Chain Management Capstone (3 cr)

At least one of the following:

- BUAD 388 International Management (4 cr)
- BUAD 471 Marketing Management and Strategy (4 cr)
- BUAD 494 Internship (Supply Chain Management) (4 cr)

Residency Requirement

In order to earn a B.B.A. degree from St. Norbert College, a student must earn satisfactory credit in at least six required business courses (BUAD) at St. Norbert College. The Strategic Management Seminar (BUAD 485) or Sports Strategic Management Capstone (BUAD 486) must be taken at St. Norbert College.

Independent Study

- Maximum of three independent study courses may be counted toward **the 128 credits**

Internship (BUAD 494) – Instructor Permission Required

- BUAD 494 can be taken twice, for a total of up to 8 credits.
- Only 4 credits of BUAD 494 can be applied toward major requirements and/or the MBA 4+1 program
- All business administration students are encouraged to participate in internships.

Business Administration Minor (BUBU) - (28 credits)

Note: Students majoring in Accounting, Business Analytics, Business Economics, Cybersecurity, Digital Marketing, Finance, Healthcare Administration, Management, Marketing Management, Sports Management or Supply Chain Management may not earn a minor in Business Administration.

- ACCT 205 Financial Accounting (4 cr)
- BUAD 110 Intro to Business Analytics & Info Systems (4 cr)
 - **or** CSCI 110 Intro to Computer Programming (4 cr)
- BUAD 230 Ethical Leadership (4 cr)
- BUAD 270 Marketing Concepts and Issues (4 cr)
- BUAD 350 Corporate Finance (4 cr)
- ECON 102 Principles of Microeconomics (4 cr)
- MATH 228 Introduction to Statistics (4 cr)
 - **or** MATH 221 Introduction to Statistics with R (4 cr)

Business Analytics Minor (BUAN) - (34 credits)

Required Business Core classes:

- ACCT 205 Financial Accounting (4 cr)
- BUAD 110 Intro to Business Analytics & Info Systems (4 cr)
- BUAD 230 Ethical Leadership (4 cr)
- BUAD 328 Analytics for Business Insights (4 cr)
- MATH 228 Intro to Statistics (4 cr)
 - **or** MATH 221 Introduction to Statistics with R (4 cr)

One of the following:

- BUAD 270 Marketing Concepts and Issues (4 cr)
- BUAD 350 Corporate Finance (4 cr)

Required Business Analytics courses:

- BUAD 200 Data Wrangling & Visualization with R (4 cr)
- BUAD 202 Business Analytics Methods I (3 cr)
- BUAD 203 Business Analytics Methods II (3 cr)

Business Economics Minor (ECEC) - (24 credits)

- ECON 101 Principles of Macroeconomics (4 cr)
- ECON 102 Principles of Microeconomics (4 cr)

- Four advanced ECON electives at the 200 level or above or at least two advanced ECON electives with the remaining courses from BUAD electives at the 200 level or above.

Digital Marketing Minor (BUDM) - (27 credits)

The minor in Digital Marketing will teach students digital marketing skills such as search-engine optimization and marketing, analytics, social media strategy, and automated email marketing. In addition, students will learn viral growth techniques, influencer marketing, data mining, and lead generation, which will help prepare them for marketing roles in any type of organization. This minor, coupled with any St. Norbert College major, builds practical skills, along with critical thinking abilities and ethical decision-making skills, that allow students to grow both personally and professionally in the years to come.

- BUAD 110 Intro to Business Analytics & Info Systems (4 cr)
- BUAD 170 Introduction to Digital Marketing (3 cr)
- BUAD 270 Marketing Concepts (4 cr)
- BUAD 271 Social Media Marketing Brand Awareness, and Engagement (3 cr)
- BUAD 272 Lifecycle and Email Marketing (3 cr)
- BUAD 274 Going Viral and Growth Hacking (3 cr)
- BUAD 472 Digital Marketing Analytics and Experimentation (3 cr)

One of the following:

- COM 200 Mass Media (4 cr)
- ENGL 313 Writing for the World (4 cr)

Project Management Minor (PJMG) - (23 credits)

The minor in Project Management prepares students for a role as a Project Manager, or Technical Project Manager, provides them with a solid footing to pursue a role as a Program Manager in the future. It will provide students with skills in project management, product development and basic programming. While understanding the basics of project management, students will also learn about the complex organizational and inter-organizational environments in which projects operate, different project approaches that can be applied depending on the context, and an overview of the impact of technology on the project manager role. This will equip students to apply judgment to adapt to changing circumstances. Students with any St. Norbert College major may find a minor in Project Management to be valuable. Upon completing this minor in Project Management, students will be eligible to sit for the CAPM® exam (Certified Associate in Project Management). This is a significant milestone in any project manager's career path, as this globally recognized certification from the Project Management Institute (PMI) will not only increase employability but will also broaden professional opportunities.

- BUAD 110 Intro to Business Analytics/ Info Systems (4 cr)
- BUAD 165 Project Management Fundamentals (3 cr)
- BUAD 265 Predictive Project Planning (3 cr)
- BUAD 328 Analytics for Business Insight (4 cr)
- BUAD 365 Project Execution, Monitoring & Control, Implementation & Closure (3 cr)
- BUAD 366 Managing Risk and Uncertainty (3 cr)
- BUAD 367 Agile Frameworks and Methodologies (3 cr)

Sports Management Minor (SPRT) - (24 credits)

The minor in Sport Management prepares students to work on the business side of sports. Students will learn concepts, ideas, and particularities of the business of sports and how to ethically address the current issues in the industry. Through an emphasis on problem solving, leadership, communication, and teamwork, students will be prepared to become sport leaders and good citizens in the growing sports world.

- BUAD 212 Intro to Sports Management (4 cr)
- BUAD 214 Intro to Event and Venue Management (4 cr)

- BUAD 360 Sports Marketing, Sales and Sponsorship (4 cr)
- BUAD 392 Sports Law (4 cr)
- COM 390 Sports Media (4 cr)
- ECON 340 Economics of Sports (4 cr)

CENTER FOR GLOBAL ENGAGEMENT

The Center for Global Engagement promotes comprehensive internationalization at St. Norbert College and helps the College provide a global education for all of our students. CGE contributes to the development of ethical global citizens, who can navigate their increasingly diverse communities and thrive in a rapidly internationalizing world. The Center divides its work into the following areas:

- International admissions and recruitment: recruiting international students to enroll in the College's intensive English programs, exchange program, and degree-seeking program
- International student and scholar services: providing immigration, academic and personal support to St. Norbert's international student and scholar community
- Intensive English program: offering a range of courses and programs to support English language learners at various levels
- Study abroad and off-campus programs: providing global opportunities for every student. These opportunities include semester- and year-long international programs, semester-long domestic and international internship programs and short-term programs (Global Seminars) during the summer and J- terms
- Signature global programming: offering a variety of annual events, including International Education Week and the Great Decisions lecture series

CHEMISTRY

The chemistry program at SNC strives to prepare science students for graduate or professional studies, or for entry into jobs in the areas of biochemistry or health-sciences through the development of traits that characterize the whole person. All students taking a chemistry course will gain fundamental chemistry knowledge and laboratory skills as we endeavor to increase their confidence in problem solving.

Chemistry Major- Biochemistry Concentration (CHBC) - (60 credit)

Degree Awarded if Primary Major: Bachelor of Science

- CHEM 105 General Chemistry 1
- CHEM 107 General Chemistry 2
- CHEM 220 Organic Chemistry
- CHEM 222 Organic Chemistry: Intermediate
 - CHEM 232 Organic Chemistry: Research Emphasis
- CHEM 211 Analytical Chemistry
- CHEM 350 Biochemistry 1
- CHEM 351 Biochemistry 2
- BIOL 120 Introduction to Cell and Molecular Biology
- BIOL 121 Introduction to Organismal Biology
- BIOL 244 Genetics
- MATH 131 Calculus and Analytic Geometry 1

Students must complete four of the following electives, however, all four electives cannot be in the same discipline and one elective must be in biology or chemistry. Students should consult with their advisor to choose electives most suitable for their career path.

- PHYS 121 General Physics 1 (Calculus based)
 - or PHYS 122 General Physics 2 (Calculus based)
- PHYS 111 Fundamentals of Physics 1
 - or PHYS 112 Fundamentals of Physics 2
- CHEM 310 Advanced Organic Chemistry
- CHEM 330 Physical Chemistry 1

- CHEM 332 Physical Chemistry 2
- BIOL 373 Molecular Biology
- BIOL 350 Microbiology
- BIOL 320 Human Anatomy and Histology
- BIOL 371 Cellular Physiology
- BIOL 216 Human Anatomy and Physiology 1
- BIOL 217 Human Anatomy and Physiology 2
- MATH 228 Introduction to Statistics
- MATH 132 Calculus and Analytic Geometry 2

Chemistry Minor (CHCH) - (24 credits)

- CHEM 105 General Chemistry 1
- CHEM 107 General Chemistry 2
- CHEM 220 Organic Chemistry
- CHEM 232 Organic Chemistry: Research Emphasis
 - or CHEM 222 Organic Chemistry: Intermediate
- Two Chemistry electives at or above the 200 level

Note: See **Education [EDUC]** section for certification requirements.

CLASSICAL, MEDIEVAL AND RENAISSANCE STUDIES

The languages, literature, history, philosophy, art, and religion of ancient Greece and Rome lie at the heart of Western culture. They are the essential sources of the tradition of liberal learning, both Christian and non-Christian, in which the College places itself, and were the core of Liberal Arts education for more than two millennia, especially in the Medieval and Renaissance periods. Catholic Christianity and the Catholic Intellectual Tradition sprang from the classical world and, within its ancient cultures, the Norbertine Order, itself a product of Medieval times, finds the roots of its ideals of communio, the common good, and social justice.

In Classical, Medieval and Renaissance Studies courses, students acquire knowledge of the origins and continuities of Western culture, particularly the origins of the Liberal Arts, Catholic, and Norbertine traditions upon which the College is grounded. Students come to appreciate the differences between the past and the present, by comparing and contrasting their world to its classical, medieval, and Renaissance roots, and thus, they come to understand themselves better. They discover where their moral categories and religious beliefs originated and reflect upon how and why they have changed or remained constant over the centuries. They learn what it means to be a responsible citizen from the cultures that defined the very notion of citizenship and struggled to live up to its ideals for millennia. They investigate deeply human issues and concerns that confronted people of the far past just as they confront us today. They develop and practice intellectual skills long considered fundamental to the Liberal Arts and Catholic Intellectual Traditions.

Certificate Program in Latin Language (LTLT)

The certificate recognizes intermediate-level proficiency in Latin, a competency equivalent to the successful completion of the 101-204 sequence with an overall GPA of 3.0 (B) in the language courses counting toward the certificate. The course that demonstrates successful completion of the certificate must be taken at SNC through the Classical Studies Program curriculum, and the student must earn a 3.0 (B) or higher in this course. Students who place beyond the 204 level (e.g. 304 or 305) still must complete one class on campus and receive a grade of 3.0 (B) or higher in that class.

Language certificates in French or Spanish are also available. See the **Modern Languages and Literatures [MLLS]** section of the catalog for more information.

Retroactive Credit Policy

Students may be awarded up to (2) lower-level courses, equivalent to a maximum of (8) retroactive credits, by earning a grade of "B" or better in specific language, math or computer science classes that are above the introductory level (ex: 101).

Retroactive courses do not count as part of the seven courses required for the minor in Classical, Medieval and Renaissance Studies. Students with previous language study should contact either the Latin or the Greek instructor to determine their proper starting placement in the course sequence.

COMMUNICATION

The mission of the communication discipline is to provide an excellent education that is personally, intellectually and spiritually challenging. By personally, we mean the development and appreciation for those qualities that enable students to foster meaningful relationships in their academic, personal and professional lives. By intellectually, we mean the development of those qualities which enable students to recognize, describe, analyze, synthesize and critique those elements in the global society that are shaped and influenced by human symbol systems. By spiritually, we mean the evolution of those qualities that enable students to look within themselves at their role in the micro-context of St. Norbert College's Judeo-Christian values and the macro-context of a diverse world of opposing and complementary perspectives.

Upon graduation, students should be able to: 1) articulate the broad nature of the communication discipline and their own specializations within the field; 2) answer communication questions using appropriate research methods; 3) create messages appropriate to the audience, purpose, and context; and 4) critically analyze messages.

These objectives are met by offering courses focusing on the process and effects of various kinds of communication, by those which develop particular skills (for example, courses in media writing, business and professional speaking) and by history and analysis courses dealing with a variety of communication issues. The skills courses, in particular, are designed to help students prepare for professional careers.

Students select an area of concentration (business and professional, interpersonal, journalism, media, public image and promotion, or sports media) after taking foundation courses. This accomplishes a major purpose of the program, that of providing a degree of specialization within a general communication curriculum. In addition, the content of the program's courses draws students' attention to the many connections between Communication and the content of other disciplines in the College.

The program offers one major with six concentrations and one minor.

Communication Major - (16 credits, plus a concentration)

Degree Awarded if Primary Major: Bachelor of Arts

- COM 100 Introduction to Communication
- COM 200 Mass Media
- COM 215 Business and Professional Speaking
- COM 400 Communication Capstone

Interpersonal Communication Concentration (CMCO) - (20 credit concentration)

- COM 205 Interpersonal Communication
- COM 222 Small Group Communication
- COM 427 Communication Theory and Research

Two of the following:

- COM 315 Conflict Communication
- COM 323 Nonverbal Communication
- COM 336 Intimate Relationships and Media
- COM 389 Special Topics
- COM 490 Independent Study
- COM 492 Directed Research
- COM 494 Internship

Media Concentration (CMME) - (20 credit concentration)

- COM 468 Media Theory and Research

Four of the following:

- COM 210 Introduction to Public Relations
- COM 252 Writing for Media
- COM 317 Netflix: Disruptive Entertainment
- COM 331 Women and Media
- COM 336 Intimate Relationships and Media
- COM 350 Media Production or ART 144 Mobile Media Lab
- COM 352 Media Psychology
- COM 364 Media Law and Ethics
- COM 384 Social Media
- COM 379 Media Special Topics
- COM 390 Sports Media
- COM 490 Independent Study
- COM 492 Directed Research
- COM 494 Internship

Business and Professional Concentration (COPC) - (18 credit concentration)

- COM 222 Small Group Communication
- COM 427 Communication Theory and Research

Three of the following:

- BUAD 230 Ethical Leadership
- COM 205 Interpersonal Communication
- COM 210 Introduction to Public Relations
- COM 220 Negotiation in Business and Sales (3 cr)
- COM 315 Conflict Communication
- COM 323 Nonverbal Communication
- COM 339 Relationship Driven Professional Sales (3 cr)
- COM 389 Special Topics
- COM 490 Independent Study
- COM 492 Directed Research
- COM 494 Internship

Journalism Concentration (COJN) - (20 credit concentration)

- COM 252 Writing for Media
- COM 350 Media Production or ART 144 Mobile Media Lab
- COM 494 Internship or COM 490 Independent Study
- COM 468 Media Theory and Research

One of the following:

- COM 331 Women and Media
- COM 352 Media Psychology
- COM 364 Media Law & Ethics
- COM 384 Social Media
- COM 379 Special Topics
- COM 490 Independent Study
- COM 492 Directed Research
- COM 494 Internship

Public Image and Promotion Concentration (COPI) - (20 credit concentration)

- COM 210 Introduction to Public Relations
- COM 252 Writing for Media
- COM 350 Media Production or ART 144 Mobile Media Lab
- COM 468 Media Theory and Research

One of the following:

- BUAD 270 Marketing Principles and Concepts
- COM 331 Women and Media
- COM 352 Media Psychology
- COM 364 Media Law & Ethics
- COM 384 Social Media
- COM 379 Special Topics
- COM 490 Independent Study
- COM 492 Directed Research
- COM 494 Internship

Sports Media Concentration (COSP) - (19 credit concentration)

- COM 252 Writing for Media
- COM 350 Media Production or ART 144 Mobile Media Lab
- COM 390 Sports Media
- COM 468 Media Theory and Research

One of the following:

- BUAD 170 Introduction to Digital Marketing (3 cr)
- COM 210 Introduction to Public Relations
- COM 331 Women and Media
- COM 352 Media Psychology
- COM 364 Media Law & Ethics
- COM 384 Social Media
- COM 379 Special Topics
- COM 490 Independent Study
- COM 492 Directed Research
- COM 494 Internship

Communication Minor (CMCS) - (28 credits)

- COM 100 Introduction to Communication
- COM 200 Mass Media
- COM 215 Business and Professional Speaking
- COM 427 Communication Theory & Research OR COM 468 Media Theory & Research
- COM 400 Communication Capstone

Two of the following:

- COM 205 Interpersonal Communication
- COM 210 Introduction to Public Relations
- COM 222 Small Group
- COM 252 Writing for Media
- COM 315 Conflict Communication
- COM 323 Nonverbal Communication
- COM 331 Women and Media
- COM 336 Intimate Relationships and Media
- COM 350 Media Production or ART 144 Mobile Media Lab
- COM 352 Media Psychology

- COM 364 Media Law & Ethics
- COM 379 Special Topics
- COM 384 Social Media
- COM 389 Special Topics
- COM 390 Sports Media
- COM 490 Independent Study
- COM 492 Directed Research
- COM 494 Internship

COMMUNITY ENGAGEMENT AND ACADEMIC SERVICE - LEARNING

In keeping with its liberal arts, Catholic and Norbertine traditions, St. Norbert College offers several courses each semester that engage in communities beyond the College. Community engagement courses use academic service-learning as a method of teaching and learning, through which students, faculty, and community partners work together to enhance student learning while meeting community-identified needs. The teaching and learning in these courses take place in the classroom and beyond: through faculty-structured service work, critical reflection, and research. In these courses, students might engage in and analyze their service at a placement in the community, complete a project for a community partner, or present research conducted for the community. The service-learning may be a required or optional component of the course depending on the instructor. These courses intend to improve students' critical thinking abilities, preparing them as civically responsible members of a diverse world.

Community engagement courses exist in various disciplines across the curriculum and are designated as "Community Engagement-Service-Learning." The courses offered each semester vary and are listed below.

- ART 220 Art and Community Expression
- ART 285 Art and a Democratic Society
- ART 330 Intermediate Printmaking
- ART 366 Art and Creative Democracy
- BIOL 320 Human Anatomy & Histology
- BIOL 360 Medical Microbiology
- BUAD 212 Sports Management
- BUAD 372 Marketing Research
- COM 315 Conflict Communication
- EDUC 101 Foundations of Education I: Becoming a Community-Engaged Educator
- EDUC 102 Foundations of Education II: Psychology of Community-Engaged Education
- EDUC 103 Accelerated Foundations of Education I & II
- ENGL 304 Creative Nonfiction Workshop
- ENGL/WMG 310 - Race and Sex in Contemporary U.S. Texts
- ENGL 329 Literature of Service
- HIST 324 Poverty, Charity and Welfare in American History
- MATH 123 Contemporary Mathematics
- PHYS 100 Physics in the Arts
- PSYC 302 Adolescent Development
- PSYC 315 Childhood Adversity and Resilience
- SOCI 233 Sociology of Education
- SPAN 300 Making Connections: Conversation Composition and Culture

COMPUTER SCIENCE

The study of computer science prepares an individual to enter a fast-growing, exciting and ever-changing profession. Using computer systems, students design and implement solutions to problems that exist in all domains.

St. Norbert College provides a broad opportunity to integrate the theoretical aspects of computing with the more applied focus of other applications. The curriculum has a strong focus on software engineering and is continually reviewed and updated to keep abreast with computing technology. Within the computer

science major, the computer science concentration provides a solid background for advanced study in computer science while the business information systems concentration and graphic design and implementation concentrations provide a more applied background. Graduates are fully qualified for entry-level positions in computing and are prepared to pursue graduate studies in their concentration.

The computer science discipline strives to support the mission of the College. To this end, the discipline is committed to providing a curriculum that is intellectually challenging, preparing graduates to understand both the fundamental concepts in computing as well as the computing profession within the context of a larger society. The discipline recognizes the need to develop an awareness of the cultural, social, legal and ethical issues inherent in the discipline of computer science. The major program personally and morally challenges students to share values found in computing professions. The special focus given to continual learning, as part of a liberal arts education and the computer science curriculum, provides a strong foundation for lifelong learning and development necessary to stay current in computer science.

The computer science program prepares students to not only handle the technical aspects of computing but also enables them to make decisions that are just, to communicate solutions effectively, and to be lifelong learners in the field. Because of our roles in developing software systems, we have significant opportunities to do good, to cause harm, or to influence others to do good or cause harm. The computer science program at St. Norbert College develops graduates who are morally and intellectually prepared to take on the challenges of a career in computing.

Students work in a networked environment that links various types of personal computers to several servers. The discipline has access to Linux servers dedicated to the discipline.

Computer Science Major - (24 credits, plus a concentration)

Degree Awarded if Primary Major: Bachelor of Science

- CSCI 110 Introduction to Computer Programming
- CSCI 150 Applications of Discrete Structures
 - or MATH 250 Foundations of Mathematics
- CSCI 205 Software Engineering and Elementary Data Structures
- CSCI 220 Advanced Data and File Structures
- CSCI 225 Machine Organization and Assembly Language
- CSCI 460 Senior Capstone Experience (must be taken at St. Norbert College)

Computer Science Concentration (CSCS) - (20 credit concentration)

- CSCI 321 Analysis of Algorithms
 - CSCI 323 Theory of Computation
- CSCI 322 Programming Languages
- CSCI 370 Introduction to Operating Systems
 - or CSCI 373 Communications/Networks
- CSCI 330 Database Techniques and Modeling
 - or CSCI 340 Artificial Intelligence
 - or CSCI 350 Event Programming within a Windowing Environment
 - or CSCI 370 Introduction to Operating Systems
 - or CSCI 373 Communications/Networks
- MATH 131 Calculus and Analytical Geometry 1
- At least three CSCI courses at the 300 level or above must be taken at St. Norbert College.

Game Development Concentration (CSGD) - (45 credit concentration)

- CSCI 110 Introduction to Computer Programming
- CSCI 205 Software Engineering and Elementary Data Structures
- CSCI 220 Advanced Data and File Structures
- CSCI 225 Machine Organization and Assembly Language
- CSCI 234 Content and Systems Design (3 cr)

- CSCI 235 Unity I: Working with Unity (3 cr)
- CSCI 335 Unity II: Advanced Unity (3 cr)
- CSCI 460 Senior Capstone Experience
- MATH 131 Calculus and Analytic Geometry 1

One of the following:

- CSCI 150 Applications of Discrete Structures
- MATH 250 Advanced Foundations of Math

One of the following:

- CSCI 321 Analysis of Algorithms
- CSCI 323 Theory of Computation

One of the following:

- CSCI 370 Introduction to Operating Systems
- CSCI 373 Communications/Networks

Applied AI Major - (APAI) - (53 credits)

Degree Awarded if Primary Major: Bachelor of Science

- CSCI 110 Introduction to Computer Programming
- CSCI 205 Software Engineering and Elementary Data Structures
- CSCI 220 Advanced Data and File Structures
- CSCI 225 Machine Organization and Assembly Language
- CSCI 321 Analysis of Algorithms
- CSCI 340 Artificial Intelligence
- CSCI 460 Senior Capstone Experience
- CSCI 150 Applications of Discrete Structures
 - or Math 250 Foundations of Mathematics
- MATH 131 Calculus and Analytic Geometry 1
 - or MATH 132 Calculus and Analytic Geometry 2
- MATH 221 Introduction to Statistics with R
- PHIL 227 Ethics of AI
- CSCI 240 Introduction to Generative AI (3 cr)
- CSCI 241 Predictive Modeling in AI (3 cr)
- CSCI 242 Prescriptive AI (3 cr)

Students intending to pursue the Applied AI major must meet with SNC computer science faculty before taking CSCI 240 to ensure that they have the required Python programming proficiency. Some CS majors will have seen sufficient Python before taking CSCI 240, but a module has been developed to facilitate this transition for other students.

CSCI 460 Senior Capstone Experience and all CSCI courses at the 300 level or above must be taken at St. Norbert College.

Computer Science Minor (CSCS) - (28 credits)

- CSCI 110 Introduction to Computer Programming
- CSCI 150 Applications of Discrete Structures
 - or MATH 250 Adv Foundations of Mathematics
- CSCI 205 Software Engineering and Elementary Data Structures
- CSCI 220 Advanced Data and File Structures
- CSCI 225 Machine Organization and Assembly Language

Two of the following:

- Any CSCI course at 300 level or above (excluding CSCI 310)
- MATH 315 Numerical Analysis

At least three CSCI courses at the 200 level or above must be taken at St. Norbert College

Retroactive Credit Policy

Students who pass CSCI 205 with a grade of “B” taken at St. Norbert College will be awarded credit for CSCI 110 if they have not yet received credit for that course.

DATA SCIENCE

Data Science is a field of study that comprises all aspects of the curation, analysis, and communication of data. Due to its interdisciplinary nature of the subject, the Data Science program features significant mathematical and statistical components, and the computing processes behind those components. Students will gain hands-on experience collecting and cleaning data, selecting and building appropriate mathematical and statistical models, and interpreting their results to build their understanding of our world and community. The Data Science program further asks students to communicate their results and to consider both the ethical and the mathematical implications of their work, in alignment with the mission of St. Norbert College.

The needs of the modern workforce require a familiarity with data in addition to showcasing the flexibility to problem solve which is gained from a liberal arts education. The Data Capstone experience provides a mission-based opportunity for the program to liaise with community partners who can benefit from an innovative analysis of their data.

Outcomes of the Major Program

Upon completion of the major, students can...

1. Build an array of statistical models, their underlying mathematics and appropriate uses, and gain experience with machine learning, particularly for classification and prediction.
2. Collect data from a variety of sources, clean the data, and organize it in a way that benefits their analysis.
3. Communicate through data visualization and study the ethics involved in making decisions throughout the entire process of working with data.
4. Understand the computing processes behind all aspects of the data acquisition, cleaning, analysis, and communication (visualization).

Data Science Major (DASC) - (60 credits)

Degree Awarded if Primary Major: Bachelor of Science

- CSCI 110 Introduction to Computer Programming
- CSCI 205 Software Engineering and Elementary Data Structures
- CSCI 220 Advanced Data and File Structures
- CSCI 340 Artificial Intelligence
- DATA 204 Intermediate Computational Data Analysis
- DATA 222 Data Collection and Visualization
- DATA 322 Advanced Stats and Machine Learning
- DATA 400 Capstone
- MATH 132 Calculus and Analytical Geometry 2
- MATH 203 Linear Algebra
- MATH 221 Intro to Statistics with R
- MATH 233 Calculus and Analytical Geometry 3
- MATH 250 Advanced Foundations of Mathematics
- MATH 321 Probability

One of the following elective courses, (4 cr)

- CSCI 321 Analysis of Algorithms
- CSCI 330 Database Techniques and Modeling
- ECON 325 Econometrics

Residency Requirement

In order to earn a B.S. degree from St. Norbert College, the Data Practicum Capstone (DATA 400) must be taken at St. Norbert College.

Independent Study

The number of independent studies in the 128 credits required for the B.S. degree is limited to one.

Internship (DATA 494) – Instructor Permission Required

- DATA 494 can be taken twice, for a total of up to 8 credits
- Only 4 credits of DATA 494 can be applied toward major requirements
- All business administration students are encouraged to participate in internships

EARTH SCIENCE

Earth science integrates the disciplines of biology, chemistry, physics and mathematics into the study of Earth processes and history. Earth Science provides a vital perspective on how our planet's systems work and how we interact with them. As a key part of a liberal arts education, our courses help students develop the "earth literacy" needed to understand a changing world. By exploring the Earth's long history and physical processes, the program serves as a foundational pillar for the **Environmental Science major** and the **Sustainability minor**, providing the scientific evidence needed to tackle global challenges like climate change, natural disasters, and resource management. Whether your interest lies in biology, policy, or technology, Earth Science teaches you to see the planet as a dynamic, interconnected system that shapes both our past and our future.

Sustainability Minor (ERSB) - (24 credits)

All students must take the following courses:

- EARTH 101 Introduction to Sustainability (team-taught interdisciplinary)
- EARTH 107 Environmental Geology
- EARTH 498 Senior Sustainability Assessment (0 credit)

Plus 16 credits from the following courses:

- BIOL 108 Biodiversity
- BIOL 228 Ecology 1 (*prerequisite BIOL 120 and BIOL 121*)
- BUAD 354 Sustainable, Environmental, & Social Impact Investing
- CHEM 302 Environmental Chemistry (*prerequisite CHEM 105 and CHEM 107*)
- ECON 350 Environmental Economics (*prerequisite ECON102*)
- ECON 392 Investing in Social Change: Social Finance & Impact Investing
- EARTH 240 Climate and Earth History
- EARTH 360 Wisconsin's People and Environment
- EARTH 309 World Resources
- IDIS 313 One Health
- NSCI 315 Climate Change
- PHIL 211 Food Ethics (*prerequisite POLI 120*)
- POLI 348 Environmental Politics
- POLI 349 Global Environmental Politics

Students may use a maximum of 3 courses within the sustainability minor to meet course requirements for their designated major. Students are also strongly encouraged to complete a sustainability-themed internship or research project under consultation with a faculty advisor.

EDUCATION

The Education discipline at St. Norbert College is an academic discipline and a professional program. The program prepares students for secondary, middle, and elementary teaching opportunities. Teacher Education's mission is to prepare racially conscious, culturally sustaining, instructionally effective, community-engaged teacher leaders who demonstrate a life-long commitment to social justice and advocacy. Throughout the four-year program, students prepare for teaching and educational careers, become active and effective participants in community life, and embark on a vocation of continuous learning.

Teacher Education at St. Norbert College includes preparation to teach elementary and middle grades (k-9) and also teaching specializations in the sciences, mathematics, English, social studies, and music. Candidates complete theory and methods courses while gaining valuable field-based experiences under the guidance of mentor teachers in local public and private schools. Teacher Education students may also incorporate an international experience through student teaching opportunities in countries such as Costa Rica, England, Ghana, Ireland, New Zealand, Scotland, St. Lucia and Wales.

The St. Norbert College website for Teacher Education (www.snc.edu/education) contains details on all teacher license certification options, and current requirements for certification and degree attainment and endorsement for licensure. Acceptance into the program is conditioned on meeting Arch 1 requirements. Continuation in the program thereafter is dependent on students meeting program requirements at each subsequent Arch. It is expected that all teachers endorsed for licensure by St. Norbert College will possess the requisite knowledge, skills and dispositions and be able to demonstrate the performances entailed in each standard through coursework and clinical experiences including student teaching.

All transfer students seeking an endorsement for teacher licensure will be expected to meet with the director of teacher education to determine appropriate education coursework to take.

Teacher Education Program Overview

St. Norbert College's teacher preparation program is approved by the Wisconsin Department of Public Instruction (DPI) and leads to endorsement in the following licenses:

1. Elementary and middle school (kindergarten through grade 9): All subjects
2. Middle and high school (grades 4 through 12): English, Social Studies, Sciences, Mathematics
3. Kindergarten through grade 12: Music

In order to be endorsed for teacher licensure, all candidates must complete degree requirements (e.g., coursework) and separate programmatic requirements. For those students who do not meet all licensure requirements, but have completed all degree requirements (e.g. coursework), they will receive an "Education General- nonlicensure" degree, upon completion of an internship (rather than student teaching), and with approval from the director of teacher education.

Elementary and Middle School (K-9)

Candidates seeking elementary licensure complete the K-9 Elementary major *and* Language Arts minor. Please refer to the later sections titled "Elementary Education Major (K-9) Leading to Endorsement in Elementary-Middle License" and "Program Requirements" for further details.

Middle and High School (4-12)

Candidates seeking 4-12 licensure in, English, mathematics, sciences), or social studies) complete an academic major *and* the 4-12 Teaching major.

- English candidates complete the English major and 4-12 teaching major.
- Mathematics candidates complete the Mathematics Teaching and 4-12 Teaching majors.
- Science candidates complete the 4-12 teaching major and major in Chemistry (biochemistry concentration) or Natural Sciences.
- Social studies candidates complete the 4-12 teaching major and complete a Broadfield Social Studies major. (This major allows you to teach History, Sociology, Psychology, Economics, and

Political Science in grades 4-12). Note: See **Broadfield Social Studies [BFSS]** section for major requirements.

Please refer to subsequent sections titled “4-12 Teaching Major” and “Programmatic Requirements” for further details. In addition, please review the relevant catalog section outside of Education for a complete description of other academic majors referenced above.

All-level (K-12)

Candidates seeking K-12 licensure in music, complete an academic major in music education *and* the K-12 teaching major.

Please refer to subsequent sections titled “K-12 Teaching Major” and “Program Requirements” for further details. In addition, please review the relevant catalog section outside of Education for a complete description of academic majors referenced above.

Degree Awarded if Primary Major: Bachelor of Arts

Elementary Education K-9 (EDEL)

Major leading to endorsement for elementary-middle school license in WI

(Students seeking out-of-state licensure should consult with the certifying officer in teacher education)

- EDUC 101 Foundations of Education I: Becoming a Community-Engaged Educator
- EDUC 102 Foundations of Education II: Psychology of Community-Engaged Education
 - **or** EDUC 103 Accelerated Foundations of Education I and II (for transfer students and candidates beginning EDUC coursework after the fall semester)
- EDUC 278 Culturally Sustaining Teaching
- EDUC 279 Child and Adolescent Development
- EDUC 281 Teaching Children with Exceptionalities
- EDUC 311 First Nations of Wisconsin
- EDUC 312 Math Methods
- EDUC 313 Science Methods
- EDUC 326 Social Studies Methods
- EDUC 445 Student Teaching
- EDUC 450 Student Teaching
- EDUC 499 Student Teaching Seminar
- MATH 120 Numbers and Operations
- MATH 212 Principles of Algebra and Data
 - **or** MATH 220 Principles of Geometry
- SSCI 301 Environment and Society
 - **or** NSCI 315 Climate Change
- SSCI 408 Social Inequalities

Language Arts Minor (EELA) (required with Elementary Education K-9 major)

- ENGL 150 Literature and Writing
- EDUC 200 Emergent Literacy
- EDUC 280 Supporting & Engaging Multilingual Learners
- EDUC 307 Literacy Methods
- EDUC 308 Intermediate Literacy
- EDUC 384 Writing Pedagogy & Conferring

Education 4-12 Teaching (EDMH)

Major Leading to Endorsement for Middle-High School License in WI

(Students seeking out-of-state licensure should consult with the certifying officer in teacher education)

- EDUC 101 Foundations of Education I: Becoming a Community-Engaged Educator
- EDUC 102 Foundations of Education II: Psychology of Community-Engaged Education

- **or** EDUC 103 Accelerated Foundations of Education I & II (for transfer students and candidates beginning EDUC coursework after fall semester)
 - EDUC 278 Culturally Sustaining Teaching
 - EDUC 279 Child and Adolescent Development
 - EDUC 281 Teaching Children with Exceptionalities
 - EDUC 307 Literacy Methods (English majors only)
 - EDUC 308 Intermediate Literacy (English majors only)
 - EDUC 312 Math Methods (Math/Computer Science majors only)
 - MATH 212 Principles of Algebra & Data (Math/Computer Science majors only)
 - **or** MATH 220 Principles of Geometry (Math/Computer Science majors only)
 - EDUC 313 Science Methods (Science majors only)
 - EDUC 326 Social Studies Methods (Social Studies majors only)
 - EDUC 311 First Nations of WI (Social Studies majors only)
 - EDUC 450 Student Teaching
 - EDUC 455 Student Teaching
 - EDUC 499 Student Teaching Seminar
 - SSCI 301 Environment & Society (required for candidates seeking science or social studies licensure only)
 - **or** NSCI 315 Climate Change (required for candidates seeking science or social studies licensure only)
 - SSCI 408 Social Inequalities
- Optional/Recommended elective:*
- EDUC 280 Supporting & Engaging Multilingual Learners

Education K-12 (EDUK)

Major leading to endorsement for all-level license in WI

Students seeking out-of-state licensure should consult with the certifying officer in teacher education)

- EDUC 101 Foundations of Education I: Becoming a Community-Engaged Educator
- EDUC 102 Foundations of Education II: Psychology of Community-Engaged Education
 - **or** EDUC 103 Foundations of Education I & II (for music ed majors, transfer students and candidates beginning EDUC coursework after fall semester)
- EDUC 278 Culturally Sustaining Teaching
- EDUC 279 Child and Adolescent Development
- EDUC 281 Teaching Children with Exceptionalities
- Appropriate methods course for content licensure
 - EDUC 315 Choral Music Methods or EDUC 316 Instrumental Music in the Schools
 - EDUC 317 General Music Methods
- SSCI 408 Social Inequalities
- Student teaching:
 - EDUC 469 & 470 or 475 Student Teaching (Music Education)
 - EDUC 499 Student Teaching Seminar

Optional/Recommended elective:

- EDUC 280 Supporting & Engaging Multilingual Learners

Education General (EDGE)

Major leading to no teaching license or certification

Students seeking to pursue this major must gain approval from the director of teacher education. Students may complete this major if they have finished all coursework and degree requirements in the above majors, but do not wish to seek licensure, or have not met the Teacher Education program requirements as required for licensure in the state of WI.

Students will take an internship class instead of, or in addition to, student teaching courses:

EDUC 494 Internship

PROGRAM REQUIREMENTS

Regardless of certification level or academic major, all candidates must meet the following programmatic requirements as they complete their teacher preparation.

Arch 1: Admission into Teacher Education Program

- Complete the Teacher Education Program Admission Application
- Earn a minimum 2.75 overall GPA
- Earn a minimum 2.75 average GPA in the courses below with no single grade lower than a C:
 - EDUC 101 Foundations of Education I: Becoming a Community-Engaged Educator
 - EDUC 102 Foundations of Education II: Psychology of a Community-Engaged Education
 - or EDUC 103 in place of EDUC 101/102
 - **And in at least one of the following courses:**
 - Quantitative Reasoning course (K-12 or Middle-High school) or MATH 120 Numbers and Operations (Elementary-Middle school)
 - Expression and Interpretation course or ENGL 150: Introduction to Literary Studies
 - a Writing Intensive course (if ENGL 150 not taken)
- On the First Year rubric, earn a score of 2 (developing) or higher on each individual item on the rubric, with no ratings of 1 (emerging)
 - Note: If students do not meet the required rubric scores in pre-student teaching clinical field experiences, students may be able to demonstrate growth in areas they are deficient through a remediation plan (if discipline approves)
- Pass a criminal background check

Students who meet Arch 1 criteria will be admitted into the Teacher Education program.

Arch 2: Admission into Student Teaching

- Complete Student Teaching Application
- Earn a minimum 2.75 overall GPA
- Earn a minimum 3.00 GPA in EDUC courses, with no grade less than C
- Completion of method(s) courses
- Successful completion of all Pre-student teaching clinical experiences as defined by:
 - Sophomore Block rubric, earn a minimum score of 2 (developing) or higher on each individual rubric, with no ratings of 1 (emerging)
 - Junior Experience methods rubric, earn a minimum rating of 3 (proficient) for at least 50% of the individual items on the rubric with no ratings of 1 (emerging)
- Content competency (knowledge and skills relative to the content the candidate will be licensed to teach). Content competence varies depending on licensure. In each licensure area, content competence can be demonstrated in one of two ways:
 - Elementary-Middle School License
 - Option 1: Earn a 3.0 GPA in completed courses from the following set of elementary education content courses with no grade less than C:
 - MATH 120 Numbers and Operations
 - MATH 212 Principles of Algebra and Data **or** MATH 220 Principles of Geometry
 - EDUC 200 Emergent Literacy
 - EDUC 308 Intermediate Literacy
 - EDUC 311 First Nations of Wisconsin
 - SSCI 301 Environment and Society
 - Option 2: Earn a Wisconsin passing score on the Praxis Subject Assessment, Middle School Content Knowledge, and achieve a minimum GPA of 2.75 in the course content in Option 1 above
 - Middle-High School License or Kindergarten through Grade 12 License

- Option 1: Earn a 3.0 GPA in content courses in major(s)/minor(s) for which the candidate intends to be licensed to teach with no grade less than C
- Option 2: Earn a Wisconsin passing score on the Praxis Subject Assessment associated with each major for which the candidate intends to be licensed to teach and achieve a minimum GPA of 2.75 in the content of each major for which the candidate intends to be licensed to teach.
- Note: Some Content Majors also require a Praxis Subject Assessment to show broad knowledge in the field (see 4-12 Middle and High School Overview Section)
- Evidence that the Wisconsin Foundations of Reading Test has been **taken or scheduled** by providing a score or confirmation of registration (only for K-9 licensure)
- Pass criminal background check

Arch 3: Endorsement for Wisconsin Licensure

- Successful completion of degree requirements
- Earn a minimum 2.75 overall GPA
- Earn a minimum 3.00 GPA in EDUC courses, with no grade less than C
- On the Final student teaching rubric, earn a minimum rating of 3 (proficient) for at least 80% of the individual rubric items, with no ratings of 1 (emerging)
- Receive a minimum passing score on each of the six sections of the Teacher Work Sample performance-based assessment
- Content competency (knowledge and skills relative to the content the candidate will be licensed to teach). Content competence varies depending on the license. In each licensure area, content competence can be demonstrated in one of two ways:
 - Elementary-Middle School License
 - Option 1: Earn 3.0 GPA in the following set of elementary education content courses with no grade less than C:
 - MATH 120 Numbers and Operations
 - MATH 212 Principles of Algebra and Data **or** MATH 220 Principles of Geometry
 - EDUC 200 Emergent Literacy
 - EDUC 308 Intermediate Literacy
 - EDUC 311 First Nations of Wisconsin
 - SSCI 301 Environment and Society
 - Option 2: Earn a Wisconsin passing score on the Praxis ® Subject Assessment, Middle School Content Knowledge, and achieve a minimum GPA of 2.75 in the course content in Option 1 above
 - Middle-High School License or Kindergarten through Grade 12 License
 - Option 1: Earn a 3.0 GPA in content courses in major(s)/minor(s) for which the candidate intends to be licensed with no grade less than C.
 - Option 2: Earn a Wisconsin passing score on the Praxis ® Subject Assessment associated with each major/minor for which the candidate intends to be licensed and achieve a minimum GPA of 2.75 in the content of each major/minor for which the candidate intends to be licensed.
 - Note: Some Content Majors also require a Praxis Subject Assessment to show broad knowledge in the field (see 4-12 Middle and High School Overview Section)

Evidence of successfully **passing** the Wisconsin Foundations of Reading Test (only for K-9 licensure)

NOTES

- Advanced Placement course credit fulfills course-based requirements and will be weighted as follows:
 - Score of a 3=3.0 (B)
 - Score of a 4=3.5 (AB)
 - Score of a 5=4 (A)

- EDUC 103 is an accelerated version of EDUC 101 & 102 for music education candidates and those entering the program second semester first year or later.
- Note: If it is deemed that students do not meet the required rubric scores in pre-student teaching clinical field experiences, students may be able to demonstrate growth in areas they are deficient through a remediation plan (upon discipline approval)

ADDITIONAL REQUIREMENTS

Experiential Learning Cloud (ELC)

ELC is a web-based data management system that the St. Norbert College Teacher Education is using to collect data for assessment, evaluation, and accreditation. All students enrolled in EDUC courses **are required to purchase** an ELC subscription (\$215) to submit assignments and to store their program documents, artifacts, assessments, and other critical documentation for their professional preparation to obtain teacher licensure certification. All of this requires an activated account. There are no exceptions to this policy. A fee will be assessed to all students enrolled in EDUC 101, 102, or 103 in order to activate and use ELC throughout their degree program. ELC is used for students to keep track of field hours and for approved faculty, cooperating teachers, and supervisors to complete evaluations of students' teaching skills. ELC is a one-time-only purchase that you will have lifetime access to. Students DO NOT need to purchase and activate ELC a second time if they have purchased it already, or if it is required in another course or program.

Student Teaching

A student must successfully complete a full-day, full-semester student teaching experience in a school setting. Moreover, in order to be certified to teach in Wisconsin, all candidates are required to demonstrate readiness for independent teaching through a performance-based assessment. St. Norbert candidates must take and pass the Teacher Work Sample, an approved alternative to the edTPA. The Teacher Work Sample enables candidates to plan, teach and assess a 3-5 lesson sequence and to reflect on their practice.

Wisconsin Foundations of Reading Test (only for K-9 licensure)

In order to be certified to teach in Wisconsin, elementary teacher candidates are required to demonstrate their content knowledge, proficiency and depth of understanding of the subject of early literacy development by passing a standardized test – The Wisconsin Foundations of Reading Test (WiFORT) with a minimum score of 233.

ENGLISH

Our mission: to prepare majors, through the careful study of literature, writing, and the humanities, with the knowledge, skills, and habits of mind needed to live fulfilling lives and to make positive contributions to their communities.

English majors leave the College prepared, as the Norbertines call us to be, for every good work in the world. Our majors pursue a wide range of vocations – teaching, writing, publishing, nonprofit work, advertising, business, politics, and the law, to name just a few – and are inspired to use their knowledge, expertise, and joy in the service of others.

At the completion of the major in English, students are able to:

- Understand literature's complexity, diversity, history, and evolution to form dynamic worldviews
- Communicate effectively for the appropriate rhetorical situation (audience, purpose, stance, context, medium, mode)
- Apply critical methods in reading and researching of literary texts

Degree Awarded if Primary Major: Bachelor of Arts

The English discipline strongly urges students to take more English courses than required for the major or minor.

English Major (ENEN) - (40 credits)

- ENGL 201 Introduction to Literary Studies (for majors and minors)
- ENGL 305 Literary Theory and Writing
- ENGL 339 Shakespeare
- ENGL 350 Major Author Seminar
- ENGL 498 English Major Capstone

Two Surveys of Literary History

- ENGL 225 Survey of English Literature 1
- ENGL 226 Survey of English Literature 2
- ENGL 235 Survey of U.S. Literature 1
- ENGL 236 Survey of U.S. Literature 2

Three additional ENGL courses

English Major with a Writing Emphasis (ENCW) - (40 credits)

- ENGL 201 Introduction to Literary Studies (for majors and minors)
- ENGL 305 Literary Theory and Writing
- ENGL 339 Shakespeare
- ENGL 350 Major Author Seminar
- ENGL 498 English Major Capstone

Two Surveys of Literary History

- ENGL 225 Survey of English Literature 1
- ENGL 226 Survey of English Literature 2
- ENGL 235 Survey of U.S. Literature 1
- ENGL 236 Survey of U.S. Literature 2

Two Writing Courses

- ENGL 215 Introduction to Creative Writing
- ENGL 290 Introduction to Writing Studies
- ENGL 304 Creative Nonfiction Workshop
- ENGL 306 Professional Writing
- ENGL 307 Fiction Workshop
- ENGL 308 Poetry Workshop
- ENGL 313 Writing for the World

One additional ENGL course

English Major with an Education Emphasis (ENED) - (40 credits)

- ENGL 201 Introduction to Literary Studies (for majors and minors)
- ENGL 305 Literary Theory and Writing
- ENGL 339 Shakespeare
- ENGL 350 Major Author Seminar
- ENGL 498 English Major Capstone

Two Surveys of Literary History

- ENGL 225 Survey of English Literature 1
- ENGL 226 Survey of English Literature 2
- ENGL 235 Survey of U.S. Literature 1
- ENGL 236 Survey of U.S. Literature 2

One Writing Courses

- ENGL 215 Introduction to Creative Writing
- ENGL 290 Introduction to Writing Studies

- ENGL 304 Creative Nonfiction Workshop
- ENGL 306 Professional Writing
- ENGL 307 Fiction Workshop
- ENGL 308 Poetry Workshop
- ENGL 313 Writing for the World

Two additional ENGL courses

Note: Candidates interested in earning teacher licensure in English must also complete the EDUC major (4-12). See the **Education [EDUC]** section for additional certification requirements.

English Minor (ENEN)- (24 credits)

- ENGL 201 Introduction to Literary Studies (for majors and minors)
- ENGL 305 Literary Theory and Writing
- ENGL 339 Shakespeare

One Survey of Literary History

- ENGL 225 Survey of English Literature 1
- ENGL 226 Survey of English Literature 2
- ENGL 235 Survey of U.S. Literature 1
- ENGL 236 Survey of U.S. Literature 2

Two additional ENGL courses

ENGLISH AS A SECOND LANGUAGE PROGRAM

The intensive English as a Second Language (ESL) program is designed to provide students with authentic and in-depth experience in academic English language as well as with immersion in U.S. culture. Students enroll in language courses and theme courses, with additional elective options. The program also offers a variety of experiential learning opportunities for English language learners.

English as a Second Language Courses

The following non-credit English language courses are open to non-native speakers of English who want to improve their English language skills for academic or professional purposes. These courses are offered by the Center for Global Engagement (CGE), which is housed in the Bemis International Center (BIC).

Beginning Level Courses (infrequently offered)

- ESLI 042 Beginning Reading
- ESLI 043 Beginning Writing
- ESLI 044 Beginning Speaking
- ESLI 045 Beginning Listening

Elementary Level Courses

- ESLI 051 Grammar Topics 1
- ESLI 052 Building Reading Vocabulary
- ESLI 053 Introduction to Essay Writing
- ESLI 054 Cultural Immersion 1
- ESLI 055 Interactive Listening
- ESLI 056 Conversation Skills

Intermediate Level Courses

- ESLI 065 U.S. Society
- ESLI 066 Culturally Speaking
- ESLI 067 Public Speaking
- ESLI 071 Grammar Topics 2
- ESLI 072 Skills for Reading Success
- ESLI 073 Essay Writing

- ESLI 074 Cultural Immersion 2
- ESLI 075 Effective Listening Comprehension
- ESLI 076 Speaking Skills
- ESLI 077 Integrated Study
- ESLI 078 U.S. Film and Culture
- ESLI 081 Current Events/News
- ESLI 085 Intercultural Business
- ESLI 086 Introduction to U.S. History
- ESLI 088 Introduction to U.S. Literature
- ESLI 089 Intercultural Communication

Advanced Level Courses

- ESLI 091 Grammar Topics 3
- ESLI 092 Academic Reading Skills
- ESLI 093 Introduction to Academic Writing
- ESLI 094 Cultural Immersion 3
- ESLI 095 Lectures and Note Taking
- ESLI 096 Presentation Skills

ENVIRONMENTAL SCIENCE

Environmental science is an interdisciplinary major that requires advanced coursework in biology, geology and chemistry. The environmental science program has several objectives: 1) to provide students with a solid science foundation balanced with a liberal arts education, 2) to provide a foundation in the specifics, theory and concepts of environmental science as a prerequisite for postgraduate study or for positions in government or industry, 3) to develop research skills in students and 4) to develop in the students a contemporary environmental ethic based on a scientific understanding of natural processes.

Environmental Science Major (ESES) - (60 credits)

Degree Awarded if Primary Major: Bachelor of Science

- **Required Courses**
- BIOL 120 Introduction to Cell & Molecular Biology
- BIOL 121 Introduction to Organismal Biology
- BIOL 228 Ecology
- CHEM 105 General Chemistry 1
- CHEM 107 General Chemistry 2
- CHEM 220 Organic Chemistry
- CHEM 302 Environmental Chemistry
- EARTH 107 Environmental Geology
- EARTH 225 Hydrogeology
- SSCI 224 Basic Statistics
 - or MATH 221 Introduction to Statistics with R

Electives (5 courses = 20 credits from the following list; must include one from BIOL and one from EARTH)

- BIOL 201 Botany
- BIOL 244 Genetics
- BIOL 310 Tropical Biology
- BIOL 338 Limnology
- BIOL 350 Microbiology
- BIOL 355 Invertebrate Biology
- BIOL 368 Parasitology
- BIOL 388 Mammalogy
- BIOL 390 Ichthyology
- EARTH 250 Geomorphology

- EARTH 360 Wisconsin's People & Environment
- POLI 348 Environmental Politics
- POLI 349 Global Environmental Politics

Notes:

- Students may not use any BIOL course as both an elective in the ENVS major and to meet course requirements for the BIOL major.
- Students may only receive credit for POLI 348 or POLI 349, not both
- It is strongly recommended that students take a statistics course before BIOL 228 Ecology.
- Students considering graduate school are encouraged to take advanced courses in mathematics (MATH 131 Calculus and Analytic Geometry 1) and chemistry (CHEM 222 Organic Chemistry Intermediate).
- In consultation with the environmental science faculty, students planning to attend graduate school are also encouraged to take additional courses in the sciences and participate in experiences such as internships, directed research, and field courses.

EXERCISE SCIENCE

A science-driven program built around human movement, physical activity, health and performance. The program combines classroom learning with hands-on interactive internship experiences to prepare students for careers and advanced study in health, fitness, rehabilitation, and research. This program is a strong fit if you are interested in hands-on health science, working with people, and pursuing graduate or professional school in a health-related field

Exercise Science Major (EXER) - (64 credits)

Degree Awarded if Primary Major: Bachelor of Science

Required Coursework

- BIOL 120 Introduction to Cell & Molecular Biology
- BIOL 121 Introduction to Organismal Biology
- BIOL 210 Medical Terminology
- BIOL 216 Human Anatomy and Physiology 1
- BIOL 217 Human Anatomy and Physiology 2
- BIOL 244 Genetics
- BIOL 499 Senior Assessment (0 cr)
- CHEM 105 General Chemistry 1
- CHEM 107 General Chemistry 2
- EXER 305 Biomechanics
- EXER 310 Exercise Physiology
- EXER 325 Athletic Injuries and Illnesses
- EXER 350 Exercise Evaluation and Performance Design
- EXER 425 Capstone
- EXER 494 Internship
- NUTR 210 Introduction to Nutrition (3 cr)
- MATH 228 Introduction to Statistics
 - or SSCI 224 Basic Statistics
- PHED 090 Strength Training and Conditioning (2 cr)
- PHYS 111 Fundamentals of Physics 1 **and** PHYS 112 Fundamentals of Physics 2
 - or PHYS 121 General Physics 1 **and** PHYS 122 General Physics

FRENCH AND FRANCOPHONE STUDIES

The French and Francophone studies program at St. Norbert College offers students a global perspective, as well as an understanding of the French-speaking world through a combination of language study, critical cultural studies, historical contextualization, and linguistic and cultural immersion.

Students completing FREN 204 with an average of “B” or better obtain a French Language Certificate. The French faculty offers literature and culture courses in English in the core curriculum.

The objectives of the French and Francophone studies program are to enable students to communicate effectively in French and to understand and appreciate the cultures and values of the French and Francophone world. Students increase their awareness of their own values and beliefs as well as those of French and Francophone cultures; aid in preparing teachers for language teaching careers; provide language skills and cultural awareness to students specializing in other academic areas; enable students to meet the language requirements of graduate programs in the study of languages and comparative literature, law, international affairs, and the humanities. In addition, the French Studies program also offers preparation for international careers in which students draw on their communication skills in French and their understanding of the history and cultures of the French-speaking world.

French language and French-themed courses are interdisciplinary and focus on French studies, therefore including many disciplines from throughout our campus. This includes, but is not limited to, the arts, philosophy, psychology, history, the social and natural sciences, and many more.

The French discipline may host a foreign language teaching assistant (FLTA) from France. This graduate student comes to us from our direct exchange partner, the Catholic University of Lille. The FLTA attends French classes, helps students with their work, serves as a resource about France and our exchange program at the Catholic University, and helps with the French Club. The French Club promotes and increases awareness of French and Francophone cultures on campus through a variety of activities. Other study abroad opportunities for students include the University of Minnesota Learning Abroad Center in Montpellier, France, as well as short-term courses (global seminars) abroad with SNC faculty.

It is strongly recommended for French students to study abroad on an SNC faculty-led global seminar, an SNC summer program, or an SNC semester study abroad program. Information about international programs and study abroad opportunities can be found here:
<https://www.snc.edu/academics/global-experiences.html>

French Language Certificate (FRCU)

A French language certificate is available and recognizes successful demonstration of intermediate-level proficiency in the language for students that choose not to pursue a language major or minor. The certificate recognizes competency equivalent to the successful completion of the FREN 101-204 sequence with an overall GPA of 3.00 or better in the language courses counting toward the certificate. The course that demonstrates successful completion of the certificate must be taken at St. Norbert College through the modern languages and literatures curriculum and the student must earn a “B” or higher in this course. A student who places beyond the 204 level (e.g., 305) still must complete one class on campus and receive a grade of “B” or higher in that class. A student who might be interested in a certificate could take four classes (FREN 101, FREN 102, FREN 203, FREN 204) at St. Norbert College. However, students who might be interested in a certificate could place into FREN 203 or FREN 204 and would only have to take one, or at most, two classes.

See the **Modern Languages and Literatures [MLLS]** section for additional information on all St. Norbert College language programs, policies and courses.

Retroactive Credit Policy

Students may be awarded up to (2) lower-level courses, equivalent to a maximum of (8) retroactive credits, by earning a grade of “B” or better in specific language, math or computer science classes that are above the introductory level (ex: 101).

GEOGRAPHY

Geography provides a broad perspective for studying and connecting human and natural phenomena – locally, regionally and at the global scale. It is an integrative discipline that brings together natural and human dimensions of our world in the study of peoples, places and environments. Geography’s hallmark is the analysis of spatial distributions and relationships to explain how and why people, cultures, economic and political activities, physical environments, and natural resources vary from place to place.

Geography's spatial perspective complements social and natural science methods, as well as offering approaches that support the humanities and fine arts. Geography provides an intellectual bridge between disciplines and a meaningful – indeed, powerful – contribution to a liberal arts education. Geography plays an important role in the College's mission and set of core values by encouraging and helping SNC students to “embrace a diversity of persons, perspectives and cultures,” and to become “responsible citizens of a diverse, interdependent, and changing world.”

Geography provides important contributions to the SNC Core Curriculum, with courses fulfilling Beyond Borders and Difference & Diversity categories. No major program is currently offered.

GREEK

The study of ancient Greek gives students access to literature and thought that is foundational to Western civilization. From the great epics of Homer to the earliest historians, poets, playwrights, and the great philosophies of Plato and Aristotle, the Greek language has been the medium of thought and expression for the most profound stirrings of the human spirit. In the New Testament and the writings of the early fathers of the Church, Christian thought is shaped by forms of Greek expression. Finally, study of ancient Greek increases student proficiency with English grammar and vocabulary.

Retroactive Credit Policy

Students may be awarded up to (2) lower-level courses, equivalent to a maximum of (8) retroactive credits, by earning a grade of “B” or better in specific language, math or computer science classes that are above the introductory level (ex: 101).

HEALTH AND HUMAN PERFORMANCE

A Bachelor of Science degree in Health and Human Performance is an interdisciplinary program that prepares students for numerous careers and graduate programs in health fields while maintaining a deep connection to the liberal arts. Health and Human Performance is rooted in critical thinking, effective communication, and a profound understanding of the human condition that will prepare students for employment and admission to graduate programs in the health professions and more.

Residency Requirement: In order to earn a B.S. degree from St. Norbert College, a student must earn satisfactory credit in at least six required Health and Human Performance courses at St. Norbert College.

Health and Human Performance Major - (24 credits, plus a concentration)

Degree Awarded if Primary Major: Bachelor of Science

- BIOL 120 Introduction to Cell & Molecular Biology
 - **or** BIOL 105 Human Biology and Society
- BIOL 216 Human Anatomy and Physiology 1
- BIOL 217 Human Anatomy and Physiology 2
- CHEM 105 General Chemistry 1 OR CHEM 100 Applications of Chemistry
- SSCI 224 Basic Statistics
 - **or** MATH 221 Introduction to Statistics with R
- PSYC 100 Introduction to Psychological Science

Public Health Concentration (HHPB) - (30 credits)

- GEOG 231 GIS-Social Sciences/Humanities (2 cr)
- POLI 132 Public Policy
- SOCI 236 Introduction to Public Health
- SOCI 300 Social Research Methods

Three (3) electives from the following list of courses:

- BIOL 250 Introductory Microbiology
- BIOL 410 Disease Ecology
- BUAD 110 Intro Business Analytics and Info Systems
- CLAS 201 Medical & Legal Terminology in Latin (offered during J-term / Summer)
- EARTH 225 Hydrogeology

- IDIS 313 One Health
- PEAC 200 Introduction to Peace and Justice
- POLI 346 Policy Analysis
- PSYC 200+ elective
 - **or** COME 352 Media Psychology
- SOCI 444 Health, Illness and Society

Sports Medicine Concentration (HHSM) - (28 credits)

- PHYS 111 Fundamentals of Physics **or** PHYS 121 General Physics 1
- PHYS 112 Fundamentals of Physics 2
 - **or** PHYS 122 General Physics 2
- CHEM 107 General Chemistry I2

Four (4) electives from the following list of courses:

- BIOL 250 Introductory Microbiology
- CLAS 201 Medical & Legal Terminology in Latin (offered during J-term / Summer)
- HUMA 424 Sports and Society
- PSYC 200+ elective
 - **or** COME 352 Media Psychology
- PHIL 208 Philosophy of Sports

Medical Humanities Concentration (HHMH) - (16 credits)

Four (4) electives from the following list of courses:

- CLAS 201 Medical & Legal Terminology in Latin (offered during J-term / Summer)
- ENGL 306 Professional Writing
- IDIS 313 One Health
- PEAC 200 Introduction to Peace and Justice
- PHIL 200 Philosophy of Sex and Love
- PHIL 211 Food Ethics
- PHIL 218 Science and Philosophy
- PHIL 275 Bioethics
- PSYC 215 Human Sexuality
- SOCI/WMGS 361 Gender, Sexuality and Society
- THRS 210 Death and Dying
- THRS 333 Christian Ethics

Health and Human Performance – Pre-Nursing Minor (HHPN) - (36 credits)

- BIOL 120 Introduction to Cell & Molecular Biology **or** BIOL 105 Human Biology and Society
- BIOL 216 Human Anatomy and Physiology 1
- BIOL 217 Human Anatomy and Physiology 2
- BIOL 250 Introductory Microbiology
- CHEM 105 General Chemistry 1 **or** CHEM 100 Applications of Chemistry
- PSYC 100 Introduction to Psychological Science
- PSYC 220 Lifespan Human Development
- SSCI 224 Basic Statistics
 - **or** MATH 221 Statistics in the Sciences

Health and Human Performance – Pre-Health Minor (HHMD) - (24 credits)

- PHYS 111 Fundamentals of Physics 1
 - **or** PHYS 121 General Physics 1
- PHYS 112 Fundamentals of Physics 2
 - **or** PHYS 122 General Physics 2
- MATH 131 Calculus and Analytic Geometry 1
 - **or** MATH 130 Differential Calculus of Non-Polynomials and Integral Calculus
 - **or** MATH 221 Introduction to Statistics with R
 - **or** SSCI 224 Basic Statistics

Three (3) electives from the following list of courses

(recommended taking courses from multiple areas, courses cannot count toward primary major):

- BIOL 200+ Elective
- CHEM 200+ Elective
- PSYC 200+ Elective
 - **or** COME 352 Media Psychology
- SOCI 200+ Elective
- SOCI 236 Introduction to Public Health
- IDIS 313 One Health
- Health and Human Performance Approved Elective

Pre-Nursing Program (NUNU) (2 year, with transfer to a BSN program)

- BIOL 120 General Biology 1
- BIOL 216 Anatomy and Physiology 1
- BIOL 217 Anatomy and Physiology 2
- BIOL 250 Microbiology
- CHEM 105 General Chemistry 1
- ECON 101 Macroeconomics
 - **or** ECON 102 Microeconomics
- PHIL 120 Philosophical Foundations of Human Nature
- PSYC 100 General Psychology
- PSYC 220 Lifespan Human Development
- THRS 117 Theological Foundations
- ENGL 150 Literature and Writing
 - **or** Writing Intensive (C-WI)
- SSCI 224 Basic Statistics
- *Communication Elective (COM)
- *Difference and Diversity Elective (C-DD)
- *Humanities Elective
- *Social Science Elective
- **One of these must be at the 300 or 400 Level*

Additional non SNC Requirements

- Completion of a medical terminology course
- Completion of a nursing assistant course

Minimum Requirements for Application to Bellin College

- GPA (calculated by Bellin using transfer courses)
- 56 Semester Credits
- Must have a C or higher in each course in order for it to transfer to Bellin College
- See Bellin College website for up to date transfer admissions requirements
<https://www.bellincollege.edu/admissions/how-to-apply/undergraduate-admissions/transfer-students/>

The Pre-Nursing Program is a cooperative program with St. Norbert College (SNC) and Bellin College. Students do not earn a St. Norbert degree or complete a major or minor at SNC. Students will apply to transfer to Bellin during their second year at SNC and must meet the Bellin College Transfer admittance requirements.

Eligible students may be able to enroll in the Bellin College 15-month BSN option beginning in June or the two year transfer option in the fall. Students interested in the 15-month option should discuss this with the SNC academic advisor and the Bellin College admissions representative.

Each fall, SNC and Bellin College will coordinate a meeting for nursing students to review program milestones and provide updates on the transfer process. It is recommended that students set up a meeting with Bellin College Admissions

HISTORY

This discipline offers courses in U.S. history. These courses examine particular historical periods from a variety of perspectives. Political, social, diplomatic, religious, economic, intellectual and cultural considerations are integral parts of the courses offered. This broad approach provides an opportunity for students to understand better the value commitments of their own and other cultures. Additionally, by investigating events through the interpretation and comparison of sources, students learn the fundamental skills of analysis and critical thinking. By making these contributions to the College's liberal arts curriculum, the history discipline prepares its major and minor students for careers in teaching, law, business, government and other professions.

History Discipline Mission Statement

The history discipline fully supports the mission of the College. The study of history is central to the liberal arts curriculum, emphasizes a wide variety of intellectual skills, obliges students to identify and test their values and convictions, and advances the Catholic intellectual tradition. Furthermore, it is an important contributor to the College's global mission and awareness of diversity through its many courses on Africa, Asia, Europe, Latin America, the Middle East, and the United States.

More specifically, the history discipline strives to enhance the ability of students to think critically: to learn how to read documents and texts carefully, to ask pertinent questions about evidence, to consider issues of bias, authorship, intended audience, context and language. Such critical thinking skills are modeled for our students in our class lectures, emphasized in our assignments and especially required in our essays. Students display their growth in critical thinking through their written work and class discussions.

Simultaneously, the discipline seeks to educate students about the histories of various parts of the world: that is, to impart knowledge about how societies have changed over time, how ideas have developed, and how people have responded to changes, both positive and negative, under a variety of conditions and circumstances. Students thus gain not only an understanding of the human experience, but also a sense of perspective (how things have come to be the way they are, how people have come to identify themselves the way they do) as well as a sense of historical empathy (how conditions have appeared to people in other places and times).

Most broadly, it is hoped that history students will come to understand both the world and their place in it differently – more clearly, more carefully and more completely.

History Minor (HIH) - (24 credits)

Four of the following:

- HIST 112 History of Western Civilization 1: From the Bronze Age to the Renaissance
 - **or** HIST 113 History of Western Civilization 2: Early Modern and Modern Europe
- HIST 114 History of the United States 1
 - **or** HIST 115 History of the United States 2
- HIST 117 Survey of African History 1
 - **or** HIST 119 History of African History 2
- HIST 120 Survey of Middle Eastern History
 - **or** HIST 121 The Modern Middle East
- HIST 131 Colonial Latin America
 - **or** HIST 132 Modern Latin America

And: Two HIST courses at the 200 level or above

HONORS PROGRAM

Mission and Vision

Guided by the Norbertine ideal of *communio*, the SNC Honors Program empowers students of outstanding ability to fulfill their intellectual, spiritual, and personal potential by promoting innovative pedagogy and leadership development within a dynamic living-learning community.

Honors Program Procedures and Information

The Honors Program is multifaceted and includes coursework, Honors-only classes and seminars, as well

as participation in a living-learning community. First-year Honors students also live together in Bergstrom Hall, where they join with each other in forming a community of student scholars. The community assistant and the resident assistants in Bergstrom are typically members of the Honors Program.

The Honors Curriculum

Honors students enroll in Honors-only sections of St. Norbert College's foundation courses, Theological Foundations and Philosophical Foundations in the Study of Human Nature during their first year. In the Spring semester of their first year, all Honors students enroll in the two-credit HONR 150 (Life at SNC); in the Fall of their sophomore year, Honors students enroll in the two-credit HONR 301 (Life after SNC).

In the following semesters, Honors students choose from a selection of Honors-designated courses in the Core Curriculum. These small, discussion-based classes, nearly all of which satisfy a Core Curriculum requirement, provide students with a challenging classroom environment that offers extensive interaction with the professor as well as with the other students. Other options for fulfilling Honors requirements include study abroad experiences, faculty-directed research, and the one-credit HONR 450 (Senior Seminar).

Basic academic requirements of the program include:

- Honors sections of PHIL 120 and THRS 117
- HONR 150 and HONR 301
- Two Honors courses

Note that Honors students may substitute an Honors tutorial, HONR 450, study abroad, student teaching abroad, or the Washington semester for up to two Honors courses. Further, Honors students may substitute a transcriptable, faculty-directed research project for one Honors course.

Honors students must have a GPA of 3.5 at the end of their senior year to become graduates of the Honors Program.

Admission into the Program

Outstanding incoming students are encouraged to apply for admission to the program. A strong record of achievement (class rank, high school grades, and coursework) is essential to the selection process, but the selection criteria also include participation in extracurricular activities, leadership potential, creative endeavors, and teacher or counselor recommendations.

The Honors Center

The Honors Center is located in Mulva 115. It provides a place where Honors students can find answers to questions related to the program, information about upcoming events both on and off-campus, opportunities offered by the National Collegiate Honors Council (NCHC), an extensive collection of graduate examination resources, and a centralized meeting location for Honors student staff members and the Honors Pulse editorial team. The Honors Center also houses the College's chapter of the national honor society, Phi Kappa Phi.

Visit our website, www.snc.edu/honorsprogram for further information on the St. Norbert College Honors Program, or contact Dr. Joel Mann, Honors program director, (joel.mann@snc.edu), St. Norbert College, 100 Grant St., De Pere, WI 54115-2099, (920)403-2969.

LATIN

The study of Latin gives students access to the treasures of Roman and medieval literature and philosophy, the foundation stone of western civilization. Latin is an indispensable tool for the study of the history, music, liturgy and theology of the Christian Church. Knowledge of Latin also greatly enhances a student's understanding of English vocabulary and grammar and is an excellent supplement to the study of all the modern Romance languages.

Retroactive Credit Policy

Students may be awarded up to (2) lower-level courses, equivalent to a maximum of (8) retroactive credits, by earning a grade of "B" or better in specific language, math or computer science classes that are above the introductory level (ex: 101).

A language certificate in Latin is also available. See the **Classical, Medieval, and Renaissance Studies [CLAS]** section of the catalog for more information.

LEADERSHIP STUDIES

The mission of the leadership studies minor is to develop effective, ethical, socially responsible leaders who serve their organizations and communities.

The vision of the leadership minor is to be a multidisciplinary program recognized for developing leaders who effectively and ethically serve their organizations and communities.

Leadership Studies Minor (LELE) - (24 credits)

- BUAD 230 Ethical Leadership
 - or LEAD 200 Introduction to Leadership Studies
- LEAD 400 Seminar in Leadership Development

Students will take at least 16 credits from the areas below, with at least one course in each of the three following areas.

Interpersonal and Small Group Dynamics

Courses in this area emphasize the influence leaders have on individual group members and group dynamics. Courses available:

- BUAD 337 Organizational Behavior (4 cr)
- BUAD 387 Decision Making in Disasters (4 cr)
- COM 205 Interpersonal Communication (4 cr)
- COM 222 Small Group Communication (4 cr)
- MILS 201 Basic Leadership and Management I (4 cr)
- MUSI 381 Introduction to Conducting (4 cr)

Organizational and Societal Landscapes

Courses in this area explore the relationships between leaders and followers within the context of social entities or organizations. Courses available:

- BUAD 215 Entrepreneurship (4 cr)
- BUAD 388 International Management (4 cr)
- MILS 101 Leadership and Military Science I (4 cr)
- THRS 350 Christianity and Religious Diversity (4 cr)
- THEA 232 Basic Acting (4 cr)

Leadership in Action

Courses in this area study leadership within applied contexts, such as a discipline, political system, culture, geographic region, historical period, industry, or demographic group. Courses available:

- ART 329 Art in a Democratic Society (4 cr)
- ART 336 Art and Creative Democracy (4 cr)
- BUAD 312 Women in Sports (4 cr)
- BUAD 386 Leading Through Adversity (4 cr)
- BUAD 400 Case Studies: Leaders in Film (4 cr)
- COM 215 Business and Professional Speaking (4 cr)
- ENGL 313 Writing for the World (4 cr)
- ENGL 329 Literature of Service (4 cr)
- LEAD 210 Leadership in the Arts (4 cr)
- SOCI 344 Social Movements (4 cr)
- THRS 331 Judaism and Christianity: The Holocaust (4 cr)

MATHEMATICS

The mathematics discipline strives to help St. Norbert College achieve its mission of providing students with a superior education and encouraging all students to develop their full potential in understanding and serving their world. The mathematics program is designed to be personally and intellectually challenging and has three objectives: 1) to introduce students to the methodology and applications of mathematics, 2) to provide students in all disciplines with the mathematical competency required in their studies and 3) to train professional mathematicians for graduate school, teaching or other careers.

The faculty members of the mathematics discipline strive to maintain the Norbertine ideal of *communio*, characterized by trust, mutual esteem, shared responsibilities, and a common area of intellectual inquiry; and to demonstrate this model of community to the students they teach and counsel.

Mathematics is housed in the natural science division of St. Norbert College and is associated with the various disciplines in the division: several courses in mathematics are requirements or recommended electives for the various science majors. In addition, some mathematics courses foster the development of students with majors outside the natural science division, most notably within education, business administration, accounting, data analytics, and economics.

Finally, the mathematics discipline contributes to the broader liberal arts tradition of the College with its analytical, logical, and quantitative approaches to learning; with its contributions to the general education of almost every St. Norbert student through the core curriculum; and with its efforts to address the needs of intellectual communities beyond the College.

Outcomes of the Major Program

Upon completion of the major, students can...

1. Solve problems in calculus, set theory, logic, linear algebra and mathematical proof.
2. Solve problems in advanced mathematical areas.
3. Use mathematical models and algorithms to solve problems.
4. Use the language, symbology, and form of mathematical proof to communicate mathematics clearly.
5. Use technology to solve mathematical problems numerically, symbolically, and graphically.

Mathematics Major (MAMA) - (42 credits and senior seminar)

Degree Awarded if Primary Major: Bachelor of Arts

- CSCI 110 Introduction to Computer Programming
- MATH 132 Calculus and Analytic Geometry 2
- MATH 203 Linear Algebra
- MATH 233 Calculus and Analytic Geometry 3
- MATH 250 Advanced Foundations of Mathematics
- 1 OF MATH 303, MATH 306, MATH 321, MATH 350, MATH 373, MATH 376
- 1 OF MATH 310, MATH 313, MATH 315, MATH 318, MATH 319, DATA 301
- 3 OF MATH 221 **or** MATH 300+ **or** CSCI 323
- MATH 497 Senior Seminar (2 cr)

Concentrations (optional)

If selected, a concentration replaces the

- 1 OF MATH 303, MATH 306, MATH 321, MATH 350, MATH 373, MATH 376,
- 1 OF MATH 310, MATH 313, MATH 315, MATH 318, MATH 319, DATA 301, and
- 3 OF MATH 221 **or** MATH 300+ **or** CSCI 323

requirements from the Mathematics Major with the listed coursework.

Actuarial Math Concentration (MAAC) - (58 credits total)

- MATH 221 Introduction to Statistics with R
- MATH 319 Financial Mathematics
- MATH 321 Probability and Statistics
- 2 OF MATH 300+ **or** CSCI 323
- ECON 102 Principles of Microeconomics
- ACCT 205 Financial Accounting
- ECON 325 Econometrics
- BUAD 350 Corporate Finance

Mathematics Teaching Major (MAED) - (42 credits and senior seminar)

(For secondary teaching)

- CSCI 110 Introduction to Computer Programming
- MATH 132 Calculus and Analytic Geometry 2
- MATH 203 Linear Algebra
- MATH 212 Principles of Algebra and Data
- MATH 221 Introduction to Statistics with R
 - **or** MATH 321 Probability and Statistics
- MATH 233 Calculus and Analytic Geometry 3
- MATH 250 Advanced Foundations of Mathematics
- MATH 306 Abstract Algebra
- MATH 350 Modern Geometry
- MATH 497 Senior Seminar (2 cr)
- MATH 300+ **or** CSCI 323

Note: Candidates interested in earning teacher licensure in Mathematics must also complete the 4-12 major. See **Education [EDUC]** section for additional certification requirements.

Mathematics Minor (MAMA) - (24 credits)

- MATH 132 Calculus and Analytic Geometry 2
- MATH 203 Linear Algebra
- MATH 250 Advanced Foundations of Mathematics
- One MATH elective numbered 200 or above, but **not** MATH 212 **nor** MATH 220 **nor** MATH 497
- Two MATH electives numbered 300 or above, but **not** MATH 497

Retroactive Credit Policy

Students may be awarded up to (2) lower-level courses, equivalent to a maximum of (8) retroactive credits, by earning a grade of "B" or better in specific language, math or computer science classes that are above the introductory level (ex: 101).

Residency requirements:

Students majoring in Mathematics (including the teaching major) must take MATH 497 and earn credit in at least three mathematics courses at St. Norbert College numbered 300 or above.

MILITARY SCIENCE

The Military Science program of instruction is a core-type curriculum consisting of military skills and professional knowledge subjects. The ultimate purpose of the program is to provide college-trained officers for the Regular Army, U.S. Army Reserve, and the Army National Guard. The program supports College goals by emphasizing interpersonal depth and the development of personal qualities necessary for leadership such as duty, integrity, courage, loyalty, respect, selfless services and honor. The course of study is conducted under the auspices of the Reserve Officer Training Corps (ROTC). The four-year program is divided into two parts: the Basic Course and the Advanced Course.

Basic Course (Pre-Professional)

The Basic Course is offered only in the freshman and sophomore years. However, any student may register for any of the lower division Military Science courses. No military commitment is required and students may withdraw at any time before the end of the second year. Additionally, no cost is incurred for course registration. The necessary textbooks and materials are furnished without cost to the student. The courses introduce students to select military skills and professional knowledge subjects. Students attend class and lab for two hours every week and may participate in a wide variety of extracurricular activities ranging from social events to rigorous (confidence building) physical activities.

Advanced Course (Professional)

Satisfactory performance in the Basic Course, demonstrated leadership potential and recommendations from program instructors make an individual eligible to enter the professional program. The emphasis is on applied leadership skills expected of all officers. Instruction includes the introduction of military skills that must be developed prior to attending a Basic Officer Leadership Course (BOLC). They are fundamental to the military profession and serve as the basis for all future branch-directed specialty training. Instruction in professional knowledge subjects is also provided. They describe in foundational terms what the U.S. Army does and how it goes about doing it.

Cadets in the Advanced Course receive uniforms, necessary Military Science textbooks, salary during an Advanced Camp and an allowance up to \$4,000 each year.

A 32-day Advanced Camp is held during the summer between the junior and senior years. This course permits students to put into practice the leadership principles and theories they have acquired in the classroom. They are also exposed to more military skills. Successful completion of the course is required prior to commissioning.

Professional Development and Extracurricular Activities

An essential portion of the Military Science program is encouraging cadets to participate in extracurricular activities that personally and professionally develop the individual. These activities range from volunteer work, charity participation, the traditional Military Ball and the formal Military Dining-In to intramural sports, color guards, leader's reaction courses and backpacking exercises. Cadets routinely participate in the Cadet Professional Development Training Program (CPDT). The CPDT supplements campus training with practical leader-development experiences. The CPDT program is comprised of Practical Field Training and Cadet Advanced Individual Training. Practical Field Training includes Basic Airborne, Air Assault, Jungle Warfare Orientation, Northern Warfare Orientation and Master Fitness Trainer. Students successfully completing the 32-day Advanced Camp are eligible to participate in Cadet Troop Leader Training (CTLT). The CTLT program sends cadets to train as junior leaders with active Army units in the continental U.S., Europe, Korea, Alaska or Hawaii. The CTLT program places cadets in charge of up to 40 soldiers and requires them to perform as leaders. This extremely popular option provides an exciting and rewarding leadership development and learning experience.

Two-year Program

The Military Science program also offers a course of study designed specifically for students who are unable to take ROTC during their first two years of college. Such applicants must successfully complete a five-week Basic Camp prior to attending advanced camps. This summer training takes the place of the Basic Course of the four-year program and qualifies students to enter the professional course. Qualified veterans with prior military service are eligible to enroll in the Advanced Course without participating in the Basic Course once they have obtained junior status.

Simultaneous Membership Program

Under the Simultaneous Membership Program, a person may enlist in the Army National Guard or Army Reserve, attend Basic Training during the summer and be qualified to enroll in the Advanced Course the first semester of their junior year. Upon successful completion of the Advanced Course and baccalaureate degree, the cadet would receive a commission as second lieutenant with the Regular Army, Army National Guard or Army Reserve.

ROTC Scholarship Program

Army ROTC offers two- and three-year scholarships that are awarded competitively to students who are already enrolled in college. Students who attend the Basic Camp under the two-year program may also apply for two-year scholarships prior to camp. These scholarships pay for tuition, lab fees and other

educational expenses, plus provide a textbook allowance each semester and an allowance of up to \$4,000 each year the scholarship is in effect. St. Norbert College waives room and board fees to scholarship cadets. Students interested in any aspect of the program are encouraged to consult with Military Science faculty members.

Distinguished Military Student Program

Each year a few senior ROTC students are selected as Distinguished Military Students. A Distinguished Military Student will be considered for appointment as a Distinguished Military Graduate upon graduation provided all requirements prescribed by Army regulation have been fulfilled.

Military Science Minor (MILS) – (24 credits)

- MILS 201 Basic Leadership & Management 1
- MILS 202 Basic Leadership & Management 2
- MILS 301 Advanced Leadership & Management 1
- MILS 302 Advanced Leadership & Management 2
- MILS 401 Applied Leadership & Management 1
- MILS 402 Applied Leadership & Management 2

MODERN LANGUAGES AND LITERATURES

The modern languages and literatures discipline offers courses in modern languages, cultures, literature, and linguistics, which may lead to both majors and minors in French and Spanish. The objectives of language studies are to enable students to communicate effectively in the language of study and to understand and appreciate the cultures and values of the countries in which the language is spoken. The discipline also offers literature and culture courses in English for the core curriculum program.

Studies in this discipline help students increase their awareness of their own values and beliefs as well as those of another culture; aid in preparing teachers for language teaching careers; provide language skills and cultural awareness to students specializing in other academic areas; enable students to meet the language requirements of graduate programs in the study of languages, comparative literature, and linguistics; and prepare students for various careers in an increasingly global society.

All language courses in this program are taught in the target language and students are expected to use the target language in class. In addition, advanced courses require formal oral presentations and papers in the target language. Each presentation and paper is assessed, with feedback provided to students.

Course Placement

For information on course placement in French and Spanish, please see that section of this catalog (i.e., Core Curriculum and Second Language Competency).

Retroactive Credit Policy

Students may be awarded up to (2) lower-level courses, equivalent to a maximum of (8) retroactive credits, by earning a grade of “B” or better in specific language, math or computer science classes that are above the introductory level (ex: 101).

See individual language sections for more information.

MUSIC AND MUSIC EDUCATION

The St. Norbert College Music Department’s mission is to prepare students for careers in teaching, performance and related music professions. At St. Norbert College, all students have the opportunity to enrich their musical understanding and sensitivity through courses in music appreciation, theory, history, and music performance. Music is not merely a skill to be mastered but can be considered more deeply as an expression of the feelings, values, and aspirations found throughout human history. Our program embraces music of different eras, religious beliefs, and cultures with the purpose of developing understanding and a lifelong appreciation of the musical arts for students, audiences, and community members.

Departmental objectives include the development of musicianship (performance skills, creativity,

theoretical understanding, listening skills, and connecting with historical/cultural relevance), exposure to diverse and significant repertoire, development of written and oral communication skills, and consideration of student spirituality through aesthetic experiences in music.

Special information and additional requirements for students majoring in music can be found in the *Music Student Handbook*, which is available in the Pennings Hall of Fine Arts.

Music Performance Major (MUPF) – voice, keyboard, or instrumental emphasis

Degree Awarded if Primary Major: Bachelor of Music

Foundation Coursework (46 credits)

- MUSI 170 Music Theory 1
- MUSI 171 Music Theory 2
- MUSI 195 Music Entrepreneurship (2 cr)
- MUSI 201 Beatmaking and Production (2 cr)
- MUSI 270 Music Theory 3
- MUSI 271 Music Theory 4 (2 cr)
- MUSI 371 Survey of Western Music 1
- MUSI 372 Survey of Western Music 2
- MUSI 381 Introduction to Conducting (2 cr)
- MUSI 382 Advanced Choral Conducting (2 cr)
 - or MUSI 383 Advanced Instrumental Conducting (2 cr)
- MUSI 399 Junior Recital and Lessons (2 cr)
- MUSI 499 Senior Recital and Lessons (2 cr)

- Four semesters of lower division applied lessons on primary instrument – MUSI 05xM (2 cr each) **and** two semesters of upper division applied lessons on primary instrument – MUSI 06xM (2 cr each)
OR
- Four semesters of lower division applied lessons on primary instrument – MUSI 05xM (2 cr each) **and** one semester of upper division applied lessons on primary instrument – MUSI 06xM (2 cr) **and** MUSI 420 Merit Recital (4 cr)

Additional Coursework

Piano performance majors (6 credits)

- MUSI 019 Accompanying (1 semester)
- MUSI 028 Piano Ensemble (1 semester)
- MUSI 321 Piano Pedagogy 1 (2 cr)
- MUSI 329 Piano Literature (2 cr)

Vocal performance majors (12-16 credits)

- Eight semesters of principal ensemble
- Two semesters of MUSI 016 Opera Workshop
- MUSI 246 Vocal Diction 1 (2 cr)
- MUSI 315 Introduction to Opera
- MUSI 345 Vocal Literature (2 cr)
- MUSI 349 Vocal Pedagogy (2 cr)
- Core language requirement (102 level or above) demonstrated in French or German

Instrumental performance majors - (10 credits)

- Eight semesters of principal ensemble (1 cr each)

One of the following methods courses:

- MUSI 362 Woodwinds (2 cr)
- MUSI 363 Strings (2 cr)
- MUSI 365 Brass (2 cr)
- MUSI 366 Percussion (2 cr)

Music Performance Major (MUCO) – composition emphasis

Degree Awarded if Primary Major: Bachelor of Music

Foundation Coursework (48 credits)

- MUSI 170 Music Theory 1
- MUSI 171 Music Theory 2
- MUSI 195 Music Entrepreneurship (2 cr)
- MUSI 201 Beatmaking and Production (2 cr)
- MUSI 270 Music Theory 3
- MUSI 271 Music Theory 4 (2 cr)
- MUSI 371 Survey of Western Music 1
- MUSI 372 Survey of Western Music 2
- MUSI 381 Introduction to Conducting (2 cr)
- MUSI 382 Advanced Choral Conducting (2 cr)
 - **or** MUSI 383 Advanced Instrumental Conducting (2 cr)
- MUSI 399 Junior Recital and Lessons (2 cr),
- MUSI 499 Senior Recital and Lessons (2 cr)
- Four semesters of applied lessons on a single secondary instrument. (1 cr each)
- Four semesters of lower division applied composition (MUSI 057M, 2 cr each)

and one semester of upper division applied composition (MUSI 067M, 2 cr)

Additional Coursework (4 credits)

Composition majors studying voice

- MUSI 102 Group Voice (2 cr)
- MUSI 246 Vocal Diction 1 (2 cr)

Composition majors studying other instruments - (2 credits)

Two methods courses (below) excluding that which includes their secondary instrument.

- MUSI 362 Woodwinds (2 cr)
- MUSI 363 Strings (2 cr)
- MUSI 365 Brass (2 cr)
- MUSI 366 Percussion (2 cr)

Music Education Major (MUED)

Degree Awarded if Primary Major: Bachelor of Music

Foundation Coursework (46 credits)

- MUSI 150 Survey of World Musics
 - MUSI 170 Music Theory 1
 - MUSI 171 Music Theory 2
 - MUSI 270 Music Theory 3
 - MUSI 271 Music Theory 4 (2 cr)
 - MUSI 371 Survey of Western Music 1
 - MUSI 372 Survey of Western Music 2
 - MUSI 381 Introduction to Conducting (2 cr)
 - Six principal ensembles on primary instrument (1 cr each)
 - Four semesters of lower division applied lessons on primary instrument (MUSI 05xM, 2 cr)
- and** one semester of upper division applied lessons on primary instrument (MUSI 06xM, 2 cr)
- MUSI 399 Junior Recital and Lessons (2 cr)

Additional Coursework

Choral Music Education Emphasis (16 credits)

- MUSI 031 Improvisation Workshop (1 cr)
- MUSI 052N Piano Lessons (1 cr) – 1 semester

- MUSI 195 Music Entrepreneurship (2 cr)
- MUSI 246 Vocal Diction 1 (2 cr)
- MUSI 349 Vocal Pedagogy (2 cr)
- MUSI 362 Woodwind Methods (2 cr)
 - **or** MUSI 366 Percussion Methods (2 cr)
 - **or** 2 semesters of a primary instrumental ensemble (MUSI 012, 014, 025)
 - **or** 1 semester of instrumental lessons (MUSI 05xN) **AND** 1 semester of a primary instrumental ensemble
- MUSI 382 Advanced Choral Conducting (2 cr)
- EDUC 315 Choral Music Methods for Junior and Senior High School (2 cr)

Instrumental Music Education Emphasis (17 cr)

- MUSI 031 Improvisation Workshop (1 cr)
- MUSI 051 Voice (2 cr)
 - **or** MUSI 102 Class Voice (2 cr)
 - **or** Two principal choral ensembles
- MUSI 195 Music Entrepreneurship (2 cr)
- MUSI 362 Woodwind Methods (2 cr)
- MUSI 363 String Methods (2 cr)
- MUSI 365 Brass Methods (2 cr)
- MUSI 366 Percussion Methods (2 cr)
- MUSI 383 Advanced Instrumental Conducting (2 cr)
- EDUC 316 Instrumental Music in the Schools (2 cr)

Note: Candidates interested in earning K-12 Music licensure must also complete the K-12 Teaching Major. See **Education [EDUC]** section for the major as well as additional certification requirements.

Music Liberal Arts Music Major (MULA)

Degree Awarded if Primary Major: Bachelor of Music

Foundation Coursework (42 credits)

- MUSI 170 Music Theory 1
- MUSI 171 Music Theory 2
- MUSI 195 Music Entrepreneurship (2 cr)
- MUSI 201 Beatmaking and Production (2 cr)
- MUSI 270 Music Theory 3
- MUSI 271 Music Theory 4 (2 cr)
- MUSI 371 Survey of Western Music 1
- MUSI 372 Survey of Western Music 2
- MUSI 381 Introduction to Conducting
- Six principal ensemble courses on primary instrument (1 cr each)
- Four semesters of lower division applied music on primary instrument (MUSI 05xM) (2 cr each)

Additional Coursework (4 credits)

One of the following:

- MUSI 150 Survey of World Musics
- MUSI 184 History of American Popular Music
- MUSI 276 Music and Catholicism
- MUSI 315 Introduction to Opera
- MUSI 318 Evolution of Jazz

Pre-Music Therapy Concentration (MUMT) - (16 credits) In addition to a Music Liberal Arts major:

Foundational Coursework (5-8 credits):

- MUSI 494 Internship (1-4 cr)
- PSYC 100 Introductory Psychological Science

Additional Coursework (8-11 credits)

- MUSI 033 World Music Ensemble (1 cr)
- MUSI 100 Group Guitar (2 cr)
- MUSI 102 Group Voice (2 cr)
- MUSI 150 Survey World Musics
- PSYC 212 Adult Psychopathology
- PSYC 220 Lifespan Human Development
- EDUC 317 General Music Methods
- BIOL 105 Human Biology and Society
- BIOL 120 Introduction to Cell and Molecular Biology
- BIOL 216 Anatomy and Physiology 1
- BIOL 217 Anatomy and Physiology 2
- Additional discipline-approved elective

Sacred Music Major (MUSM) - (64 credits)

Degree Awarded if Primary Major: Bachelor of Music

Foundational Coursework

- MUSI 170 Music Theory 1
- MUSI 171 Music Theory 2
- MUSI 195 Music Entrepreneurship (2 cr)
- MUSI 246 Vocal Diction 1 (2 cr)
- MUSI 270 Music Theory 3
- MUSI 271 Music Theory 4 (2 cr)
- MUSI 349 Vocal Pedagogy (2 cr)
- MUSI 371 Survey of Western Music 1
- MUSI 372 Survey of Western Music 2
- MUSI 381 Introduction to Conducting (2 cr)
- MUSI 382 Advanced Choral **or** MUSI 383 Instrumental Conducting (2 cr)
- MUSI 399 Junior Recital and Lessons (2 cr)
- MUSI 471 Music in the Roman Catholic Rite
- MUSI 494 Internship (8 credits, offered in sections of 1–8 credits, repeatable)

Additional Coursework

- Six primary ensemble courses
- Four semesters of applied lessons on piano **or** organ (MUSI 05xM, 8 credits total)

Two semesters of applied lessons on voice (MUSI 051, 4 credits total)

Music Minor (MUMU) - (32 credits)**Foundation Coursework (24 credits)**

- MUSI 170 Music Theory 1
- MUSI 381 Introduction to Conducting (2 cr)
- Six principal ensemble courses on primary instrument (1 cr each)
- Four semesters of applied music on primary instrument (MUSI 05xN, 1 cr each)

Additional Coursework (8 credits)

Two of the following:

- MUSI 150 Survey of World Musics
- MUSI 176 Music Appreciation
- MUSI 184 History of American Pop Music
- MUSI 195 Music Entrepreneurship (2 cr)
- MUSI 201 Beatmaking and Production (2 cr)
- MUSI 276 Music and Catholicism

- MUSI 315 Introduction to Opera
- MUSI 318 Evolution of Jazz
- MUSI 362 Woodwind Methods (2 cr)
- MUSI 363 String Methods (2 cr)
- MUSI 365 Brass Methods (2 cr)
- MUSI 366 Percussion Methods (2 cr)
- HUMA 100 Intro to Humanities thru the Fine Arts

Music Minor for Liturgists (MULI) - (28 credits)

- MUSI 170 Music Theory 1
- MUSI 171 Music Theory 2
- MUSI 381 Introduction to Conducting (2 cr)
- Applied lessons (14 credits), including the following
 - MUSI 051M Voice (minimum 4 credits)
 - MUSI 052M Piano (minimum 4 credits)
 - MUSI 055M Organ (minimum 4 credits)
- Four principal choral ensemble courses (1 cr each)

NATURAL SCIENCE

Within the context of a liberal arts college, the curricula in the various disciplines of the natural sciences division are designed to allow students to achieve confidence as self-educating persons. Through interaction with faculty and peers, students are able to identify and pursue their own personal goals.

The Natural Sciences Division includes the disciplines of biology, chemistry, environmental science, geology, mathematics, computer science and physics, with major program in each of these areas – as well as a natural science major. In addition, programs are offered in pre-professional areas such as pre-medical, pre-dental, pre-veterinary, pre-pharmacy and other health-related fields. The division also offers divisional (NSCI) courses primarily for students not majoring in the sciences.

Natural Sciences Divisional Major (NSNS) – 60 credits

Degree Awarded if Primary Major: Bachelor of Science

The objective of the major in natural sciences is to allow pre-professional students to make their selection of courses based on the requirements of the professional school. A major in natural sciences (divisional major) consists of 60 credits taken in the division of natural sciences that meet the educational objectives of the student.

- 32 of these credits must be at the 200-level or above (courses serving the core curriculum may not be used to satisfy this specific requirement)
- 20 of the required 60 credits must be in one discipline
- A natural sciences divisional major may elect a minor in mathematics or computer science, provided the courses used to satisfy the minor do not also count toward the divisional major. A minimum of 20 credits must be taken in addition to those used to satisfy the requirements of the first major
- A natural sciences divisional major may not pursue any other major or minor (other than those described above) within the natural sciences division

The program of study is subject to the approval of the student's academic advisor and the dean of natural sciences.

NUTRITION

The nutrition major strives to provide a comprehensive understanding of the scientific principles underlying human nutrition, disease prevention, and food system equity. It is expected that this educational experience will provide a solid scientific foundation in the physiological, behavioral, and social dimensions of nutrition to prepare graduates for professional programs and careers. Central to the mission of the program is a commitment to evidence-based science, examining everything from metabolism and micronutrients to cultural foodways and public health messaging. The integration of foundational knowledge and applied skills is seen as a logical extension of the undergraduate classroom

and an integral part of the program's academic culture, preparing students for advanced study in community nutrition, sports nutrition, and food sustainability.

Students gain both foundational knowledge and meaningful experiential learning through case studies, fieldwork, and real-world projects—including community nutrition planning and analyses of food sustainability. The curriculum is regularly reviewed and updated to ensure that scientific inquiry and practical application reflect current dietary guidelines, new research, and evolving technologies in nutrition science.

Nutrition (NUTR) - (58 credits)

Degree Awarded if Primary Major: Bachelor of Science

Required Coursework

- BIOL 120 Introduction to Cell & Molecular Biology
- BIOL 121 Introduction to Organismal Biology
- BIOL 216 Human Anatomy and Physiology 1
- BIOL 217 Human Anatomy and Physiology 2
- BIOL 244 Genetics
- BIOL 250 Introductory Microbiology
- BIOL 499 Senior Assessment (0 cr)
- CHEM 105 General Chemistry 1
- CHEM 107 General Chemistry 2
- CHEM 250 Nutritional Biochemistry
 - **or** CHEM 350 Biochemistry
- MATH 228 Introduction to Statistics
 - **or** MATH 221 Introduction to Statistics with R
- NUTR 210 Introduction to Nutrition (3 cr)
- NUTR 220 Food Science (3 cr)
- NUTR 230 Food Economics (3 cr)
- NUTR 310 Lifecycle Nutrition 1 (3 cr)
- NUTR 320 Lifecycle Nutrition 2 (3 cr)
- NUTR 340 Medical Nutrition Therapy (3 cr)
- PSYC 100 Introduction Psychological Science
- PSYC 220 Lifespan Human Development

Notes: An advanced degree is required for a number or career paths related to nutrition. Prerequisite requirements for these programs vary, but often include additional courses beyond the requirements of this major, such as organic chemistry or medical terminology. Students should work with their advisor to ensure they are taking any additional courses they need to be competitive for advanced degree programs.

PEACE AND JUSTICE

Peace and Justice Studies is an interdisciplinary field that includes courses from a wide variety of academic areas. The introductory course, PEAC 200 Introduction to Peace and Justice Studies, creates a framework for the other courses in the minor and, as such, should ideally be taken no later than the student's second year and before other courses in the program are taken.

Peace and Justice Minor (PJPJ) - (24 credits)

- PEAC 200 Introduction to Peace and Justice
- PEAC 400 Capstone in Peace and Justice

Students must take four courses from the following list: (To preserve the interdisciplinary nature of the minor, no more than two courses may be taken from any one discipline, with the exception of PEAC courses)

- ART 205 Art, Technology and Society
- ART 285 Art in a Democratic Society
- ENVS 300 Environmental Science
- PEAC/PHIL 266 Human Rights and Responsibilities
- PEAC 389 Special Topics
- PEAC 490 Independent Study
- PEAC 494 Internship
- PHIL 282 Law, Morality, and Punishment
- PHIL 315 Ethics
- PHIL 316 Modern Political Thought
- PHIL/WMGS 344 Feminist Philosophy
- POLI 232 American Political Polarization
- POLI 348 Environmental Politics
- POLI 349 Global Environmental Politics
- SOCI 228 Corrections in American Society
- SOCI 250 Immigration and Migration in the U.S.
- SOCI 344 Social Movements
- SOCI/WMGS 346 Intersections of Privilege
- SSCI 301 Environment and Society
- SSCI 408 Social Inequalities

Note: It is strongly encouraged that at least one course taken in the minor carry a community engagement designation (CENG).

Students wishing to fulfill a minor requirement with a course not listed here must have approval of the peace and justice minor program director.

PHILOSOPHY

The aims of the philosophy program at St. Norbert College, and the nature of philosophy itself, place the work of our discipline near the center of our Catholic and Norbertine heritage and the tradition of liberal arts education. As philosophers at St. Norbert College, our mission is to promote the intellectual, spiritual and personal development of its students by teaching the philosophical tradition in a way that encourages the pursuit of wisdom for its own sake, promotes reflection on values, and emphasizes the skills of critical thinking. Our curriculum integrates faith and reason in such a way that persons of all faiths and beliefs are valued contributing partners and nurtures qualities of mind and character conducive to responsible citizenship and professional excellence, including confidence in one's learning, the courage to question, a sense of wonder and curiosity, and a deepening respect for others in the shared quest for wisdom and truth. Philosophical practice at a Catholic institution is motivated not solely by curiosity or a predilection for conceptual and theoretical puzzles, but also by the desire to transform oneself and the world through wisdom.

Philosophy Major (PLPL) - (36 credits)

Required Courses - (24 credits)

- PHIL 120 Philosophical Foundations in the Study of Human Nature
- PHIL 207 Greek Philosophy
- PHIL 210 Logic
- PHIL 282 Law, Morality, and Punishment
- PHIL 300 Modern Philosophy
- PHIL 315 Ethics

Additional Elective Courses - (12 credits)

Any three additional PHIL elective

Philosophy Minor (PLPL) - (24 credits – at least 8 credits must be at the 300 level or above)

- PHIL 120 Philosophical Foundations in the Study of Human Nature
- PHIL 207 Greek Philosophy
- PHIL 300 Modern Philosophy
- Any three additional PHIL elective

PHYSICAL EDUCATION

The physical education department is organized to provide all students the opportunity for instruction in sports, exercise and fitness and to provide all students with the opportunity to acquire skills in sports and fitness for recreation, intramural, and lifetime activities. PHED courses are graded Pass/Fail, and none may be taken on an independent study basis.

Lifetime Sports Activities

A wide range of lifetime sports and fitness classes are offered for all students. Through lifetime sports and fitness, individuals will have a better understanding of the need for a planned activity program. The major objective of lifetime sports and fitness is to have students incorporate physical activity into their daily lifestyle.

PHYSICS

The mission of the physics discipline is to provide a quality educational experience, which provides our students with a greater appreciation for the rigor of the scientific method and their place in the natural world while preparing them for future careers in industry and academia. This is achieved through offering a rigorous physics curriculum, making a significant contribution to the core curriculum, making a strong commitment to the training of future science educators, and providing meaningful professional development activities encompassing both undergraduate research and teaching.

The physics program is designed to 1) prepare students for careers in industry, engineering, and secondary education, 2) prepare students for graduate study in physics or a related field of science or engineering, 3) meet the needs of students in pre-professional studies as well as chemistry, geology and biology major programs and 4) provide an opportunity to secure general knowledge of physics and/or astronomy as well as the scientific method for students whose major program is outside of natural science.

Physics is the most fundamental of all the natural sciences and its applications extend to all other areas of human endeavor. Physics is the study of the natural world based on quantitative observations and experiments. Physics attempts to discover the fundamental rules by which observations of many different situations can be correlated within a common framework of physical laws. Physics gets to the root of all physical phenomena. Physical laws and theories have profound influence on how we view our universe and ourselves. The skills and ideas you develop as a physics major can be applied across all fields of science and technology, as well as in such diverse areas as business and law. If you can think physics, you can think anything!

The use of logical reasoning to make predictions about physical systems is very important in physics. Successful predictions concerning experiments not yet performed are the crucial test of our ideas about the nature of the universe. Physicists view the framework of interrelated concepts as providing an aesthetic satisfaction comparable to that of art and music.

POLITICAL SCIENCE

Political science is the social science that deals with the manner in which human beings organize and govern themselves. We are social beings and our lives are inextricably connected. All of us as individuals, as members of various groups, and as parts of larger organizations, communities and nations, must acknowledge and interact with one another. We all share a common humanity.

Political science is a valuable component of a liberal or general education because it enhances our understanding of human relations and behavior, of how we make decisions, and of the factors that influence them. Power, justice, law, social order and the creation of effective and equitable human relationships are the essential concerns of politics. Politics affect virtually all aspects of our cultural,

economic, religious and social lives, and almost all public decisions are made through collective political activity. Politics is an inescapable attribute of human relations and behavior and it is a moral imperative that we do our best to build social, economic and political systems that protect individual human rights and beliefs, that promote social justice, and that permit fuller realization of our human potential. By making us aware of these factors, problems and possibilities, the study of political science encourages our intellectual, personal and moral development.

The political science program offers students both the opportunity to gain a liberal arts education and prepare for a future career. As a liberal art, political science at St. Norbert College attempts to broaden and enlighten the minds of our students regarding political issues, processes and behavior, hence serving to free their intellect from ethnocentrism and provide them with the skills and analytical tools to understand the political world around them. Although emphasizing the study of Political Science as a liberal art, the political science program does not overlook its importance in the preparation for a variety of careers. A major in political science prepares students for graduate study and research; for professional careers in business, law, government or public administration; for active participation in local, state, national and international politics; and for living effective lives as members of a democratic society in a diverse and complex world.

Political Science Major (POPO) - (40 credits)

Degree Awarded if Primary Major: Bachelor of Arts

All majors are required to complete four required courses and a zero-credit senior assessment requirement.

- POLI 130 United States Politics and Government
 - **or** POLI 131 American Politics Transformed
 - **or** AP American Politics
- POLI 132 Public Policy
- POLI 200 Research Methodology and Techniques
- POLI 499 Senior Assessment (0 cr)
- SSCI 224 Basic Statistics

Students are advised to take POLI 130 US Politics and Government **or** POLI 131 American Multicultural Politics **and** INTL 150 Intro to International Studies in their first year. POLI 200 Research Methods **and** SSCI 224 Basic Statistics should be taken in the sophomore year.

In addition, all majors must complete 28 credits at or above the 200 level. Students **MUST** complete at least one course in each field area (Public Policy, Public Law, and American Politics). Beyond that, students may elect to focus on a particular area of political science (Public Policy, Public Law, or American Politics) or take a variety of courses across the field and elective offerings, including internships for credit, independent studies, or directed research with approval of one of the political science faculty. Students are also encouraged to study abroad or in Washington, D.C. On a case-by-case basis courses outside of the College's offerings may count toward one of the fields or as electives. Please visit the Center for Global Engagement website for more information on all these off-campus programs. Below are the courses available in each of the field areas.

Public Policy Field:

- POLI 231 State and Local Politics
- POLI 238 Introduction to Public Administration
- POLI 346 Policy Analysis
- POLI 348 U.S. Environmental Politics

Public Law Field:

- POLI 237 Courts and Justice in the U.S.
- POLI 248 Trial Advocacy*
- POLI 249 Mock Trial*
- POLI 341 Constitutional Law: Institutional Powers
- POLI 342 Constitutional Law: Rights and Liberties

- POLI 343 Administrative Law & Politics

American Politics Field:

- POLI 232 American Political Polarization
- POLI 310 Fascism and Socialism
- POLI 317 American Political Thought
- POLI 332 Parties and Elections
- POLI 345 Congress and the Presidency

Other Electives (outside of the Fields):

- COM 329 Political Communications
- POLI 333 American Conspiracy Theories
- POLI 349 Global Environmental Politics
- POLI 410 Global Political Extremism

*Trial Advocacy and Mock Trial may be repeated for credit toward general course credits, but may not be repeated for credit toward the major or minor. Combining the 2 credits each from POLI 248 and POLI 249 will count as one of the seven courses necessary for the major and count toward the Public Law Field or toward elective credit.

Political Science Minor (POPO)- (28 credits)

- POLI 130 United States Politics and Government
 - or POLI 131 American Politics Transformed
 - or AP American Politics
- POLI 132 Public Policy
- Five additional POLI courses at or above the 200-level across a minimum of two fields.

PRE-PROFESSIONAL PROGRAMS

Students may choose to be considered pre-professional students, that is, they may pursue a course of study that fulfills the requirements of a professional school such as medical, dental, veterinary, pharmacy, engineering or law. Students may at any time declare their intent to complete a major program, in which case they are subject to the requirements of that program. Most pre-professional students interested in health-related programs who complete a degree program at St. Norbert College do so in biology, chemistry or natural science.

Pre-Dental Program

The admission requirements for dental schools are somewhat variable, so the student's program should be developed in consultation with a pre-dental advisor. Although most dental schools specify three years of undergraduate work as a minimum requirement, they generally give preference to students with four years of preparation, so it is advisable to pursue a disciplinary major program such as biology, chemistry or natural science.

Admission requirements common to dental schools specify at least three years of college work, including two semesters each of biology, inorganic chemistry, organic chemistry, physics and recommended electives in science and non-science areas.

Adequate performance on the national Dental Aptitude Test, usually taken after the second or third year of undergraduate study, is also a requirement.

Pre-Engineering Program

What is engineering? Engineering involves the arrangement and modification of natural materials to produce devices and processes in order to accomplish human goals expeditiously, economically and safely. Engineering education is divided into such fields as aeronautical, agricultural, biomedical, chemical, civil, electrical, industrial, mechanical and nuclear.

Most students who enter engineering simply transfer to an engineering school after one to three years at St. Norbert. Good grades, especially in science and mathematics, are required for transfer to an engineering school. Since the degree these students earn comes from the engineering school, they must consider the requirements of the engineering program they plan to enter when selecting courses at St. Norbert College.

Some students spend four years at St. Norbert College and major in mathematics or biochemistry and then pursue graduate study in an engineering school. If undergraduate science and math classes are carefully chosen, it is possible to complete a master's degree in engineering in two years.

One major advantage of attending a small college is the possibility of close association with faculty and fellow students. Students who choose to study pre-engineering at St. Norbert College believe that the opportunity for personal attention in their basic science and math courses and the breadth of experience available at a liberal arts college are important in giving them a start toward a satisfying career in engineering.

Courses in a Pre-engineering program

The basic science and mathematics courses for most engineering curricula are two semesters of general physics, two semesters of general chemistry, three semesters of calculus, one semester of differential equations and one semester of computer science where a high-level programming language is learned. These are all courses that can be taken at St. Norbert College, and students interested in engineering should take as many of them as possible.

The choice of other science courses at St. Norbert College will depend somewhat on the particular area of engineering in which the student is interested. Curricula for the various engineering fields have much in common during the first two years of study but there are some differences in these years and they diverge greatly in the final two years. These curricula tend to have many specified courses. It is important for a student to try to select an engineering field and to make contact early with the engineering college to which transfer is planned.

Students who intend to transfer after one or two years at St. Norbert College should take the basic physics, chemistry and calculus courses and as much as possible select core curriculum courses that match requirements of the engineering program to which they intend to transfer. A number of students who enter St. Norbert with the intention of transferring to an engineering school decide to stay here for all four years.

Students in pre-engineering are strongly advised to plan their courses in such a way that, should they retain their interest in science but decide not to transfer, they can complete a physics, mathematics or chemistry major at St. Norbert College, including the core curriculum requirements, within the normal four years.

Pre-Law Program

Law schools require a bachelor's degree from an accredited college or university for admission. However, no specific fields of major study or particular courses are prescribed. As a result, students at St. Norbert College are encouraged to pursue a degree in any area of study.

Law relates to many aspects of human activity and law schools look for diversity in undergraduate courses that may present a desirable pre-law background. Students should seek to develop a high degree of competence in reading and writing and the skills of critical analysis and logical reasoning. Thus, courses in literature, composition, communications, mathematics and logic offer obvious and useful preparation. In addition, applicants to law school should have a sound grounding in the economic, social and political institutions of the United States.

Pre-Law Certificate Program

Law schools do not require nor even suggest the pursuit of a narrow or specialized degree in law to gain admission. Instead, law schools seek students who have mastered particular skills related to the practice of law, including the ability to read critically, think logically, and write clearly and persuasively. At St. Norbert College, students may choose to complete the pre-law certificate program that provides students the opportunity to hone those particular skills in a manner necessary for admission to, and success in, law school, while earning recognition for the effort on their academic transcript.

Pre-Law Certificate Mission Statement:

The mission of the Pre-Law Certificate program is to provide intensive advisement to students regarding course work, internships, off-campus study opportunities, and law school application preparation in order

that students may discern if the law is an appropriate vocational pursuit. The expectation is that students will develop the ability to read critically, think logically, and write clearly and persuasively. This process will ensure that students are equipped to succeed with the completion of the Law School Admission Test (LSAT) and the process of application to law school.

Pre-Law Curriculum (PWCU)

The program requires students seeking a pre-law certificate to complete sixteen credits divided among four areas and a zero-credit assessment course to be completed during the final semester of a candidate's program of study.

Area 1 introduces students to theories and concepts related to the law and legal interpretation. Area 2 helps to develop critical skills related to logical and critical thinking that are particularly applicable to the practice of the law. Areas 3 and 4 provide students the opportunity to explore the many-faceted field of the law through both empirical and normative approaches to their studies. The intention is to encourage students from a variety of majors to think seriously about their interest in the practice of law and to guide them in selecting particularly applicable electives over and above their major. A GPA of 3.0 or better is required to be awarded the pre-law certificate.

Please note that students may not apply any more than two courses listed below to satisfy requirements for their major (the practice of "double-dipping").

Area 1 – The Law (*one of the following*)

- BUAD 390 Business Law
- PHIL 282 Law, Morality and Punishment
- POLI 341 Constitutional Law: Institutional Powers
- POLI 342 Constitutional Law: Civil Rights/Liberties
- POLI 343 Administrative Law & Politics

Area 2 – Logic and Critical Thinking (*one of the following*)

- CSCI 150 Applications of Discrete Structures
- MATH 250 Advanced Foundation of Mathematics
- PHIL 210 Logic
- SSCI 224 Basic Statistics

Area 3 – Empirical Perspectives on the Law (*one of the following*)

- ECON 102 Principles of Microeconomics
- PSYC 212 Adult Psychopathology
- SOCI 122 Criminology
- SOCI 228 Corrections in American Society

Area 4 – Normative Perspectives on the Law (*one of the following*)

- PHIL 275 Bioethics
- PHIL 315 Ethics
- PHIL 316 Modern Political Thought
- POLI 310 Facism and Socialism
- THRS 333 Christian Ethics: Theology and Society

SENIOR ASSESSMENT (Required of all candidates)

- PLAW 499 Senior Assessment

Substitutions will be permitted in limited circumstances and only with the permission of the pre-law advisor. Pre-Law advisor: Meghan Walsh, EdD

Students applying for law school should take the Law School Admission Test (LSAT) no later than December of their senior year to enable matriculation into law school the following fall. Information regarding the LSAT and the law school admission process is available from the pre-law advisor.

Pre-Medical Program

There are more than 100 medical schools in the U.S. and their admissions requirements vary slightly.

Most will not consider applicants unless they are an undergraduate degree candidate, so it is advisable to participate in a disciplinary major program such as Biology, Chemistry or Natural Sciences.

Admission requirements common to medical schools are at least three years of undergraduate study, including two semesters each of biology, inorganic chemistry, organic chemistry and physics with recommended electives in quantitative analysis, mathematics and non-science areas. Currently, an “AB” average seems necessary for admission to a medical school.

Adequate performance in the national Medical College Admission Test (MCAT), usually taken during or just after the third year of undergraduate study, is also a requirement.

Other health-related careers can be entered with some undergraduate preparation at our College. These include such fields as optometry, veterinary medicine, chiropractic medicine, physical therapy, pharmacy and nursing. It is not possible to generalize concerning the requirements of all the professional schools involved but they require an emphasis in the basic sciences as well as liberal arts electives. Students can receive information and advice on careers in the health field and other fields with a science emphasis from the division of natural sciences. The dean of natural sciences should be consulted.

Pre-Veterinary Program

The program is basically the same as the pre-medical program. Current information on schools of veterinary medicine and application procedures is available through advisors in the Natural Sciences.

PSYCHOLOGY

Mission Statement: The Psychology Discipline at St. Norbert College is committed to increasing students’

- scientific knowledge of behavior and mental processes and the means by which that knowledge emerges and develops
- understanding of themselves and others
- ability and desire to apply this knowledge and understanding appropriately to create rewarding and fulfilling lives for themselves and to improve the condition of individuals, organizations and society.

We pursue this mission within the context of the College’s commitment to provide an educational environment that fosters intellectual, spiritual and personal development

Program Description: Psychology is the science of behavior and mental processes. It shares with the natural sciences an orientation toward objective observation, experimentation and quantitative analysis. It shares with the humanities and fine arts an interest in the total human experience and concern for the dignity of each individual person.

The study of psychology makes an important contribution to a liberal arts education. It addresses questions that have long been central to our thinking about human experience. By expanding and enriching our understanding of how people think, feel and behave, the study of psychology stimulates our intellectual growth. Personal growth comes through the self-understanding that develops when we apply our expanded and enriched understanding of people in general to our own thoughts, feelings and actions. The study of psychology also fosters moral awareness and growth. Psychology challenges students to safeguard the welfare and rights of others; establish relationships of trust; promote accuracy, honesty and truthfulness; and respect the dignity and worth of each person.

The study of psychology prepares students for full lives as adults who think critically, respond compassionately and make valuable contributions to their communities. Employment and career opportunities for psychology majors are limited only by their motivation and creativity. With a baccalaureate degree, students can pursue careers in a range of fields such as human services, education, human resource management, market research, advertising and sales. With a master’s degree, students can pursue careers in fields such as social work, counseling, school psychology or industrial-organizational psychology. With a doctoral degree, students can pursue careers as clinical

psychologists, research scientists or college professors. Students can also pursue graduate education leading to careers in medicine and law.

The psychology discipline at St. Norbert College is committed to increasing students' scientific knowledge of behavior and mental processes and the means by which that knowledge emerges and develops; their understanding of themselves and others; and their ability and desire to apply this knowledge and understanding appropriately to create rewarding and fulfilling lives for themselves and to improve the condition of individuals, organizations and society. We pursue this mission within the context of the College's commitment to provide an educational environment that fosters intellectual, spiritual and personal development.

Psychology Major (PSPS) - (44 credits)

Degree Awarded if Primary Major: Bachelor of Science

- PSYC 100 Introduction to Psychological Science¹
- SSCI 224 Basic Statistics
 - or MATH 221 Introduction to Statistics with R
 - or MATH 228 Introduction to Statistics
- PSYC 301 Basic Principles and Methods of Psychological Research
- PSYC 499 Senior Assessment (0 credits)

¹Students who earn a 5 on the AP Psychology Test can choose to apply PSYC 193 here; alternatively, students can apply PSYC 193 to their general credits and still take PSYC 100. PSYC 193 **cannot** be applied to the Psychology minor as a Content Area course.

Experiential Courses - (12 credits)

4 credits from

- PSYC 345 Psychological Interventions with Lab
- PSYC 495 Internship & Professional Issues²

4 credits from

- PSYC 331 Sensation & Perception with Lab
- PSYC 337 Memory & Cognition with Lab
- PSYC 370 Behavioral Neuroscience with Lab

And 4 credits from any combination of

- PSYC 331 Sensation & Perception with Lab
- PSYC 337 Memory & Cognition with Lab
- PSYC 345 Psychological Interventions with Lab
- PSYC 370 Behavioral Neuroscience with Lab
- PSYC 395 Professional Issues (2 credits)^{2, 3}
- PSYC 490 Independent Study (2 or 4 credits per semester)²
- PSYC 492 Directed Research (2 or 4 credits per semester)²
- ISHP 494 Internship (1-4 credits per semester)²
- PSYC 495 Internship & Professional Issues^{2, 3}

² Typically requires an application (submitted the semester prior) and Instructor Consent.

³ Note that students cannot take both PSYC 395 and PSYC 495.

Content Area Courses - (20 credits)

Up to 16 credits from courses at the 200-level

And at least 4 credits from courses at the 300/400-level or COM 352 (Media Psychology)

Psychology Minor (PSPS) - (24 credits)

- PSYC 100 Introduction to Psychological Science¹
- SSCI 224 Basic Statistics

- or MATH 221 Introduction to Statistics with R
- or MATH 228 Introduction to Statistics
- PSYC 301 Basic Principles and Methods of Psychological Research

¹Students who earn a 5 on the AP Psychology Test can choose to apply PSYC 193 here; alternatively, students can apply PSYC 193 to their general credits and still take PSYC 100. PSYC 193 **cannot** be applied to the Psychology minor as a Content Area course.

Content Area Courses - (12 credits)

Up to 8 credits from courses at the 200-level

And at least 4 credits from courses at the 300/400-level

SOCIOLOGY AND HUMAN SERVICES

Mission Statement

We produce socially responsible leaders ready to tackle society's most pressing problems with theoretical grounding and methodological rigor.

Program Description

Sociology examines the way culture, social structure, groups, and individuals shape social life. Sociologists are interested in the connections between individuals and society, personal problems and public issues, inclusion and exclusion, and hierarchy and equality. We use qualitative and quantitative approaches to analyze data from surveys, in-depth interviews, ethnographic observation, historical documents, and other sources. Sociology classes at St. Norbert College cover a wide range of topics, including socialization, inequality, health, education, gender, sexuality, race, class, marriage, family, social work, immigration, crime, and incarceration.

Sociological training is useful in a range of occupations; it also prepares students for graduate study in a number of disciplines. SNC sociology majors have gone on to work in an array of fields, including social work, the nonprofit sector, education, sales, business, and medicine. They have also pursued graduate degrees in sociology, psychology, educational counseling, public health, social work, academic administration, and applied criminology.

Sociology Major (SOSO) - (40 credits)

Degree Awarded if Primary Major: Bachelor of Arts

Foundational courses

- SOCI 100 Introduction to Sociology
- SOCI 300 Social Research Methods
- SOCI 352 Foundations of Social Theory
- SSCI 224 Basic Statistics

Students are advised to take SOCI 100 as freshmen, SSCI 224 as sophomores, and SOCI 300 and 352 as juniors.

Six Sociology Electives from the following list.

Two at the 200 level or below

Three at the 300 level or above

One at any level

- SOCI 112 Girls, Girls, Girls
- SOCI 122 Criminology
- SOCI 201 Sociology of the Family
- SOCI 211 Bad Marriage or Good Divorce?
- SOCI 233 Sociology of Education
- SOCI 236 Introduction to Public Health
- SOCI 237 Children and Childhood in American Society

- SOCI 265 Friendship & Social Support
- SOCI 289 Special Topics
- SOCI 320 Culture & Consumption
- SOCI 340 Religion & Inequality
- SOCI 344 Social Movements
- SOCI 346 Intersections of Privilege
- SOCI 348 Socialization and the Life Course
- SOCI 361 Gender, Sexuality and Society
- SOCI 403 Mass Incarceration in the United States
- SOCI 444 Health, Illness and Society
- SOCI 489 Special Topics
- SOCI 490 Independent Study
- SOCI 492 Directed Research

Sociology Minor (SOSO) - (28 credits)

Foundational Courses

- SOCI 100 Introduction to Sociology
- SOCI 300 Sociological Research Methods
- SOCI 352 Foundations of Social Theory
- SSCI 224 Basic Statistics

Three elective courses in sociology from the following list.

One at 200 level or below,

One at 300 level or above,

One at any level

- SOCI 112 Girls, Girls, Girls
- SOCI 122 Criminology
- SOCI 201 Sociology of the Family
- SOCI 211 Bad Marriage or Good Divorce?
- SOCI 233 Sociology of Education
- SOCI 236 Introduction to Public Health
- SOCI 237 Children and Childhood in American Society
- SOCI 265 Friendship & Social Support
- SOCI 289 Special Topics
- SOCI 320 Culture and Consumption
- SOCI 340 Religion & Inequality
- SOCI 344 Social Movements
- SOCI 346 Intersections of Privilege
- SOCI 348 Socialization and the Life Course
- SOCI 361 Gender, Sexuality and Society
- SOCI 403 Mass Incarceration in the United States
- SOCI 444 Health, Illness and Society
- SOCI 489 Special Topics
- SOCI 490 Independent Study
- SOCI 492 Directed Research

Human Services Minor (SOHM) – (28 credits)

Students who are interested in working in the human services or pursuing graduate studies in social work may elect to complete the Human Services minor.

Foundational Courses

- SOCI 100 Introduction to Sociology
- POLI 136 Public Policy
- SOCI 201 Sociology of the Family
- SOCI 481 & 482 Internship

One Sociology Elective from the following list

- SOCI 233 Sociology of Education
- SOCI 236 Introduction to Public Health
- SOCI 265 Friendship & Social Support
- SOCI 348 Socialization and the Life Course

One additional Sociology Elective from the following list.

- SOCI 112 Girls, Girls, Girls
- SOCI 122 Criminology
- SOCI 211 Bad Marriage or Good Divorce?
- SOCI 233 Sociology of Education
- SOCI 236 Introduction to Public Health
- SOCI 237 Children and Childhood in American Society
- SOCI 265 Friendship & Social Support
- SOCI 289 Special Topics
- SOCI 320 Culture & Consumption
- SOCI 340 Religion & Inequality
- SOCI 344 Social Movements
- SOCI 346 Intersections of Privilege
- SOCI 348 Socialization and the Life Course
- SOCI 361 Gender, Sexuality and Society
- SOCI 403 Mass Incarceration in the United States
- SOCI 444 Health, Illness and Society
- SOCI 489 Special Topics
- SOCI 490 Independent Study
- SOCI 492 Directed Research

SPANISH

The Spanish program offers Spanish language courses in addition to courses on Spanish and Latin American cultures, civilizations, literature, and film. Students may pursue a Spanish minor in combination with a variety of academic programs, including teacher education and biology or biomedical sciences. The Spanish faculty occasionally offer literature, film, and culture courses in English as part of the Core Curriculum.

The objectives of the Spanish program are to enable students to communicate effectively in Spanish and to understand and appreciate the cultures and values of the countries in which Spanish is spoken. Studies in Spanish help students increase awareness of their own values and beliefs as well as those of Latino/Latinx and Hispanic cultures. The program also aids in preparing teachers for language-teaching careers, provides language skills and cultural awareness to students specializing in other academic areas, enables students to meet the requirements of graduate programs in languages and comparative literature, and prepares students for various careers in an increasingly global society.

All Spanish courses are taught in Spanish and students are expected to use Spanish in class. In addition, courses at all levels require formal oral presentations and papers in the target language. Each presentation and paper is assessed, with feedback provided to students. Some courses may include an academic service-learning or community engagement component, such as SPAN 300.

Each year the Spanish program hosts a foreign language teaching assistant (FLTA) who comes to us from a partnering university in a Spanish-speaking country. The Spanish FLTA provides sessions outside of class to help develop students' oral and written proficiency in the language, serves as a cultural resource, and assists the Spanish Club with various activities and events. The Spanish Club promotes and increases awareness of the Spanish language and Hispanic cultures on campus through a variety of activities. Study abroad opportunities for students include the Universidad Antonio de Nebrija in Madrid, Spain; the Universidad San Pablo in Madrid, Spain; the Fundación Ortega-Marañón in Toledo, Spain through the University of Minnesota; the University of Virginia - Hispanic Studies Program in Valencia, Spain; the Pontificia Universidad Católica in Santiago, Chile through Middlebury Schools Abroad; the

Universidad San Francisco in Quito, Ecuador; the Universidad Católica Argentina in Buenos Aires, Argentina through Middlebury Schools Abroad; the Universidad de Buenos Aires in Buenos Aires, Argentina through Middlebury Schools Abroad; and the Universidad Torcuato di Tella in Buenos Aires, Argentina through Middlebury Schools Abroad.

Spanish minors are encouraged to study abroad on an SNC faculty-led global seminar, summer program, or semester-long study abroad program. Information about international programs and study abroad opportunities is available through the Center for Global Engagement: <https://my.snc.edu/cge/template/>.

Spanish Minor (SPSP) - (16 credits)

- SPAN 300 Making Connections: Conversation, Composition and Culture
- Any three SPAN courses at the 300 level

Note:

- Students must complete SPAN 300 before enrolling in any other upper-level Spanish course.
- At least three of the four courses for the Spanish minor must be taken at St. Norbert College.

Spanish Language Certificate (SPCU)

A Spanish language certificate is available for students who choose not to pursue a language minor and recognizes successful demonstration of intermediate-level proficiency in the language. The certificate recognizes competency equivalent to the successful completion of the SPAN 101-205 sequence with an overall GPA of 3.0 or better in the language courses counting toward the certificate. The course that demonstrates successful completion of the certificate, SPAN 205, must be taken at St. Norbert College through the modern languages and literatures curriculum and the student must earn a “B” or higher in this course. A student who places beyond the 205 level (e.g., SPAN 300) still must complete one class on campus and receive a grade of “B” or higher in that class. A student interested in a certificate could take three classes (SPAN 101, SPAN 102, and SPAN 205) at St. Norbert College. However, students could place into SPAN 205 and would only have to take one class.

Retroactive Credit Policy

Students may be awarded up to (2) lower-level courses, equivalent to a maximum of (8) retroactive credits, by earning a grade of “B” or better in specific language, math or computer science classes that are above the introductory level (ex: 101).

STUDY ABROAD AND OFF-CAMPUS PROGRAMS

Mission Statement

The Center for Global Engagement embodies and promotes SNC’s commitment to global engagement through innovative educational programming, intentional student recruitment and support, and collaborative partnerships on and off campus.

Program Description

The Center for Global Engagement offers global opportunities for every student, including semester- and year-long international programs, semester-long internship programs in Washington, D.C., and short-term programs (Global Seminars) during the summer and J-terms. To supplement their academic experiences, students may conduct independent research, enroll in a service-learning course, or complete an internship. The Center for Global Engagement offers students a holistic experience by providing expert support before, during, and after each study abroad or off-campus program.

Benefits

- **Personal growth:** Become more independent, gain self-confidence, develop a global worldview, and figure out who you are
- **Career advantage:** Impress graduate schools and employers by gaining the skills and knowledge that you need to succeed in a globalized society
- **Academic growth:** View your field(s) of study from a new perspective and enroll in courses not offered at St. Norbert College

- **Professional networking:** Expand your professional and social network and establish new connections
- **Experience the world:** Cultivate a sense of adventure and learn about the world

Learning Goals & Objectives

- **Intellectual development:** Understand the interconnectedness of historical, sociocultural, political, educational, and economic issues in contemporary global contexts
- **Personal development:** Develop a better understanding of the self and your multiple, intersecting identities in an increasingly diverse society
- **Vocation:** Articulate a clearer definition of your calling or purpose as a member of the world community

THEATRE STUDIES

St. Norbert College Theatre Studies embraces a liberal arts education that challenges students intellectually, spiritually, and personally. We educate our students in critical and creative thinking skills using experiential learning of the Theatrical Arts. Through performance, we investigate the interplay between theory and practice/student and community that culminates in challenging, provocative, rewarding productions and the development of a lifelong vocation. Saint Norbert College Theatre Studies seeks to create inclusive opportunities for all participants and foster a spirit of *communio* and collaboration while striving for excellence.

The program encourages overseas programs and internships, as well as interdisciplinary study.

Why study theatre?

The potential benefits to students partaking in theatre education are numerous and of asset to many professional fields. Consider the following:

- Develop problem solving, critical and creative thinking skills
- Learn to collaborate with a diverse groups of people
- Increased ability for analysis and criticism
- Gain a greater understanding of the world - theatre is an interdisciplinary, human-centric art form that reflects the world we live in.
- Increased knowledge and appreciation of the fine and performing arts
- Develop the practical skills of theatre making and beyond

THEOLOGY AND RELIGIOUS STUDIES

The theology and religious studies discipline is a community of scholars who teach by word and example. We believe pursuing religious and theological questions - questions about ultimate meaning, God, and how we relate to God, one another, and the created world - is essential to a good and meaningful life. In the spirit of the rich Catholic intellectual tradition, we believe sustained conversation with other academic disciplines and a variety of religious traditions is necessary to the study of theology and religion. As taught by the Second Vatican Council, the Catholic tradition develops over time through study, contemplation, and partnership for justice with all peoples of good will. Inspired by the Norbertine value of radical hospitality, we advocate for the inclusion of all persons, especially those who are victims of injustice.

Students will be able to:

- Understand the core concepts of the discipline (e.g., revelation, reason, faith, ritual, ethics, authority, tradition, mystery, and interpretation)
- Locate their identities and theological viewpoints within historical, global, and social contexts
- Apply critical intellectual frameworks at work in the scholarship of theology and religious studies
- Develop skills in reading primary and secondary texts (e.g., scripture, books, films, artwork, architecture)
- Develop writing skills that exhibit coherent, careful, and theologically informed thought
- Develop skills in the practice of genuine dialogue in both personal and public spaces about ultimate meaning and the common good
- Engage with the community on issues of justice
- Reflect on vocation and personal responsibility to the common good

WASHINGTON INTERNSHIP PROGRAM

St. Norbert College students have the opportunity to study in Washington, D.C., and complete an internship of their choice. In addition, students network with government officials, academics and practitioners. St. Norbert College currently sponsors the following programs in Washington, D.C.

The Washington Semester at American University

Since the mid-1980s, St. Norbert College has partnered with the School of Professional and Extended Studies at American University to offer the Washington Semester Program (WSP). WSP is an academic, experiential learning program that allows St. Norbert College students to live in Washington, D.C. and meet professionals, practitioners and academics who are leaders and experts in their fields. The program gives students valuable insight into their career paths, provides networking opportunities, and prepares them for a competitive job market. Students enroll in two four-credit seminars and a four-credit internship. In addition, students have the option to enroll in a 3- or 4-credit research methods course, as well as a three-credit elective at AU.

Students may choose one of the following concentrations for their seminar focus:

American Politics	Journalism and New Media
Foreign Policy	Justice & Law
Global Economics and Business	Public Health Policy
International Law and Organizations	Sports Management & Media
	Sustainable Development

Students registering for the Washington Semester must first receive approval from American University, Study Abroad and Off-Campus Programs, as well as the SNC faculty advisor. Students register for full-time status with WASH 3930 and WASH 3931. Actual credits earned are assigned after the completion of the experience.

Courses:

- WASH 3930 Washington Semester Program (12 credits)
- WASH 3931 American University D.C. (0 credits)

The Washington Media Institute

Since the Fall of 2013, St. Norbert College has sponsored the Washington Media Institute (WMI) program. Students spend a semester in Washington, D.C., studying print journalism, social media, content creation, and new generation public relations. The program is designed to enhance students' college degree with experiential learning, tailored internships, and specially designed core seminars. The program includes site visits, guest speakers and networking opportunities which give students the professional experiences they need to enter the job market. Students from any discipline are welcome to apply, since WMI helps students develop the media skills they need to be career-ready in the 21st century. WMI courses are fully integrated with the Communication and Media Studies curriculum. Students enroll in WASH 3932 with approval and take the following courses.

Courses:

- WASH 3932 Washington Media Institute
- COM 494 Washington Media Institute Internship
- COM 395 Media Entrepreneurship (*fulfills elective in the Leadership minor*)
- COM 396 Media in Today's Society (Core: EI)

WOMEN'S AND GENDER STUDIES

Women's and Gender Studies is an interdisciplinary academic field which takes gender as a primary category of analysis and examines it using the insights of various disciplines, from history to sociology to religion and beyond. As a result, students in the women's and gender studies minor will gain a rich understanding of gender as a social construction, one that intersects with class, race, age, ethnicity, nationality, sexual orientation and sexual identity.

In this context, Women's and Gender Studies is both a content area (women and gender) and an

approach, including pedagogies, methodologies and disciplinary questions specific to the field. Scholarship in the area for the last 30 years continues to be innovative and ground-breaking, particularly in its ability to use interdisciplinary knowledge to recover and examine exactly what gender means, both in a national and international context.

Women's and Gender Studies at St. Norbert College

Women's and Gender Studies supports the mission of St. Norbert College by providing "an educational environment that fosters intellectual, spiritual and personal development." This discipline challenges the whole person through its innovative pedagogies, relevant theories and importance in making sense of the world we encounter daily. We are called as a Catholic and Norbertine college to be particularly concerned with the promotion of social justice and human dignity, as mandated by the Gospels and Catholic social teaching. These concerns are integral to Women's and Gender Studies which has always been sensitive to issues of social justice and creates a space for the voices of marginalized people to be heard both inside and outside the academy.

A Women's and Gender Studies minor has strong connections to the study of the liberal arts. A liberal arts education emphasizes critical thinking and writing, interdisciplinarity and synthesis, and the building of one's ideas and arguments on firm cultural and historical foundations. The study of how gender has affected the construction of knowledge is therefore fundamental to a well-rounded liberal arts education.

The Benefits of Women's and Gender Studies

Professions as varied as business, social work, medicine, law enforcement and education emphasize awareness of diversity as a key to professional success. By enhancing students' ability to recognize and analyze the gendered structures that have shaped the lives of women and men of all races, classes, nationalities, religions, sexual orientation and abilities throughout history, Women's and Gender Studies courses help students to develop what many modern professions identify as core competencies.

Today, few disciplines in the academy have been untouched by women's and gender studies theory and research. Because of this and the wide availability of undergraduate women's and gender studies courses at most institutions of higher education, familiarity with gender analyses and feminist theory is virtually taken for granted in graduate programs in the social and behavioral sciences and humanities. By providing systematic and focused curricular opportunities to learn the fundamental assumptions and approaches associated with the study of women and gender, Women's and Gender Studies enhances the preparation of St. Norbert College students for graduate study.

Women's and Gender Studies Minor (WGWG) - (24 credits)

- WMGS 110 Introduction to Women's and Gender Studies

Five from the following (no more than two courses from one discipline, with the exception for WMGS)

- COM 331 Women & Media
- ENGL 310 Race and Sex in Contemporary U.S. Texts
- ENGL 311 Women and Literature
- PEAC 400 Capstone in Peace and Justice
- PHIL 344 Feminist Philosophy
- SOCI 112 Girls, Girls, Girls: Sociology of Girls & Girlhood
- SOCI 346 Intersections of Privilege
- SOCI 361 Gender, Sexuality and Society
- SSCI 408 Social Inequalities
- WMGS 201 Men and Masculinities
- WMGS 205 Race/Ethnicity in the Lives of US Women
- WMGS 289 Special Topics
- WMGS 360 Feminist Theory
- WMGS 389/489 Special Topics

Note: At least two of the courses counting toward the minor must be at the 300+ level. Additional electives can be found in the course catalog.

GRADUATE ACADEMIC PROGRAMS

MASTER OF BUSINESS ADMINISTRATION

The St. Norbert College master of business administration degree program is offered through the Donald J. Schneider School of Business and Economics. The primary goal of the program is to develop future senior business and organizational leaders who understand both the art and science of business. It is a campus-based program that values faculty-student and student-student engaged and personal interaction in the adult learning process. In addition to providing students with a solid business core curriculum designed to foster the knowledge sets necessary for professional organizational competence, the Schneider MBA emphasizes interpersonal and decision-making skills that distinguish outstanding and ethical leaders.

The Schneider MBA is an accelerated program aimed at motivated students who are typically expected to complete the requirements for graduation within two to three years.

Schneider School Mission and Vision

Vision: St. Norbert College's Donald J. Schneider School of Business and Economics will be the intellectual hub for business in Northeastern Wisconsin.

Mission: The SSBE develops and empowers ethical business leaders through passionate teaching and mentoring, engaged service, and consequential scholarship. We offer challenging learning experiences in the Catholic, liberal arts tradition, and rooted in the Norbertine practices of *communio* and *localitas*.

- by **ethical** we mean we recognize challenges to our core values and develop shared frameworks for values-based decisions
- by **challenging** we mean we achieve educational excellence by engaging in rigorous and critical thinking and action
- by **communio** we mean we are called to live in relationships that strive for high standards including mutual esteem, trust, sincerity, faith, responsibility, dialogue, communication, consultation and collaboration
- by **localitas** we mean we are committed to serve the particular needs of the communities to which we belong

Program Requirements

The MBA for Business requires students to complete 14 courses, totaling 29 credits of MBA core courses. In addition, students must complete four elective courses totaling, 8 credits as follows:

Core Courses (BUGN) - (29 credits)

- BUAD 600 MBA Springboard (1cr, bi-annually)
- BUAD 601 Macroeconomics for Business Managers (2 cr, annually)
- BUAD 602 Microeconomics for Business Managers (2 cr, annually)
- BUAD 606 Managerial Accounting for Decision Makers (2 cr, annually) [prerequisite BUAD 650]
- BUAD 610 Business Ethics and Values-Based Leadership (2 cr, annually)
- BUAD 628 Foundation Tools for Business Analytics (2cr, annually)
- BUAD 629 Business Statistics and Analysis (2cr, annually) [prerequisite of BUAD 628]
- BUAD 631 Leading People and Teams (2cr, annually)
- BUAD 632 Managing Human Resources (2 cr, annually)
- BUAD 633 Managing Operations and Supply Chains (2 cr, annually)
- BUAD 650 Financial Valuation Principles (2 cr, annually)
- BUAD 651 Financial Management (2 cr, annually) [prerequisite of BUAD 650]
- BUAD 670 Marketing Management (2 cr, annually)

- BUAD 685 Strategic Management Capstone (4 cr, spring, annually) [prerequisites: BUAD 601, 602, 606, 629, 631, 633, 651, 670]

Elective Courses - (8 credits)

Complete a total of four electives (8 credits), chosen from any combination of the following:

- BUAD 603 Predictive Analytics with Regression Analysis (2 cr)
- BUAD 604 Time Series Analysis (2 cr) [prerequisite BUAD 603]
- BUAD 611 Humanistic Leadership (2cr)
- BUAD 615 Entrepreneurship (2 cr)
- BUAD 616 Collaborative Innovation & Design (2 cr)
- BUAD 630 Data Visualization (2 cr)
- BUAD 637 Leading Change (2 cr) [prerequisite BUAD 631]
- BUAD 640 Business Communication (2 cr)
- BUAD 641 Project Management (2 cr)
- BUAD 671 Integrated Marketing Promotions (2 cr) [prerequisite BUAD 670]
- BUAD 684 Negotiation (2 cr)
- BUAD 686 Nonprofit Management (2 cr)
- BUAD 689 Special Topics in Business (2 cr)

4+1 MASTER OF BUSINESS ADMINISTRATION

The St. Norbert College 4+1 Master of Business Administration program, offered through the Donald J. Schneider School of Business and Economics, is designed for motivated students seeking to accelerate their path to leadership and professional success. The program enables students to earn both a bachelor's degree and MBA in just five years, providing a cost-effective and efficient pathway to an advanced business credential. Grounded in the belief that effective leaders understand both the art and science of business, the program combines a strong business core curriculum with opportunities for applied learning, internships, research, and collaborative projects.

Students progress through the MBA curriculum as part of a cohort, fostering a strong sense of community, collaboration, and shared academic experience. This cohort-based model enhances peer learning, encourages the exchange of diverse perspectives, and helps students build lasting professional networks.

As a campus-based program, the Schneider 4+1 MBA emphasizes engaged faculty-student and student-student interaction, fostering meaningful mentorship and a supportive learning environment. In addition to developing professional competence in key business disciplines, the program cultivates the interpersonal, ethical, strategic, and decision-making skills that distinguish exceptional organizational leaders.

Program Requirements

The 4+1 MBA program is open to students with majors in the Schneider School of Business and Economics as well as all Business Administration minors, regardless of major. Students in this program are required to complete 8 courses, totaling 32 credits of graduate core courses which include:

Core Courses (BMBA) - (32 credits)

- BUAD 605 Leadership & Change Management (4 cr)
- BUAD 614 Innovation (4 cr) or BUAD 617 Strategic Sales Management (4 cr)
- BUAD 620 Business Ethics (4 cr)
- BUAD 642 Cases in Organizational Behavior (4 cr)
- BUAD 652 Cases in Financial Management (4 cr)
- BUAD 662 Cases in Marketing Management (4 cr)
- BUAD 675 Strategy (4 cr)
- BUAD 694 MBA Internship (variable 4-8 cr)

MASTER OF THEOLOGICAL STUDIES

The Master of Theological Studies degree program provides a solid theological foundation within the context of a transformative pastoral practice, which requires rigorous study and pastoral sensitivity. The program serves the particular needs of the Diocese of Green Bay, other dioceses of the Midwest, New Mexico, and the wider ecumenical audiences in these regions. It is grounded in Scripture and in the Christian theological tradition. The central core is six required courses (18 credits) covering the traditional areas of theology. Both the college and the diocese support the need for a common theological base paramount in educating church ministers for the professional roles they will be expected to fill upon completion of the program. In addition to the six required core courses, students will take five classes (10 credits) of elective courses. An integrative colloquium, a portfolio, and a thesis project conclude the program for a total of 32 credits. The Master of Theological Studies program is a professional rather than a research degree. Online courses are offered year-round in the evenings and/or Saturdays.

Program Requirements

Core Courses (TSTS) - (18 credits)

- THEO 501 Systematic Theology and Theological Method (3 cr)
- THEO 502 Historical Development of Christian Tradition (3 cr)
- THEO 503 Scripture and Biblical Interpretation (3 cr)
- THEO 504 Christian Ethics (3 cr)
- THEO 505 Christology (3 cr)
- THEO 506 The Nature and Mission of the Church (3 cr)

Elective Courses - (10 credits)

Choose ten credits from following courses:

- THEO 520 History and Models of Catechesis (2 cr)
- THEO 522 Faith Development (2 cr)
- THEO 531 Spiritual Skills I (3 cr)
- THEO 532 Spiritual Skills II (3 cr)
- THEO 540 Principles of Liturgy (2 cr)
- THEO 541 Sacramental Theology (2 cr)
- THEO 560 Models of Ministry and Leadership in the Church (2 cr)
- THEO 576 Theology and Practice of Pastoral Care (2 cr)
- THEO 578 Theologies of Ecumenical and Interreligious Dialogue (2 cr)
- THEO 579 Enculturation and Evangelization (2 cr)
- THEO 580 Foundations of Spirituality (2 cr)
- THEO 589 Special Topics (2 cr)
- THEO 590 Independent Study (2 cr, prior approval required)
- THEO 594 Theological Practicum (2 cr, prior approval required)

Additional Requirements

- THEO 510 Integrative Colloquium (2 cr)
- THEO 512 Master's Thesis Project I (1 cr)
- THEO 513 Master's Thesis Project II (1 cr)
- THEO 599 Master's Portfolio
- A minimum grade point average of 2.75 in graduate level coursework and 3.0 in the MTS is required for graduation.

If a student has completed the six core courses and fails to complete the more advanced components of the program, they may be awarded the Certificate in Theological Competency.

Certificate Program for Theological Competency (TSCG)

The certificate is available to students with a Master's or Bachelor's Degree in some other area who are seeking to enhance their theological background. Students should have at least a foundational knowledge of Scripture and theology before entering the certificate program.

This program is intended for students who only want to take six courses. Students receive a certificate rather than a degree. Some students choose this option to further their education in theology or gain certification hours.

Certificate Requirements

- THEO 501 Systematic Theology and Theological Method (3 cr)
- THEO 502 Historical Development of Christian Tradition (3 cr)
- THEO 503 Scripture and Biblical Interpretation (3 cr)
- THEO 504 Christian Ethics (3 cr)
- THEO 505 Christology (3 cr)
- THEO 506 The Nature and Mission of the Church (3 cr)
- A final paper is required for a Certificate of Theological Competency
- A minimum grade point average of 2.75 in graduate level coursework and 3.0 in the MTS is required for graduation.

Course Descriptions

ACCOUNTING

For descriptions of BUAD courses, see section on Business Administration

ACCT 205 [4 cr]

Financial Accounting

A complete and balanced treatment of the concepts and procedures used by business organizations to measure and report their performance. Emphasizes the accounting cycle and preparation of the income statement, balance sheet and statement of cash flows. Financial statement analysis and interpretation is introduced. Covers income from merchandising operations, internal control, current and long-term assets, liabilities and stockholders' equity. Restrictions: sophomore standing and above, or instructor permission.

ACCT 206 [4 cr]

Managerial Accounting

(for non-accounting majors)

The course includes managerial information for planning, controlling and decision-making. Cost concepts and behaviors are studied and used for product costing in job order and standard costing systems and for performance evaluation, tactical and budgeting decisions. The emphasis is on the use of accounting information by managers. This course is not open to accounting majors. Prerequisites: ACCT 205.

ACCT 300 [4 cr]

Volunteer Income Tax Assistance (VITA)

The Volunteer Income Tax Assistance (VITA) program is a national initiative program, sponsored by the Internal Revenue Service, that offers free tax help to low - to moderate income individuals, persons with disabilities, the elderly, and limited English speakers. Students receive training, both online and in the classroom to provide free tax help for those who need assistance preparing tax returns. Spring semester. Restrictions: Instructor Permission required. Graded as pass/ fail only.

ACCT 305 [4 cr]

Accounting Information Systems

This course combines methodologies, controls and accounting techniques with information technology. Topics include processes and flow of various business transaction cycles, recognition and implementation of internal controls, data integrity and security, database theory and application, and current trends in information systems. Prerequisites: ACCT 205 or DATA 101 or BUAD 110. Spring semester.

ACCT 315 [4 cr]

Managerial Cost Accounting

(for accounting majors)

Covers concepts, systems, planning and control, cost behavior and decision-making. The course integrates both traditional and contemporary issues in cost management and decision-making. The course emphasizes both the preparation of reports and the accountant's role in the management decision-making process. Students who have already taken ACCT 206 cannot take this course. Prerequisites: ACCT 205 or DATA 101 or BUAD 110. Fall semester.

ACCT 316 [2 cr]

Advanced Cost Accounting

This course is designed for accounting majors that require advanced study in cost accounting topics. Topics covered may include, but are not limited to, contemporary management, quantitative techniques, report generation and analysis. Prerequisite: ACCT 206 or ACCT 315. Spring semester during the first seven weeks.

ACCT 319 [4 cr]**Federal Income Tax**

Topics include individual, partnership, corporate, payroll, installment sales, depreciation and asset cost recovery systems, sales and exchanges, capital gains and losses, and legal basis for gain or loss.

Prerequisites: ACCT 205. Fall semester.

ACCT 320 [2 cr]**Accounting for Government and Not-for-Profit**

This course conducts an overview of accounting methods, procedures and financial reporting primarily for state and local governments and non-profits. Students will be able to comprehend the similarities and differences between fund types and be able to understand and prepare various reporting statements.

Prerequisites: ACCT 325. Spring semester.

ACCT 321 [2 cr]**Advanced Federal Income Tax**

This is an advanced study of corporations, partnerships, estates and trusts, gift taxes, specially taxed corporations, capital changes and securities. Prerequisite: ACCT 319. Spring semester during the first seven weeks.

ACCT 325 [4 cr]**Intermediate Accounting 1**

This first intermediate course covers comprehensive and complex issues of financial accounting. The course pays special attention to contributions to the accounting field made by professional and research groups. Topics include primary financial statements and their preparation, accounting and the time value of money, cash and receivables, investments, inventories, acquisition and disposition of property, plant and equipment, depreciation and depletion, intangible assets, and revenue recognition. Prerequisites: grade of "C" or better in ACCT 205.

ACCT 326 [4 cr]**Intermediate Accounting 2**

This second intermediate course continues the study of comprehensive and complex financial accounting concepts and procedures. Topics include current liabilities, long-term liabilities, contributed capital, retained earnings, dilutive securities, earnings per share, accounting for income taxes, pensions, leases, accounting changes, and statement of cash flows. Prerequisite: ACCT 325. Spring semester.

ACCT 418 [4 cr]**Auditing**

This course is a broad introduction to the field of auditing. It emphasizes the philosophy and environment of the auditing profession, including the nature and purpose of auditing, auditing standards, professional conduct, auditor's legal liability, and the approach followed in performing financial statement audits. Other topics include internal control, audit sampling, accumulating audit evidence, reporting responsibilities, other attestation and accounting services, and internal, compliance and operational auditing. Prerequisite: ACCT 325. Fall semester.

ACCT 494 [4 cr]**Internship**

Appropriate work experience with business firms or government agencies may be undertaken for course credit, when directly related to the educational goals of the student. The work done or a description of the field experience is not sufficient for academic credit; there must also be evidence of reflective analysis and interpretation of the experience which relates it to the basic theory in related areas. Prerequisite: junior or senior standing; business major or minor, consent of instructor, and pre-approved placement. Graded as pass/ fail only.

ACCT 495 [8 cr]**Public Accounting Internship**

Appropriate work experience with a firm specializing in the providing of tax and audit services for clients may be undertaken for course credit when directly related to the educational goals of the student. The work done or a description of the field experience is not sufficient for academic credit, there must also be evidence of reflective analysis and interpretation of the experience which relates it to the basic theory in related areas. Students must submit an Internship Course Application to the Accounting discipline coordinator to be approved for academic credit before registering for the course. Restrictions: Accounting major, Accounting discipline coordinator approval, junior or senior standing. Graded as pass/ fail only.

ART**ART 110 [4 cr, Core: WT]****History of Western Art**

This course will advance the belief that art is an irreplaceable way of understanding and expressing the world — equal to but distinct from other methods of inquiry and certainty. By charting the emergence of unique and continuous traditions of visual imagery from Chauvet to the last works of the Post-Impressionists, this course will highlight canonical paintings and sculpture from major periods of Western culture. Focusing on the key innovations, personalities and styles of Western art, this general survey class will encourage a basic appreciation, analysis, recognition and interpretation of art.

ART 112 [4 cr, Core: WT]**History of Modern Design**

This course will explore how humans interact with everyday products, environments and visual mediums that we encounter on a daily basis. It is a survey of design history beginning with the Arts and Crafts movement (1880-1910) through Post Modernism.

ART 115 [4 cr, Core: WT]**History of Modern Art**

A survey course rooted in the Modernist injunction, “Astonish me!”, this class will examine major figures, movements, and breakthroughs made by the Western artistic imagination in the late 19th and early 20th centuries. Different conceptions of modern art that emerged during this period, particularly the images and objects by Pablo Picasso and Andy Warhol, will be presented and discussed. Basic principles of general art appreciation, analysis, recognition and interpretation will be emphasized. Art as an experience that awakens, enlarges, refines and restores our humanity will characterize this class.

ART 124 [4 cr, Core: EI]**Mobile Digital Photography**

This course is an introductory course in the creative use of mobile digital media. Students will learn basic techniques that will help them to take better photographs with a smartphone. The course will cover image acquisition, image manipulation, and creative control. The final work will be output for critique through online forums. The course will progress as an exploration of mobile photography tools and applications. The course will provide foundational skills for understanding and increasing control of photographic techniques and processes through a smartphone.

ART 125 [4 cr, Core: EI]**Introduction to Adobe Photoshop**

(for non-majors)

An introductory elective course that explores the process of digital image manipulation using Adobe Photoshop as the primary tool. The course examines various aspects of the digital process including digital image capture (scanner and camera), digital image manipulation and preparation of images for electronic publication. J-Term and Summer Session. This course is not graded using a traditional letter-grade system. Students will receive a grade of either satisfactory (“S”) or unsatisfactory (“U”).

ART 130 [4 cr]**Introduction to Design**

This course is an introduction to graphic design focusing on fundamental principles of two-dimensional design and working iteratively. Assignments include hands-on projects, written, and collaborative work. The course provides students with a general understanding of concepts, theories and language related to two-dimensional design, as well as introducing industry-standard software.

ART 131 [4 cr, Core: EI]**Introduction to Studio Art**

This course is an introduction to studio art focusing on fundamental principles of design, fine art technical processes and methods of production. This course is designed to provide students with a general understanding of concepts, theories and language related to two- and three-dimensional studio art practice, as well as forms of time-based media. There is an emphasis on skills and principles required to create and critique art and design, particularly in the context of contemporary art practices. Students will learn to solve aesthetic, visual and conceptual problems through a variety of media and materials.

ART 132 [4 cr, Core: EI]**Contemporary Art – Ideas & Practice**

This introductory studio art course explores contemporary art in concept and practice. Contemporary art is the art of today, produced by artists who are living in our time. It provides opportunities to reflect on society and the issues that are important to us and the world in our current moment. This course is designed to provide students with a general understanding of ideas related to contemporary art practice, as well as to provide introductory studio experiences. In this course, students are introduced to the field of art as a space of knowledge development through engaged art practice, along with the thoughtfulness of critical reflection that is essential within the field of art. Students will also be introduced to a variety of media and approaches to art-making throughout the course.

ART 134 [4 cr, Core: EI]**Observational Drawing**

This course is an introduction to the fundamentals of drawing. Line, modeling, light and shadow, composition, Renaissance, and intuitive perspective will be explored with a strong emphasis on life drawing.

ART 144 [4 cr, Core: EI]**Mobile Media Lab**

This course is an introductory course in the creative use of mobile digital media. Students will learn basic techniques in mobile digital photography, video, animation, and more. The course will cover image acquisition, editing and manipulation, and creative control over media production with a smartphone. The final work will be output for critique. The course will progress as an exploration of mobile media production tools and applications. The course will provide foundational skills for understanding and increasing control of media production techniques and processes through smartphones.

ART 205 [4 cr, Core: EI]**Art, Technology and Society**

This is an art history research- and writing-intensive course exploring social, political, and technological transformations in art history, as well as how artists have responded to the technological and social changes of their time. Through research, writing, in-class screenings, and lectures, this course will examine how artists utilize new technologies to reflect upon, analyze, critique and investigate social issues in their artistic practice. The course will also examine momentous social events as well as how artists have responded to those events creatively, reflectively, and critically.

ART 215 [4 cr, Core: CI]**Sacred Art and Architecture**

This course is an examination of the pliancy of sacred art and architecture within the history of Catholic belief and sacramental celebration. Focusing primarily on liturgical accouterments, sacred art and religious environments, devotional practices and the key historical figures, themes, rites and rituals within

Catholic culture, this class will explore how the Catholic imagination has responded to evolving concepts of divinity, holiness, memory, gender and sanctity over the course of two millennia. Class will meet off campus at various locations throughout De Pere and Green Bay; it is imperative that students enrolled in this class arrive on-time at the off-campus location and do not leave class until the official end-time of the class.

ART 220 [4 cr]

Art and Community Expression

In this course, students will work in tandem with a Green Bay nonprofit to administer arts activities to individual elderly and disabled clients and collaborate with them in creative exploration and communication. The course emphasizes engagement as service and explores how arts activities and human interactions improve quality of life, communication and expression in the elderly and disabled. Training will be coordinated by the community nonprofit and students will meet with clients throughout the semester, as well document their experiences through journaling, reflective writing, exhibitions of art work and responses to readings. They will give presentations on their experiences as their final project.

ART 224 [4 cr, Core: EI]

Sculpture Foundations

An introduction to three-dimensional form, processes and materials. The course introduces the elements of art in a three-dimensional context with an emphasis on skill-building, basic tool introduction and material exploration. Assignments require students to work independently outside of the sculpture studio. Demonstration, critique and focused studio practice are primary methods of instruction.

ART 225 [4 cr, Core: EI]

Ceramics Foundations

A basic introduction to global ceramic artistic traditions as well as clay forming techniques, processes and materials. The course introduces the elements of art and three dimensional form with an emphasis on hand building work and an understanding of historical and traditional ceramic forms and surface decoration. Students will explore processes in handbuilding, sculpture, function, as well as ceramic surface and firing. Assignments also require students to work independently outside of class hours and research contemporary ceramic artists.

ART 226 [4 cr, Core: EI]

Mixed Media Sculpture

This course allows students to conduct a personal and focused exploration on means of artistic expression not covered by the regular sculpture curriculum. It will encourage students to research unconventional and traditionally underrepresented (outsider, self-taught, naïve) artists who have utilized non-traditional materials (mixed media) in the creation of works of art that address themes, genres, and points of view that have enriched humanity's search for meaning and self-expression. The class will focus on completing several original works of art determined in consultation with the class instructor.

ART 230 [4 cr, Core: EI]

Printmaking Foundations

This course introduces a range of basic printmaking processes and equipment. Techniques may include monotypes, intaglio, and relief. Multiple original images are produced. Assignments require students to work independently in the print shop outside of class hours. Previous enrollment in ART 130 or ART 131 is strongly encouraged.

ART 235 [4 cr]

Computer Graphics

An introduction to various graphic applications on the Macintosh platform: Modern graphic design history, layout, electronic illustration and photographic manipulation are covered in this course. Prerequisite: ART 130 and ART 131 or consent of instructor.

ART 240 [4 cr, Core: EI]**Painting Foundations**

Introduction to painting materials and techniques with an emphasis on direct painting methods and painting from observation. Students will investigate color, form, and composition. Demonstration, critique, and focused studio practice are primary methods of instruction.

ART 280 [4 cr]**Digital Photography**

Digital Photography for Visual Communication is an introductory course on digital photography. The course will cover the basics of image acquisition and image manipulation, and the final work will be output for critique. The course will progress as an exploration of photography tools, software, and aesthetics specific to digital photography. The course will provide essential foundational skills required for a career in photography. This course introduces students to the history of photography and the techniques of contemporary digital photography. Previous enrollment in ART 130 or ART 131 is strongly encouraged.

ART 285 [4 cr, Core: IS]**Art in a Democratic Society**

This course explores the role of art in a democratic society through a combination of individual and collaborative project development, community engagement, and research and reflection on various related topics and concepts. Recently, an increasing number of artists, curators, critics, and arts administrators have begun to turn their energies toward a new type of participatory social practice art that seeks to bring about positive change within a contemporary society confronted by complex issues and challenges on many fronts. To understand our role as citizens in a democracy, we will explore the work of artists who critically, creatively, and reflectively examine ideas and forms of democracy. Through a combination of readings, reflections, and discussions of democratic theory, contemporary art, and art history, as well as a class community engagement component and individual and class collaborative art projects, this course will familiarize students with the theory and practice of democracy through the emerging field of social practice art.

ART 303 [4 cr, Adv Core: EI]**Illustration**

This course introduces upper-level art students to the field of illustration with an emphasis on creative problem-solving, visual storytelling, collaborative critique, and professional communication. Students will be expected to integrate basic design principles with drawing skills to produce complex visual solutions to problems posed. All students must work independently on projects and share both work-in-progress and finished work online. "ART 130 and ART 134 recommended." Prerequisite: ART 130 and ART 230 or ART 240. Spring, odd-numbered years.

ART 310 [4 cr, Adv Core: BB]**Global Art History**

This course is a lecture and discussion based course with a student research component, that will explore non-Western art and architecture from a cultural, religious and historical perspective. The thematic organization of the course will allow students to make connections between the spread of religions, cultural values, conquest, trade and the expression of these elements in artistic traditions. The course will explore the arts of Asia, Africa, the Americas and the Middle East with an emphasis on art as the fluid expression of culture. Non-Western canonical works in art, sculpture and architecture will be highlighted, as the course will cover major works from these four major regions of the world. Through readings, discussion, research and presentations students will gain the ability to recognize, analyze and interpret non-Western Art.

ART 324 [4 cr, Adv Core: EI]**Sculpture Studio**

This course offers a focused exploration of sculptural techniques and strategies. Students engage in contemporary approaches to sculpture that integrate material experimentation, conceptual development, and process-based inquiry. The course introduces more advanced tools and technical processes while emphasizing the development of personal interests and artistic statements. In addition to demonstrations,

critiques, and sustained studio practice, instruction includes student presentations, artist research, and critical discussions that situate making within current sculptural practices.

ART 330 [4 cr, Adv Core: EI]

Printmaking Studio

This advanced printmaking course emphasizes the creation of multi-layered and conceptually complex images through contemporary and traditional print practices. Techniques may include photo-serigraphy, intaglio, relief, and book arts, with attention to hybrid, experimental, and cross-media approaches. Students develop independent studio practices through sustained work in the print shop outside of scheduled class hours. Modes of instruction include technical demonstrations, critiques, studio production, artist research, student presentations, and group discussions that situate printmaking within current artistic and cultural contexts.

ART 335 [4 cr]

Advertising Design

An introduction to problem solving and the basic elements of graphic design. Emphasis is placed on the development of concepts and skills in the layout of typography, illustration and photography. Prerequisite: ART 235.

ART 337 [4 cr, Adv Core: WT]

Winter in Rome: Art in Context

This course will explore Rome as a living museum of important western intellectual and artistic traditions with foundations in antiquity. Students will engage with Renaissance and Baroque architecture, art and intellectual works in context, as well as antiquity, including Roman architectural sites, sculpture and objects. Western artistic traditions, the influence of patronage and influences on contemporary ideas will be discussed alongside the works. Visits will include Roman sites, churches, Roman and Vatican museums and contemporary art museums. Some sites relevant to the topic outside of Rome will be visited for short trips. Students will be able to respond to these experiences with studio works in clay, rubbings and impressions, sketchbook diaries and blogposts. January term, alternate years.

ART 340 [4 cr, Adv Core: EI]

Painting Studio

This course expands engagement with indirect painting processes and contemporary painting practices and theory. Students explore traditional and experimental approaches to the various subjects while developing independent projects and individual artist statements. Emphasis is placed on conceptual development alongside technical refinement. Modes of instruction include demonstrations, critiques, studio practice, artist research, student presentations, and discussions that situate painting within current artistic, cultural, and theoretical contexts.

ART 342 [2 cr]

Student Design Center

In this practical course, students work collaboratively with a faculty mentor to create design products in response to the needs of our campus clients. Prerequisite: ART 130 and ART 235. Fall semester. Graded as pass/ fail only.

ART 351 [4cr]

Ceramic Studio

This advanced ceramics course is designed for students committed to sustained development in ceramic processes and active participation in a shared studio environment. This course emphasizes individual research in creative practice alongside the continued refinement of technical and conceptual skills. Students develop a written proposal and production timeline to guide a semester-long project, which may include hand-built, wheel-thrown, or hybrid contemporary ceramic approaches. Instruction includes clay and glaze calculation and mixing, kiln loading and firing, and studio maintenance, as well as exploration of contemporary ceramic practices and theory. Modes of instruction include demonstrations, critiques, studio practice, individual consultations, artist research, student presentations, and group discussions of works in progress and completed projects.

ART 355 [4 cr]**Typography**

This course includes a general survey of typography, including terminology, history, and theory through the exploration of letterforms and word compositions using digital technologies and analog processes. Students apply their knowledge while considering theory, history, and design principles across various projects. These include a typographic history poster, a magazine cover with an editorial spread, an environmental typographic application, and the creation of an alphabet using found typography.

ART 366 [4 cr, Adv Core: IS]**Art and Creative Democracy**

This course explores the idea of art and creative democracy through a combination of individual and collaborative research, project development, community engagement, and reflection on various related topics and concepts embedded in the course. Recently, an increasing number of artists, curators, critics, and arts administrators have begun to turn their energies toward a new type of participatory social practice art that seeks to bring about positive change within a contemporary society confronted by complex issues and challenges on many fronts. To understand our role as citizens in a democracy, we will research the work of artists who critically or creatively examine ideas and forms of democracy. Through a combination of readings, reflections, and research in contemporary art and art history, as well as a class community engagement component, this course will familiarize students with the theory and practice of creative democracy through the emerging field of social practice art and its interdisciplinary, research-based, community-engaged methods.

ART 375 [4 cr, Adv Core: DD]**Contemporary Art and Essential Identity**

A contemporary art survey examining how artists explore and express personal identity, cultural perspective, and social marginalization, and how artistic practices reflect society's evolving attitudes toward life, love, power, and mortality.

ART 380 [4 cr, Adv Core: EI]**Contemporary Photographic Strategies**

In this intermediate course in photography, students will develop an appreciation for the expressive and conceptual possibilities of photography as an artistic medium. The photographic medium will be explored experimentally, creatively, and conceptually through projects, readings, screenings, and in-class discussions. This course will explore the interpretive aspects of photo processes and printing, and how these material aspects of the photographic medium contribute to the construction of meaning within a work of art.

ART 389 [4 cr]**Special Topics**

An in-depth study of an artistic issue of special interest. ART 389 may focus on one or more art forms, an artistic movement or comparison of movements, or a theme. Students are challenged to evaluate trends in historical and contemporary art production as it relates to their own art making. Prerequisites: ART 110, ART 130, ART 131 and ART 134.

ART 425 [4 cr, Adv Core: EI]**Pottery and Functional Forms**

This course is an investigation of clay-forming processes, focusing on wheel-formed functional pottery. Students will work in series to build skill and become competent in wheel forming techniques, including throwing, trimming, handle forming, and introducing measuring and fitting forms. Students will finish, glaze, and decorate their work. In addition, they will explore concepts of function and design as well as create their own final statement in functional forms.

ART 460 [4 cr]**Digital Studio**

This fine-arts digital-studio course explores the impact of digital technologies on contemporary art practice. The digital medium will be used to investigate the relationship between art and technology, and

the application of digital processes within contemporary art practice. Through lectures, screenings, readings, discussions, and the development of projects utilizing a variety of digital tools the digital medium will be explored from concept through project development and final realization. Theory and history relating to technology and art are explored and discussed.

ART 480 [4 cr]

Advanced Studio

Advanced Studio is an intensive guided independent studio course that builds upon skills and strategies introduced throughout previous studio coursework. This course will include guided independent production and research in studio practice, art or design history, and critical theory. Students will develop a number of independent projects and will be expected to complete a major research project in relation to their studio productions. The research project will include art historical and theoretical inquiry relating to their studio-based work.

ART 485 [4 cr]

Portfolio Design

This studio course explores website design and production. It includes preparing web graphics, designing and assembling webpages, and publication of websites. The main focus is to put together an online portfolio that represents the student and their career objectives. It covers terminology and current topics associated with the internet, web design and web publishing. Prerequisite: ART 235.

ART 490 [4 cr]

Independent Study

Specially qualified students under the guidance of an instructor may study various aspects of art. Note: this course may not be used to replace the 400 level studio requirement. Prerequisites: instructor consent and approval by the dean of visual and performing arts.

ART 494 [4 cr]

Internship

This internship experience allows students to apply their studies in a supervised work situation. Students benefit from an inside look at different kinds of corporations and agencies, a chance to work in their field of study, and to gain experience with projects and technologies that reflect the applied sector. Restrictions: junior/senior standing and instructor consent. Graded as pass/ fail only.

ART 499 [0 cr]

Senior Art Capstone

The Senior Art Capstone involves participation in a student exhibition during the final semester of the anticipated year of graduation. Students refine recent and in-progress work developed in ART 480 in preparation for the Senior Art Exhibition, the culminating experience of the art major. The course includes critiques, individual meetings, and the physical preparation and installation of artworks in the Bush Art Center Galleries. Students also upload completed capstone materials to the St. Norbert College digital archive. Required for all ART majors. Graded as pass/ fail only. Prerequisite: ART 480.

BIOLOGY

BIOL 105 [4 cr, Core: PN]

Human Biology and Society

Human biology includes discussion and study of selected topics in biology of particular relevance to humans and to human health and disease. Topics include the biology of human cells and selected organ systems; exercise physiology; cancer biology, early detection and prevention; genetics and genetic diseases; cardiovascular disease; the immune system and immunologic diseases such as AIDS; human nutrition and nutritional effects; and microbial human diseases. Each unit of study will include references to human evolution, human impact on society and the environment, and how each of these factors has played a role in shaping human health and the health care system. Laboratories will include the application of experimental methods and techniques for understanding the relationship between cell structure and function; exploration into human health; and the effect of humans on the environment.

BIOL 106 [4 cr, Core: PN]**Humans and the Environment**

This course is an introduction to cell- and systems-level biology in humans and other animals that will allow students to understand how our activity affects our own biology and that of other organisms, with a focus on topics such as sustainability, environmental protection, and social responsibility in the face of advancing science relating to advances in manufacturing, medicine/pharmaceuticals and genetic engineering.

BIOL 107 [4 cr, Core: WT]**Human Evolution, Extinction and Scientific Thinking**

This is a problem-oriented course focusing on human evolution and variation. It includes a consideration of the interaction between biological and cultural factors in human evolution and a critical examination of theories of evolutionary changes from a paleontological perspective. It provides a detailed examination of human evolution through a discussion of the fossil record, associated archaeological material (such as stone tool technology and rock art), and the theories used to explain this evidence. The course will provide a broad overview of these important topics. Other topics such as hominin dispersals, the origin of modern humans and prehistoric colonization will be treated in greater detail. There will be laboratory sessions examining, describing and discussing hominin skeletal material and associated archaeological evidence.

BIOL 108 [4 cr, Core: PN]**Biodiversity**

This course is designed to introduce students to the amazing diversity of organisms in our world. Students will discuss how organisms within this diversity survive, function, reproduce, and behave in their natural environment. In addition, students will learn how environmental change, both natural and human-caused, affects diversity. Meanwhile, the class will explore interesting questions scientists ask about diversity. Ultimately, each student will leave this course with an enhanced appreciation for the diversity of life on Earth, an understanding of how this diversity has arisen, an awareness of the effects of humans on diversity, an understanding of how scientists ask and answer questions, and an understanding of the complex interactions that take place within biological communities.

BIOL 120 [4 cr, Core: PN]**Introduction to Cell & Molecular Biology**

A lecture and laboratory study of living systems with particular emphasis on the molecular, cellular, and tissue levels of organization in plants, animals and prokaryotes. Genetic mechanisms and aspects of development are included. Students will build foundational knowledge in biology by exploring the integration of the natural sciences into the functioning of living systems. Fall semester.

Note: BIOL 120 and BIOL 121 are considered an introductory sequence for biology majors in both the biomedical and organismal concentrations in biology and are recommended for pre-professional students who desire an emphasis in biological sciences.

BIOL 121 [4 cr]**Introduction to Organismal Biology**

A lecture and laboratory study of living organisms with emphasis on heterotrophic protists, plants, fungi and animals. Evolutionary theory and processes, morphology, taxonomy, physiology, ecology and diversity are covered in detail. Prerequisite: BIOL 120. Spring semester.

Note: BIOL 120 and BIOL 121 are considered an introductory sequence for biology majors in both the biomedical and organismal concentrations in biology and are recommended for pre-professional students who desire an emphasis in biological sciences.

BIOL 201 [4 cr]**Botany**

A lecture and laboratory course that concentrates on the study of plant structure and function. Topics discussed include plant growth and development, metabolism, reproduction, and response to the environment. The principles of plant biotechnology are also introduced. Lectures emphasize plant physiology while lab exercises concentrate on plant morphology and structure (gross and microscopic

examinations). Labs include some plant physiology and tissue culture experiences, introduction to taxonomy, and the major plant groups. Prerequisite: BIOL 120 and BIOL 121. Fall semester, alternate years

BIOL 210 [4 cr]

Medical Terminology

A study of the language used in healthcare and medical sciences. Students examine the structure and meaning of medical terms through the analysis of prefixes, suffixes, root words, and combining forms. Course content includes terminology related to anatomy, physiology, pathology, diagnostic and therapeutic procedures, and medical specialties. Upon completion, students will demonstrate proficiency in interpreting and using medical terminology in professional healthcare contexts. Restricted to students in Biology, Health and Human Performance Exercise Science and the Bellin Pre-Nursing Programs.

BIOL 216 [4 cr]

Human Anatomy and Physiology 1

A lecture and laboratory course that examines human cells, tissues, and organs using a body systems approach. Emphasis is placed on the relationship between structure and function across molecular to whole-organism levels of organization. Laboratory sessions include the study of anatomical models, animal dissection, cadaver prosection, and measurement of physiological variables in human subjects. The first of a two-semester sequence, Anatomy and Physiology I focuses on anatomical terminology, cell properties, histology, and the integumentary, skeletal, muscular and nervous systems. Prerequisite: CD or better in BIOL 120. Fall semester.

BIOL 217 [4 cr]

Human Anatomy and Physiology 2

A lecture and laboratory course that examines human cells, tissues, and organs using a body systems approach. Emphasis is placed on the relationship between structure and function across molecular to whole-organism levels of organization. Laboratory sessions include the study of anatomical models, animal dissection, cadaver prosection, and measurement of physiological variables in human subjects. The second of a two-semester sequence, Anatomy and Physiology II focuses on the cardiovascular, endocrine, renal, reproductive, and respiratory systems. Prerequisite: CD or better in BIOL 216. Spring semester.

BIOL 220 [4 cr]

Comparative Vertebrate Anatomy

A lecture and laboratory course that includes a comparative study of vertebrate morphology with an emphasis on the functional significance of structure. A combination of systemic and evolutionary approaches is used, beginning with an overview, principles of evolution and basic developmental biology. Laboratories involve dissecting representative organisms from the major vertebrate groups and studying skeletal preparations. Prerequisite: BIOL 121. Fall or spring semester.

BIOL 228 [4 cr]

Ecology

A lecture and laboratory course on the relationships of organisms to one another and to their biotic and physical environment. Topics covered include physiological, population, community, ecosystem, geographic and global ecology. Field trips and laboratory work provide firsthand knowledge of organisms and their ecological significance in the De Pere area. Prerequisite: grade of "C" or better in BIOL 121. Required for biology majors in the Organismal Biology concentration. Fall semester.

BIOL 244 [4 cr]

Genetics

(required for all biology majors)

A lecture and laboratory course demonstrating the basic principles of gene structure, gene action and gene transmission as found in various organisms. Topics covered include DNA structure, replication, transcription and translation, recombinant DNA technology, transmission genetics, quantitative genetics, population genetics, bacterial genetics and genome structure. Laboratory exercises include DNA

electrophoresis, PCR, bacterial transformation and inheritance in both *Drosophila* and plants.
Prerequisites: grade of C or better in BIOL 120, BIOL 121.

BIOL 250 [4 cr]

Introductory Microbiology

(nursing students only)

A lecture and laboratory course designed for students in the BCON nursing program dealing with the basics of microorganisms including bacteria, viruses and fungi. Topics covered include bacterial structure and function, metabolism, basic molecular biology, and the essentials of the host-microbe interaction. An emphasis is placed on aspects of microbiology important to the allied health professions. Laboratory work focuses on the culture, staining and identification of bacteria. Prerequisite: BIOL 120.

BIOL 310 [4 cr]

Tropical Biology

A lecture and laboratory course designed to provide a sound foundation in ecological concepts and biology of tropical ecosystems around the world. The ecosystems to be studied include tropical dry forests, cloud forests, savannas, mangroves and coral reefs, but special emphasis will be placed on tropical rain forests. Nutrient cycles, production, trophic interactions, plant/animal interactions, biodiversity and conservation biology are discussed. Prerequisite: BIOL 121 or instructor consent.

BIOL 315 [4 cr]

Animal Behavior

A lecture, laboratory, and discussion course that examines the principles of animal behavior. Using examples from countless species, the following topics will be explored: animal communication, anti-predator behavior, learning, foraging behaviors, cultural transmission, mate choice and mating systems, cooperation, aggression and territoriality, migration, play, and the evolution of these behaviors. The laboratory exercises for this course will consist of observation, data collection, and the presentation of techniques to assess behavior in the field and the lab. Prerequisites: BIOL 120 and BIOL 121. Fall, even-numbered years.

BIOL 320 [4 cr]

Human Anatomy and Histology

A lecture and laboratory study of the gross anatomy and microscopic anatomy of the human body. The course uses a regional approach with emphasis on the upper limb, thorax, abdomen, pelvis, lower limb and brain. Students learn to identify muscles, nerves, vessels, organs and tissues of the human body. The laboratories involve cadaver dissections and light microscopy. One-third of the course includes information/laboratory work emphasizing human histology. Recommended for pre-professional students interested in health-related professions and students interested in medical illustration. Prerequisites: grade of "B" or better in BIOL 220, and BIOL 372 or in BIOL 216 and BIOL 217, and instructor consent. Spring semester.

BIOL 325 [4 cr]

Developmental Biology

A lecture and laboratory course covering fundamental concepts and mechanisms of animal development. Students explore the underlying cellular and molecular basis for embryonic development and the role of various determinants, factors, and other biomolecules in cell movement, migration, differentiation and orientation. Developmental model systems (frog, chick, zebra fish, mouse, *C. elegans*, *Drosophila*) are used to explain both the commonality as well as the diversity of development. Labs combine classical embryology, observation of live animals and basic molecular techniques in development. Prerequisite: grade of C or better in BIOL 244.

BIOL 338 [4 cr]

Limnology

A lecture and laboratory course dealing with the physical, chemical and biological aspects of freshwater ecosystems and the interrelationships of organisms in these habitats. Field trips and laboratory

experiences provide firsthand knowledge of aquatic organisms and their ecological significance. Prerequisite: BIOL 228. Fall semester, alternate years.

BIOL 344 [4 cr]

Medical Genetics

Medical Genetics is the application of genetic principles to medical practice. This is a broad field, and we will explore how genetic principles are applied in patient care, the clinical laboratory, basic biomedical research, and the pharmaceutical industry. We will expand upon mechanisms, complications, and inheritance of Mendelian disorders introduced in BIOL 244, Genetics. We will cover a wide range of genetic disorders, discuss gene mapping, genetic screening, calculation of recurrence risks, and ethical concerns related to diagnosis, treatment, and support for individuals/families coping with a genetic diagnosis. The laboratories introduce critical molecular biology techniques, broadly used bioinformatics tools, and application of course concepts through case studies. Prerequisites: "C" or better in BIOL 244.

BIOL 350 [4 cr]

Microbiology

A lecture and laboratory course dealing with the study of bacteria, viruses, eukaryotic microbes, and acellular infectious agents. Cell structure, genetics, metabolism, evolution, and ecology will be themes emphasized throughout the course, and other topics such as microbe cultivation, symbioses, pathogenesis, epidemiology, and practical applications for microorganisms will also be included. The laboratory will establish sterile technique and safe handling of microbes, and will focus on the isolation, detection, cultivation, and characterization of bacterial species. Prerequisite: grade of C or better in BIOL 244.

BIOL 353 [4 cr]

Biotechnology in a Global Society

A lecture and discussion course that deals with advances and application of biotechnology in the context of the entire living world, both the society of human beings and the larger, living environment. Due in large part to the ability to clone genes, as well as many plants and animals, and to genetically engineer these organisms (perhaps even humans), biotechnology is revolutionizing both the means and pace of our intervention in the global community. Students become aware of the techniques and advances of biotechnology and are better prepared to make informed decisions about their application. This course also provides students with the necessary scientific background to understand the ethical problems posed by biotechnology. Infrequently offered.

BIOL 360 [4 cr]

Medical Microbiology

A lecture and laboratory course dealing with the interaction between microbial pathogens and human hosts. A variety of bacterial, viral, and/or mycological or other eukaryotic pathogens will be examined in terms of their mechanisms of disease production and spread, interaction with the immune system, available treatments, and impact on human society. Diseases of historical importance as well as present day diseases will be included. Labs require prior mastery of standard microbiological culture and handling techniques and may include an experimental component. Prerequisites: grade of C or better in BIOL 244 and BIOL 350, CHEM 220.

BIOL 361 [4 cr]

Virology

A lecture and laboratory course dealing with the study of bacterial and animal viruses. Themes include structure and pathogenicity of viruses, vaccination, and emerging viruses. In addition, a special topic relating to recent scientific findings will be chosen on a yearly basis. Labs include preparation of media, isolation and detection of viruses, and cultivation of and characterizing viruses. Prerequisite: grade of "C" or better in BIOL 244.

BIOL 365 [4 cr]**Immunology**

A lecture and laboratory course dealing with the immune response of vertebrates with special emphasis on mammalian systems. The development and anatomy of the immune system, as well as the various cellular components (leukocytes) and proteins (cytokines, antibodies, complement proteins) are studied in detail. Topics covered include antigen presentation, T and B cell function, immunoglobulin structure and function, innate and acquired immune responses, granulocyte mediated responses, immunity to pathogens, various forms of hypersensitivity including allergies and autoimmune diseases, and applied topics such as transplantation immunity. Labs deal with induction and measurement of an immune response. Prerequisite: grade of "C" or better in BIOL 244.

BIOL 368 [4 cr]**Parasitology**

A lecture and laboratory course dealing with eukaryotic disease-causing organisms, with special emphasis on pathogens of medical and veterinary significance. It deals with important human diseases including malaria, sleeping sickness, Leishmaniasis, as well as roundworm, tapeworm, fluke and arthropod diseases. The morphology, physiology, pathology and immunology of the various parasitic diseases are considered in detail. Labs emphasize morphology and diagnostics (morphological and molecular) and may include an experimental component. Prerequisites: BIOL 121 and BIOL 244.

BIOL 371 [4 cr]**Cellular Physiology**

A lecture and laboratory course concentrating on the structure and function of the eukaryotic cell. Topics covered include membrane structure and function, post-translational processing and transport of proteins, cell adhesion and communication, signal transduction pathways, the control of the cell cycle (cancer), and the tools/methods used in cellular-level studies. The laboratory component of the course involves the maintenance and use of cancer cell lines in guided laboratory exercises and an independent research project. Laboratory work will require some student availability outside of regularly scheduled laboratory time. Prerequisites: BIOL 120, BIOL 244 and CHEM 220.

BIOL 372 [4 cr]**Systemic Physiology**

A lecture and laboratory course concentrating on the function of organ systems and their role in the entire organism. Emphasis is placed on integration and control mechanisms. Topics covered include neurophysiology, cardiovascular, respiratory, renal and muscle physiology. Prerequisites: BIOL 121, BIOL 220, CHEM 220.

BIOL 373 [4 cr]**Molecular Biology**

A lecture and laboratory course focusing on the organization and function of genes in prokaryotes and eukaryotes. Topics discussed include DNA structure, organization, replication, transcription and control of gene expression. Prerequisite: grade of C or better in BIOL 244. Spring semester.

BIOL 375 [4 cr]**The Biology of the Cancer Cell**

This course will present the basic cell and molecular biology of cancer cells. The roles of signal transduction pathways, chemical carcinogens, oncogenes and viruses in carcinogenesis will be discussed. The processes of apoptosis, angiogenesis and metastasis will also be covered. Strategies and mechanisms of cancer treatment will be introduced. The laboratory component of the course will involve the maintenance and use of cancer cell lines in guided laboratory exercises and an independent research project. Laboratory work will require some student availability outside of regularly scheduled laboratory time. Prerequisite: grade of "C" or better in BIOL 244.

BIOL 385 [4 cr]**Endocrinology**

A lecture and laboratory course on hormones, the mechanisms by which hormones control cellular function, and the interactions among the endocrine and other body systems, especially the digestive and reproductive systems. Prerequisite: BIOL 372. Fall semester.

BIOL 386 [4 cr]**Neuroscience**

A lecture, laboratory and discussion course on the scientific study of the nervous system. Topics covered include a history of the field, nerve, and glial cell physiology, the evolution of neurotransmission, learning, and memory especially relating to sensitive periods, sexual differentiation of the nervous system, and nervous system disorders. Laboratory exercises will focus on histological techniques, immunohistochemical localization of components of neuroendocrine systems, neuroanatomy and gene expression patterns in rodents, and stereotaxic surgery. Current articles from the primary literature as well as those seminal to the field of neuroscience will be discussed. Prerequisites: BIOL 120 and BIOL 121. BIOL 372 preferred. J-term or summer sessions.

BIOL 388 [4 cr]**Mammalogy**

A study of mammals with emphasis on principles of mammalian ecology, conservation and biodiversity. Topics include characteristics of mammals, classification, natural history, ecology, biodiversity, conservation and techniques in field study. Special emphasis will be given to mammals residing in Northeastern Wisconsin. Prerequisite: BIOL 121.

BIOL 390 [4 cr]**Ichthyology**

A lecture and laboratory course on the classification, morphology, physiology and ecology of fish. Laboratory activities include individual student projects and the collection and identification of Wisconsin fish. Prerequisites: BIOL 121 and BIOL 228.

BIOL 410 [4 cr]**Disease Ecology**

A lecture, laboratory, and discussion course on the scientific study of disease ecology with an emphasis on the One Health initiative. This course will focus on ecological and evolutionary processes that drive the transmission of pathogens between hosts; the impact of disease on host populations; and what causes the emergence of an infectious disease. Content will incorporate concepts from a wide range of subjects (e.g. microbiology, genetics, virology, ecology, animal behavior... etc.) to examine both wildlife and human diseases such as Zika, Ebola, influenza, malaria, white nose syndrome, Lyme disease, HIV, chytrid fungus, chronic wasting disease, and many others. Prerequisites: BIOL 120 and BIOL 121; BIOL 244 preferred. J-term.

BIOL 428 [4 cr]**Advanced Ecology**

A course involving an original student laboratory and/or field investigation of an ecological or related problem, under faculty supervision, culminating in a final research thesis. Prerequisites: BIOL 228 and instructor consent.

BIOL 430 [4 cr]**Paleobiology**

A lecture and laboratory course exploring the evolutionary history of invertebrates and vertebrates by studying fossils and geology. Prerequisite: BIOL 121 or EARTH 105. Alternate years.

BIOL 460 [4 cr]**Biology Seminar**

An in-depth study of biologically oriented topics in an area not usually covered by scheduled courses. Emphasis will be on current literature with student independent study and presentations. Prerequisites: BIOL 244 and instructor consent.

BIOL 489 [4 cr]**Special Topics**

A course designed for group study of subject matter of special interest. The organization, methodology, and objective of the course will be determined by the instructor and may include a laboratory experience. Restrictions: junior and senior biology majors or instructor consent.

BIOL 490 [4 cr]**Independent Study**

A course that allows students to pursue an area of study on an individual basis with consultation and evaluation. The methodology and objective will be mutually agreed upon by a faculty member and the student. Restrictions: junior and senior biology majors, instructor consent, and approval of the dean of arts and sciences.

BIOL 492 [4 cr]**Directed Research**

A course that allows a student to conduct research under the direction of a faculty member, usually as a continuation of BIOL 490. Restrictions: junior standing, instructor consent and approval of the dean of arts and sciences.

BIOL 494**Internship**

This internship experience allows students to apply their studies in a supervised work situation. Students benefit from an inside look at different kinds of organizations, a chance to work in their field of study, and gain experience with state-of-the-art equipment and practices. Restrictions: junior/senior standing. Graded as pass/ fail only.

BIOL 496 [4 cr]**Research and Thesis**

Original student laboratory and/or field research of a biological problem under faculty supervision, culminating in a bachelor's thesis when approved. The student interested in research will seek a staff member willing to direct the work and to chair the student's faculty committee. The student will submit to the prospective research director a written proposal of the project. The staff member then forms a committee with two other faculty members to consider the student's research proposal and the merit of research accomplished, to approve the preparation of a thesis, and to recommend acceptance of the thesis to the discipline (or division, when inter-disciplinary).

Approval of the student research proposal should be received no later than the end of the student's junior year. The student will present his or her work in a public forum at a time set by his or her committee.

Restrictions: biology major and instructor consent.

BIOL 499 [0 cr]**Senior Assessment**

This course consists of a single three-hour session during which students complete standardized tests of knowledge of the major field and/or other measures of the intended learning outcomes of the biology program. The data gathered during the session assists members of the biology faculty in their efforts to monitor and improve the program. Students should register for the assessment as part of their final semester of coursework at the College. (Please note that this course cannot be counted as an upper-level biology course to fulfill concentration requirements). Restrictions: Senior standing, Biology major. Graded as pass/ fail only.

BUSINESS ADMINISTRATION

For descriptions of ACCT courses, see section on Accounting

BUAD 110 [4 cr]

Introduction to Business Analytics and Information Systems

This course provides a foundational understanding of data analytics concepts, equipping students with the skills to analyze and interpret data. By leveraging data effectively, students are able to make informed decisions that drive meaningful outcomes in various contexts. Students will be introduced to fundamental skills in Excel and R for data summarization and visualization.

BUAD 165 [3 cr]

Intro to Project Management

According to a recent study of human resource managers, effective project management is one of the most coveted skills for new hires in the modern economy. This course will introduce you to the power of effective project management through two primary frameworks: waterfall and agile. You will also learn vital project-management concepts that can be applied to a wide range of industries and occupations. Restrictions: Sophomore standing or higher and SSBE Major or Minor.

BUAD 170 [3 cr]

Intro to Digital Marketing

Digital Marketing is a dynamic field with many different channels, each targeting unique audiences using specific analytics tools and strategies. This course uses case studies and hands-on exploration to survey these channels and trends, introducing key marketing concepts and how they connect to business and sales goals. Students will practice using real-world digital marketing tools and create strategy plans based on research and analysis of successful campaigns. Restrictions: Sophomore standing or higher and SSBE Major or Minor.

BUAD 200 [4 cr]

Data Wrangling and Visualization with R

Students will learn intermediate coding skills in R, engage in exploratory data analysis techniques, data visualization, and the basics of data wrangling (data cleaning). Prerequisites: DATA 101 or BUAD 110.

BUAD 202 [3 cr]

Business Analytics Methods I

This course focuses on using the most common business analytics tools in the industry. Students will build foundational skills in SQL and Tableau to extract, analyze, and visualize data. Students will also dive into database design, hypothesis testing, and the nuances of big data in the business landscape. Prerequisite: BUAD 110 or DATA 101, MATH 128 or MATH 221 or MATH 228 or SSCI 224. Restrictions: Sophomore standing or higher and SSBE Major or Minor.

BUAD 203 [3 cr]

Business Analytics Methods II

In this course, students will build on their knowledge of business analytics tools by learning advanced SQL and Tableau skills and predictive modeling. This course is oriented around business case studies to apply this newfound knowledge to real-world scenarios. Prerequisites: BUAD 202. Restrictions: Sophomore standing or higher and SSBE Major or Minor.

BUAD 212 [4 cr]

Introduction to Sports Management

This course is an introduction to the world of sports and the management of sport organizations. Topics include sports and its importance within American and global societies, sport institutions and its structures, and particularities of the business of sports globally. Discussions center around amateur, professional and collegiate current issues in sports. Fall semester.

BUAD 214 [4 cr]**Event and Venue Management**

This course introduces the basics of facility and event management in the sport and entertainment industries. The materials discussed include the different categories of events and venues (both in the United States and abroad), the principles of event management (e.g., planning, managing, implementation), the role of different types of venues, among other topics. The course includes lectures, group discussions, group projects, and audio-visual materials. Spring semester.

BUAD 215 [4 cr, Core: IS]**Entrepreneurship**

Develop your skills as a passionate, motivated entrepreneur. If you already have an idea that you want to grow, this course can help make that happen. Don't have an idea? You'll learn how to identify opportunities and how to act on them. You will learn how to create and build your venture. You will also discover how your business idea fits into the broader society. This course is based on the theme, "act, learn, build," therefore, classroom meetings are active learning experiences. Students will acquire an understanding of the entrepreneurial process - a process of opportunity recognition, resource gathering, and team building, all driven by business methodologies in idea generation, feasibility analysis, and business plan creation. Fall semester.

BUAD 230 [4 cr]**Ethical Leadership**

This course examines the fundamental principles and theories that underpin business ethics, and the application of ethical principles and values to decision making within organizations. This course also investigates the impact that individuals, groups, and structures have on organizations. Students will consider how to apply such knowledge toward improving the effectiveness of organizations and the satisfaction of organizational stakeholders. Topics include individual differences, motivation, group dynamics, decision making, and leadership.

BUAD 232 [2 cr]**Introduction to Human Resource Management**

This course provides a basic examination of the human resource function. Participants will examine topic areas including human resource planning, staffing, training and development, performance management, and total rewards and compensation. The course includes readings, lectures, class discussions, and application activities. Restrictions: sophomore standing and above.

BUAD 233 [2 cr]**Introduction to Operations and Supply Chain Management**

This course introduces operations and supply chain management concepts and techniques affecting the quality of goods and services delivered to customers. The course introduces quality management and process improvement concepts while showing how they pertain to all business disciplines and sectors. Operational topics such as capacity management, inventory management and waiting line analysis are also introduced to show how the management of people, materials, equipment and processes affect customer perceptions of quality. The course then concludes with an overview of Supply Chain Management concepts and decisions. Restrictions: sophomore standing and above.

BUAD 234 [3 cr]**Forecasting and Logistics**

Have you ever wondered how that Amazon package arrived at your door so quickly? Supply chain management is the process by which organizations get us the products we consume, and companies need talented employees to help optimize their supply chain. This course will teach you how to use forecasting techniques to match supply and demand, and how to develop logistics networks that help minimize costs and deliver top customer service. This online class has optional live recitation sessions. Restrictions: Sophomore standing or higher and SSBE Major or Minor.

BUAD 235 [3 cr]**Sourcing and Operations**

In today's modern economy, something as simple as a razor might be manufactured in multiple countries with each part coming from a different supplier. This course will teach you how businesses manage this increasing complexity behind the scenes through efficient sourcing of suppliers and operations. You will have the opportunity to apply this knowledge by conducting a real-world case study of a product of your choosing. This online class has optional live recitation sessions. Prerequisite: BUAD 234 Restrictions: Sophomore standing or higher and SSBE Major or Minor.

BUAD 237 [4 cr]**Behavior, Leadership, & Sport**

This course explores the behavioral and leadership dynamics that shape individual and team performance in sport and organizational settings. Students examine motivation, group behavior, communication, and decision-making through the lens of management and coaching theory. Case studies, applied projects, and experiential learning activities help students develop practical leadership skills relevant to both sport and business environments. Emphasis is placed on ethical leadership, emotional intelligence, and strategies for fostering trust, resilience, and collaboration in pursuit of shared goals.

BUAD 240 [3 cr]**Inside U.S. Healthcare Policy**

What happens to your healthcare when policies change? When a single regulation alters how you—or millions—receive treatment? This course explores the real-life impact of healthcare policies—from state regulations to federal laws—on hospitals, patients, and the healthcare we depend on. Whether you're curious about the rules behind the scenes or gearing up for a career in healthcare, this class uncovers the system that affects every American's health and wallet. Restrictions: Sophomore standing or higher and SSBE Major or Minor.

BUAD 256 [4 cr]**Personal Finance**

Introduction to the basic financial and economic decisions made by nearly all individuals and families over the course of a lifetime. Includes some basic keys to investing wisely, purchasing a home, buying the appropriate amount of insurance, obtaining credit, managing your payment account and planning for future financial security. Although open to students majoring in business, this course may not be counted as an advanced requirement in the business administration major. Prerequisites: MATH 228. Restrictions: sophomore standing and above. Infrequently offered.

BUAD 265 [3 cr]**Project Planning**

Any successful project starts with a plan. This course provides students with a deep understanding of project planning. Projects are a series of tradeoffs between scope, cost, and time, so you'll need to learn how to balance them in order to create a plan which is realistic and achievable. You will also learn how to leverage resources, and how to manage risk, quality, and stakeholder expectations to ensure project success. Prerequisite or co-requisite: BUAD 165. Restrictions: Sophomore standing or higher and SSBE Major or Minor.

BUAD 270 [4 cr]**Marketing Concepts and Issues**

Introduction to marketing as an essential business function. Covers the role of marketing in companies, the marketing mix and its management, and selected platforms such as marketing internationally and on the Internet. Emphasizes responsible decision-making within regard to various constituents. Restrictions: sophomore standing and above.

BUAD 271 [3 cr]**Social Media Marketing, Brand Awareness, and Engagement**

The average consumer spends 2.5 hours per day on social media sites and this course explores how to effectively use social media to move those consumers to action. In order to be a successful marketer, you must be able to plan a campaign that aligns with strategic goals, execute using the appropriate channels and tactics, and measure the success or failure of your efforts. By the end of this course, you will learn how to do just that. Prerequisite: BUAD 170 or BUAD 270. Restrictions: Sophomore standing or higher and SSBE Major or Minor.

BUAD 272 [3 cr]**Lifecycle and Email Marketing**

Email marketing is vital to modern businesses and a primary tool in any skilled marketer's toolkit. In this course, you'll learn how to craft successful email marketing campaigns for sales, engagement, and activation. By the end of this course, you'll know how to write emails that drive customers to take desired actions and how to structure campaigns for maximum effect. You'll also build your own marketing campaign. Prerequisite: IDIS 100 or ENGL 150, BUAD 170 or BUAD 270. Restrictions: Sophomore standing or higher and SSBE Major or Minor.

BUAD 274 [3 cr]**Going Viral and Hacking**

"Going viral" is crucial for businesses. Companies that create content that spreads quickly online can significantly grow their brand. "Growth hacking" maximizes every opportunity and extracts value from every move. This course teaches what drives people to share content and how to create shareable, meme-worthy material that boosts growth. You'll also discuss the ethics of going viral and handling negative publicity. Restrictions: Sophomore standing or higher and SSBE Major or Minor.

BUAD 312 [4 cr, Adv Core: DD]**Women in Sports**

In this discussion-based course, students are invited to critically evaluate and discuss various topics related to the reality faced by women in sports (e.g., Title IX and what has changed since then for women in sports). We discuss topics related to women's experiences in sport on-the-field, and off-the-field (or the business of sports, such as diversity, equity and inclusion practices). Key ideas related to sports marketing (e.g., endorsements, sponsorships, consumer behavior related to women's sports) are covered. The experiences of women's sports around the world and future challenges related to women's sports are explored as well.

BUAD 328 [4 cr]**Analytics for Business Insight**

This course is designed to equip students with the analytical skills and data literacy required to make informed business decisions. It is intended to cover the full spectrum of applied skills to build an analysis pipeline to drive business decisions. These skills include querying data with SQL, data summarization and visualization, data wrangling, and building final reports. Prerequisites: BUAD 110 or DATA 101; and MATH 128 or MATH 221 or MATH 228 OR SSCI 224.

BUAD 333 [3 cr]**Supply Chain in Action**

Everything from the best concert you saw, to your Covid-19 vaccine relies on the existence of effective supply chains. In this course, you'll learn about the application of supply chain systems to vital real-world functions. By the end of this class, you'll have a much better understanding of why supply chain management is vitally important, how it intersects with business, national and global interest, and how supply chains literally save the world. This online class has optional live sessions. Restrictions: Sophomore standing or higher and SSBE Major or Minor.

BUAD 335 [3 cr]**Supply Chain Management Technologies**

This course covers the major relevant supply chain technologies and systems. In this course you'll survey the systems that enable the supply chain in best-in-class supply chain organizations. Understanding of how information flows throughout the supply chain is critical to managing a supply chain and this will be the main focus in this course. By the end of this course, you will have gained a basic understanding of how supply chain systems work and how they make the supply chain more efficient and effective.

Prerequisites: BUAD 234 and BUAD 235. Restrictions: Sophomore standing or higher and SSBE Major or Minor.

BUAD 336 [4 cr]**Intermediate Human Resource Management**

This course builds upon the foundation of BUAD 232, covering additional areas of the HR function, including HR technology, employment law, union representation and collective bargaining, employee relations, safety and health, and international HR. In addition, students will explore in greater depth a particular HR activity, such as people analytics or total compensation. Prerequisite: BUAD 232; corequisites: BUAD 230. Fall semester, odd years.

BUAD 337 [4 cr, Adv. Core: IS]**Organizational Behavior**

This behavioral course focuses on the micro-level of group behavior as a management concern. Topics include motivation of individuals and groups, group dynamics, leadership and influence processes, the exercise of social power and authority in groups, formal and informal organization, and the social and ethical context of decision-making processes. Elements of behavioral theory and research are presented.

Prerequisite: BUAD 230 or BUAD 231 or LEAD 200.

BUAD 338 [4 cr]**Organizational Culture and Design**

This course focuses on the macro-level of organizations using a system theory approach. Topics include organizational culture and structural design as they interact with strategic goals, organizational size, the external environment, organizational technology, organizational life cycle, and other contingency variables. Students learn to analyze the culture and design of organizations and to assess their impact on the performance of the organizations. Prerequisite: BUAD 230 or instructor consent. Spring semesters, odd years.

BUAD 340 [4 cr, Adv Core: BB]**Leadership Influence in WWI & WWII**

This interdisciplinary Global Seminar Study Abroad course explores leadership influence in Europe during WWI and WWII. Topics include leadership influence as it relates to moral courage, decision making, conflict management, emotional intelligence, psychological stress, followership, power, and propaganda. Students will apply the historical lessons learned to their contemporary lives as individuals and members of organizations and communities. The course includes site visits to museums, memorials, cemeteries, and historical and cultural attractions in Belgium, France, and Germany.

BUAD 341 [3 cr]**Data-Driven Healthcare Analytics, IT, and AI**

This course will help you understand the process of analyzing patient and other healthcare data to drive change and achieve greater efficiencies in healthcare systems. You'll build the programming and scripting skills (no prior experience needed) you need to analyze and explore data sets. By the end of this course, you'll be able to perform statistical analyses of healthcare data and turn it into actionable information to improve healthcare systems using strong integration of AI and IT modules. This online class has optional live recitation sessions. Prerequisite: MATH 228. Restrictions: Sophomore standing or higher and SSBE Major or Minor.

BUAD 342 [3 cr]**Healthcare Justice, Law, and Ethics**

This course is your overview of healthcare law in the United States. You'll learn about the ethical and legal issues and responsibilities that healthcare providers and administrators are confronted with in the modern workforce. By the end of this course, you'll understand how the legal environment shapes the medical profession and how to analyze and respond to a range of ethical and legal issues. This online class has optional live recitation sessions. Prerequisites: BUAD 230, BUAD 390, And PHIL 275.

Restrictions: Sophomore standing or higher and SSBE Major or Minor.

BUAD 343 [3 cr]**Healthcare Finance**

This course teaches you how to apply concepts of finance and accounting to healthcare. You'll learn how to track and evaluate the financial status of a healthcare organization. Additionally, you'll learn how healthcare systems finance growth, and other projects. By the end of this course, you will be able to analyze issues and trends in healthcare finance and use financial information to support healthcare decision-making. This online class has optional live recitation sessions. Prerequisites: ACCT 205, BUAD 240, and BUAD 350. Restrictions: Sophomore standing or higher and SSBE Major or Minor.

BUAD 344 [3 cr]**Strategic Healthcare Operation**

This course is your introduction to healthcare operations. You'll learn about operations and systems management within the context of healthcare systems, how hospital supply chains work, and how to analyze operational processes to improve efficiencies. By the end of this course, you'll know how to evaluate and optimize hospital processes. This online class has optional live recitation sessions.

Prerequisites: BUAD 230, BUAD 233, BUAD 240, BUAD 341, MATH 228. Restrictions: Sophomore standing or higher and SSBE Major or Minor.

BUAD 350 [4 cr]**Corporate Finance**

As an introductory course in finance, this course acquaints students with the fundamental tools and concepts used in financial decision-making and financial management. In addition to an overview of the financial system, this course covers discounted cash flow analysis, financial ratio analysis, security valuation, risk and return, financial forecasting, capital budgeting, capital structure and other selected topics including international dimensions of finance. Prerequisites: ACCT 205; ECON 102; MATH 228 or MATH 321 or SSCI 224.

BUAD 351 [4 cr]**Investments**

This course acquaints students with various types of investments, why individuals invest, and how individuals invest. As such, the intent is to provide the fundamental concepts, theories and techniques of investing in financial assets including stocks, bonds, mutual funds and derivatives. The course also introduces students to the area of portfolio management. The global aspect of investing will also be discussed. This course provides the opportunity for students to experience hands-on investing through managing an online portfolio. Prerequisite: BUAD 350. Fall semester.

BUAD 352 [4 cr]**Financial Institutions and Markets**

This course will provide a conceptual and practical overview of financial institutions and markets.

Students will study the financial management of bank and non-bank financial institutions. Emphasis will be placed on studying the major trends and problems faced by these institutions, both on a national and an international level. Attention will also be given to money and capital markets and to the role and determinants of interest rates. Prerequisite or co-requisite: BUAD 350. Note: Students may not get credit for both BUAD 352 and ECON 390.

BUAD 354 [4 cr, Adv Core: BB]**Sustainable, Environmental & Social Impact Investing**

This interdisciplinary global seminar course will provide a conceptual and practical view of social impact investment. Students will learn about the impact investing landscape in developing countries, especially in East and Southeast Asia. Students will visit the local investment communities and businesses to gain hands-on experience as venture philanthropists. Ultimately, the objective is to allow students to understand the role of a global citizen and foster the idea of "do good while doing well." J-term or Summer.

BUAD 355 [2 cr]**Advanced Financial Management**

This course continues and extends the coverage of Corporate Finance. The course covers capital structure, cost of capital, dividend policy, working capital management, and other topics including international dimensions of corporate finance. Prerequisite: BUAD 350.

BUAD 356 [4 cr]**Risk Management and Insurance I**

The course begins with an exploration of the nature, sources, and measurement of risks. The course includes the evaluation of risks and the risk management process; both noninsurance and insurance solutions to the risk management problem are considered. Applications include risks faced by auto owners, homeowners, and individuals in terms of life and health risks. Finally, the course will cover the insurance industry. Students will learn about the various types of insurers, the functions of insurers, and the regulation of the insurance industry. Restriction: junior standing.

BUAD 357 [4 cr]**Insurance Markets**

This course introduces the operational functions of insurance companies and explores the operational impact of the insurance market and regulatory environments. Key topics addressed in the course include industry structure, regulation, distribution systems, underwriting, insurance pricing, and reinsurance. Combined with current issues in the insurance industry, both personal lines and commercial lines insurance operations are examined. BUAD 357 is registered with the College Study Program of The Institutes and certified by The Chartered Property Casualty Underwriter (CPCU). Spring semester.

BUAD 359 [2 cr]**Portfolios and Derivatives**

This course is a continuation and extension of BUAD 351. This course focuses on how investments such as stocks and bonds are combined together in portfolios. Portfolio theory and practice are covered, including the importance of international aspects of investing. The course also covers derivative securities, especially futures and options and their valuation. Prerequisite: BUAD 351.

BUAD 360 [4 cr]**Sports Marketing, Sales and Sponsorship**

An introduction to the increasingly important field of sports marketing and its role in society. Students will interpret and apply basic marketing principles in various sports related fields with the goal of understanding and explaining the importance of marketing in these fields. Prerequisites: BUAD 270.

BUAD 365 [3 cr]**Project Execution**

In the modern work environment, the project lifecycle always involves unforeseen challenges that require the project manager to make adjustments. Successful project implementation and closure requires conviction and trust in processes and personnel. Both are vital parts of a project's success and indicate how future projects will be managed. This course covers project execution, monitoring / control, implementation / handover, DevOps, and project closure and prepares students for Project Management Practicum and Internship. Prerequisites: BUAD 165 and BUAD 265. Restrictions: Sophomore standing or higher and SSBE Major or Minor.

BUAD 366 [3 cr]**Managing Risk and Uncertainty**

Imagine skydiving without a parachute—that's what it's like to run a project without a risk management plan. This course teaches you to see the storm coming and prepare, turning looming disasters into manageable challenges. You'll learn to cut through the noise, create clear action plans, and keep control even when the pressure is on. Be the manager who's ready for anything, who stays calm, steady, and ahead of the game when things get tough. Prerequisite: BUAD 265 Restrictions: Sophomore standing or higher and SSBE Major or Minor.

BUAD 367 [3 cr]**Agile Frameworks and Methodologies**

When change outpaces planning and requirements keep shifting, traditional project management falls short. That's where Agile comes in—designed to thrive in uncertainty and deliver value in fast-paced environments. Here, adaptability beats predictability, and customer satisfaction takes priority over rigid plans. In this course, you'll learn to pivot with purpose, keep your team aligned, and impress stakeholders, even when the ground is constantly shifting. Restrictions: Sophomore standing or higher and SSBE Major or Minor.

BUAD 371 [4 cr]**Sales Management**

This course provides an integrated application of management and marketing principles to the corporate selling function. Concepts covered include: demand forecasting, production planning, sales quota and territory assignments, consumer behavior, selling techniques, and sales force recruitment and supervision. Cases provide an integrative policy orientation to this course. Prerequisite: BUAD 270. Alternate years.

BUAD 372 [4 cr]**Marketing Research**

This course provides an introduction to marketing research as an essential marketing function. Covers the options and decisions to be made in finding problems, formulating research models, choosing research designs, collecting and evaluating data, and presenting results. The course consists of two integrated parts — learning about the institutions, tools and methods of marketing research and applying them to a practical research project. Prerequisites: BUAD 270 or SSCI 224 or MATH 321.

BUAD 374 [4 cr]**Marketing Promotions**

Introduction to promotions as an essential marketing function. Study of promotional tools such as advertising, sales promotion, and public relations in the context of both traditional and electronic platforms. Both the development of promotion strategies and their implementation through various media are covered. Prerequisites: BUAD 270; BUAD 228, SSCI 224, MATH 221 or MATH 321.

BUAD 375 [4 cr]**Consumer Behavior**

This course concentrates on the psychological and sociological aspects of the marketing function. Topics include motivation, learning and memory, socialization, attitude formation, and lifestyle expression. Prerequisite: BUAD 270, ECON 102.

BUAD 384 [3 cr]**Growth Marketing and Multi-channel Digital Marketing Capstone**

In the real world, companies use multiple channels for marketing efforts. Campaigns are spread across social media, email, search, and more for maximum reach and engagement, leading to multi-channel strategies. In this course, you'll learn to create effective multi-channel marketing plans, considering the advantages and disadvantages of each platform. By the end, you'll produce a portfolio-worthy digital marketing campaign plan that utilizes multiple channels. Prerequisite: IDIS 100 or ENGL 150, BUAD 170, BUAD 271, BUAD 272. Restrictions: Sophomore standing or higher and SSBE Major or Minor.

BUAD 386 [4 cr, Adv Core: WT]**Leading Through Adversity**

This class in Leading Through Adversity: Historical Case Studies will take an interdisciplinary approach that includes psychology, communication, and management and examine some of the most historic human error case studies. The class will explore scenarios where: leaders and managers must solve significant problems; humans have made critical errors; the role of the individual is vital in solving these problems in various settings; and recommendations need to be made so as to learn from these scenarios and stories. These case studies will explore a variety of areas: societal problems (for example – leadership in the face of challenging societal norms), cultural problems (for example – leadership issues in different cultural contexts), decision making (for example – the biases that cause human error and prevent robust decision making), and understanding how individuals interact (for example – how humans working in groups can cause problems and how we solve them), to name a few. J-term and Summer.

BUAD 387 [4 cr, Adv Core: IS]**Decision Making in Disasters**

This class will explore some of the most famous disasters through the lens of human decision-making errors. It will take an interdisciplinary approach that includes social psychology, communication, and management as we examine some of the most interesting case studies. The class will explore scenarios where: leaders and managers must solve significant problems; humans have made critical errors; the role of the individual is vital in solving these problems in various settings; recommendations need to be made so as to learn from these scenarios and stories. These case studies will explore a variety of applied theoretical areas: resilience in decision making (for example – leadership in the face of extreme crisis), cultural problems (for example – accidents caused by issues in different cultural scenarios), cognitive biases (for example – disasters caused by the unchecked biases that cause human error and prevent robust decision making), and understanding how individuals interact (for example – how humans work and communicate in groups and how several aviation accidents have been caused by not understanding group dynamics), to name a few.

BUAD 388 [4 cr, Adv Core: BB]**International Management**

The study of international management is gaining importance as organizations expand their operations globally. This international management class is designed to help students learn the fundamentals of international management strategies and cross-cultural management. Further, throughout the course, students are expected to develop a sense of ease to engage in business in a multicultural business management environment. Spring semester.

BUAD 390 [4 cr]**Business Law**

Students will study basic principles of law as it relates to business. Topics include civil procedure, tort, contract, agency, employment, partnerships and corporations. Restrictions: junior standing or above.

BUAD 392 [4 cr]**Sport Law & Ethics**

This course examines the legal and ethical issues that shape the management and governance of sports organizations. Topics include contracts, tort liability, risk management, intellectual property, labor relations, Title IX compliance, and the evolving Name, Image, and Likeness (NIL) landscape in collegiate athletics. Through case studies and applied projects, students analyze real-world legal challenges, assess risk, and develop strategies for ethical and effective decision-making in professional, amateur, and collegiate sport settings. Prerequisites: BUAD 212, BUAD 214, BUAD 237.

BUAD 400 [4 cr]**Leadership in Film**

This course examines the many ways leaders are portrayed in films and the implications of these portrayals for leadership in practice. Students will analyze and evaluate portrayals of leaders in film using a variety of theories and perspectives, including traditional theories of leadership, personality and leadership, emotional intelligence and leadership, courage and moral leadership, team leadership,

transformational leadership, visionary leadership, servant leadership, and gender and leadership.
Prerequisite: BUAD 230 or instructor consent.

BUAD 434 [3 cr]

Supply Chain Capstone

This course - built in collaboration with corporate advisors - is the culmination of your work as a student of supply chain management. In this course you'll be tasked with creating a series of solutions to actual problems faced by a real-world company in delivering their product to consumers. By the end of this course, you will have built experience in solving real-world supply chain problems and seeing how your solutions compare to the professionals. Prerequisites: BUAD 234 and BUAD 235. Restrictions: Sophomore standing or higher and SSBE Major or Minor.

BUAD 436 [4 cr]

Advanced Human Resource Management

This course is about both the design and execution of human resource management. This course has two central themes: how to think systematically and strategically about aspects of managing the organization's human resources and what really needs to be done to implement these policies to achieve competitive advantage. It adopts the perspective of a general manager and addresses human resource topics including reward systems, performance management, high-performance human resource systems, training and development, recruitment, retention, Equal Employment Opportunity laws, workforce diversity, and union / management relationships from a strategic perspective. Prerequisite: BUAD 336. Spring semester, odd years.

BUAD 440 [3 cr]

Healthcare Innovation: The Capstone Project

This course will guide students in synthesizing finance, operations, and analytics skills to create a comprehensive portfolio that highlights their readiness for real-world challenges. By focusing on core CAHME competencies, the capstone will empower students to showcase their ability to critically analyze healthcare issues, design and implement effective solutions, and measure their impact on organizational performance. This approach not only reinforces essential skills but also demonstrates students' capacity to drive meaningful change in healthcare administration. Prerequisites: BUAD 240, MATH 228, ACCT 205, ACCT 206, BUAD 341, BUAD 343, and BUAD 344. Restrictions: Sophomore standing or higher and SSBE Major or Minor.

BUAD 450 [4 cr]

Business Analytics Capstone

Students will gain exposure to real world applied data analytics through the successful application of their theoretical and practical skills to solving problems in industry in this capstone course. This course focuses on the application of content learned throughout the major to a larger-scale data project with an additional emphasis on the communication of the results. Prerequisites: BUAD 200, BUAD 202, BUAD 203 and BUAD 328.

BUAD 465 [3 cr]

Advanced Project Management - Practicum

This course is intended as a culmination of a student's work in the Project Management Major. Students will work in groups to manage a simulated project from scope to completion - encountering - and overcoming - challenges and complications along the way. This course will also provide students with an overview of the product life cycle, governance, and other topics to help contextualize project work. Restrictions: Sophomore standing or higher and SSBE Major or Minor.

BUAD 471 [4 cr]

Marketing Management and Strategy

This capstone course takes an analytical and a learning-by-doing approach to marketing with particular regard to strategic decisions. It deals with optimizing marketing management decisions by using quantitative tools. Among the issues covered are customer loyalty and relationship marketing, branding, product launch, pricing, promotion budgets, and customer-segment analysis. At the center of the course

is the development of a hands-on semester project. Prerequisites: BUAD 371 or BUAD 374 or BUAD 375.

BUAD 472 [3 cr]

Digital Marketing Analytics and Experimentation

Marketing professionals today have access to incredible amounts of data. The ability to use this data is what differentiates successful marketing efforts from failed ones. This course will teach you how to analyze digital customer behavior data using a range of tools and use that data to test marketing hypotheses and improve customer acquisition. Prerequisites: BUAD 270, (DATA 101 or BUAD 110) and QR Core; BUAD 271 or BUAD 272 or BUAD 376. Restrictions: Sophomore standing or higher and SSBE Major or Minor.

BUAD 485 [4 cr]

Strategic Management Seminar

An integrated approach to strategic decision-making is taken through the use of such activities as case studies, simulations and role-playing. Emphasis is placed on synthesizing the knowledge and skills derived from Accounting, Economics, Finance, Marketing and Management courses. Prerequisites: ACCT 206 or 315, BUAD 230, BUAD 232, BUAD 233, BUAD 270, BUAD 350 and senior standing.

BUAD 486 [4 cr]

Sports Strategic Management Capstone

This capstone course integrates knowledge from across the business and sport management curriculum to develop strategic, ethical, and innovative approaches to leadership in the sport industry. Students apply analytical, financial, marketing, and management frameworks to real-world organizational challenges, often through business simulations, consulting projects or case analyses with sports organizations. Emphasis is placed on strategic planning, competitive positioning, sustainability, and responsible leadership in both professional and amateur sport contexts. The course prepares students to synthesize theory and practice, demonstrating readiness for careers or graduate study in sport management and related business fields. Prerequisites: BUAD 237, BUAD 350, BUAD 360, COM 390, ECON 340 and senior standing.

BUAD 489 [4 cr]

Special Topics

This is a seminar course offered whenever a mutual interest in a more specialized topic in Business Administration exists for a member of the faculty and a sufficient number of students.

BUAD 490 [2 or 4 cr]

Independent Study

Individual study of an approved topic in business under the direction of a business faculty member. Students, together with the faculty member, explore a subject of special and mutual interest. Reading, tutorial discussion and written work are required. Prerequisite: Instructor consent and approval of the Dean of the SSBE.

BUAD 492

Directed Research

Qualified students may perform business research projects under the supervision of a business faculty member. Prerequisite: Instructor consent and approval of the Dean of the SSBE.

BUAD 494 [4 cr]

Internship

Appropriate work experience with business firms or government agencies may be undertaken for course credit when directly related to the educational goals of the student. The work done or a description of the field experience is not sufficient for academic credit, there must also be evidence of reflective analysis and interpretation of the experience which relates it to the basic theory in related areas. Students must submit an Internship Course Application to the course instructor to be approved for academic credit

before registering for the course Restrictions: business or accounting major, instructor approval, junior or senior standing. Note that the summer offering of this course is done online. Graded as pass/ fail only.

GRADUATE COURSES

(these courses are available only to graduate students in the MBA Program)

BUAD 600 [1 cr]

MBA Springboard

This course will introduce students to SNC's value-based MBA experience and outline the expectations of the program. In addition, students participate in an assessment of their soft skill proficiency and personnel management decision making. Working with the instructor, students develop an Individual Development Plan to focus their path through the MBA program. The instructor will provide feedback and specific tactics to help improve the areas in need of development. Finally, students will be provided an introduction/refresher on the use of spreadsheets to support managerial decision-making. This course is offered twice per year and should be taken as early as possible in the MBA program.

BUAD 601 [2 cr]

Macroeconomics for Business Managers

This course provides students with an introduction to the macroeconomic variables that managers should understand in order to assess changes in the business environment. Further, it examines major models of how the economy functions with the intent of informing managers of how monetary and fiscal policy will impact the overall economy and, in turn, their businesses.

BUAD 602 [2 cr]

Microeconomics for Business Managers

Microeconomics is the study of individuals, households and firms' behavior in decision making and allocation of resources. This course provides students with an introduction to applied microeconomics for business decision-making. It considers how markets function and how the government may interfere in the market. It also informs how businesses make decisions related to production and cost in the short and long run and determine prices.

BUAD 603 [2 cr]

Predictive Analytics with Regression Analysis

This course extends concepts from regression modeling to the core business task of predictive analytics. The course focuses on ordinary least squares and diagnostics, and it may introduce other estimation techniques. Participants are expected to apply these techniques using statistical software packages such as R to make data-driven business decisions.

BUAD 604 [2 cr]

Time Series Analysis

This course focuses on topics in advanced econometric time series analysis. Topics will include incorporating lags optimally, stationarity and co-integration, simultaneous models, pooling data, and systems of equations. Participants apply these techniques using statistical software packages such as R to make data-driven business decisions. Prerequisite: BUAD 603.

BUAD 606 [2 cr]

Managerial Accounting for Decision Makers

This course applies accounting and finance theories to support primarily internal business decision-making processes. Participants learn how to evaluate various business decisions using relevant quantitative and qualitative statements and reports of managerial accounting information. Prerequisite: BUAD 650.

BUAD 610 [2 cr]

Business Ethics and Values-Based Leadership

This course examines the roles played by values and ethics in the many decisions faced by business organizations. Participants examine how their values are determined and how values inform responsible

behavior in organizations. Further, the course analyzes the role of firms in promoting sustainability in the communities in which they operate.

BUAD 611 [2 cr]

Humanistic Leadership

The changing nature of work in the 21st century is driving "the reconfiguration of jobs to leverage uniquely human skills: empathy, social and emotional intelligence, the ability to set context and define business problems." In addition, in a society where the workforce is increasingly dispersed, diverse and mobile, traditional command and control styles of leadership no longer have the impact that is needed for long-term organizational success. In this course we will examine the philosophy of Humanistic Leadership; a people-oriented, values driven approach to leadership that centers on enhanced self-awareness, honors human dignity, calls for increased collaboration and trust among stakeholders, and encourages systems thinking to support personal and organizational success. Topics that will be explored include: Emotional Intelligence, Authentic Confidence, Adaptive Leadership, personal mission and vision, communication styles and listening.

BUAD 612 [2 cr]

Building Inclusive Workplaces

This course develops an understanding of practices for engaging in diversity, equity and inclusion (DEI) work. Drawing on sociology, history, and women's and gender studies, this course introduces participants to a range of issues related to race, gender, sexuality and other axes of identity. This course offers tools to engage employees in complex conversations around identity, while offering practical tools for creating equitable and inclusive workplaces where a diverse range of professionals can thrive.

BUAD 615 [2 cr]

Entrepreneurship

This course develops passionate, motivated entrepreneurs. Entrepreneurship is a way of thinking and acting; it is a practice, integrated with theory, that can be learned and applied in any organizational setting. This course helps participants grow already-formed ideas, and those without ideas learn how to identify opportunities and act on them. All participants learn to create and build their ventures and discover how business ideas fit into the broader society. This course is based on the theme "act, learn, build," therefore, class sessions are active learning experiences. Participants acquire an understanding of the entrepreneurial method, a practice of opportunity recognition, resource gathering and team building, all driven by business methodologies in idea generation, feasibility analysis and business plan creation. This course helps participants re-evaluate their own views of entrepreneurship within the framework of entrepreneurial thinking and putting this mindset into action.

BUAD 616 [2 cr]

Collaborative Innovation and Design

This course explores the concept of design thinking, a proven, systematic approach for developing solutions using creative problem-solving techniques. Starting with a foundation of understanding unmet customer needs and then applying a structured framework for innovation, organizations substantially enhance the chances for new products and services success. Participants learn the basic concepts that drive design thinking and people-centric design as well as how to translate unmet needs into ideas and prototypes, analyze the economics of innovation, and apply informed decision making.

BUAD 617 [4 cr]

Strategic Sales Management

Strategic Sales Management examines sales as a core driver of firm growth, market intelligence, and customer value creation. MBA students study how organizations design sales strategy, align sales and marketing, structure and lead sales teams, manage key accounts, use CRM and forecasting tools, and build ethical, high-performance revenue systems in business-to-business and complex selling environments. The course treats sales management as a cross-functional leadership challenge rather than a narrow frontline activity. Emphasis is placed on strategic account planning, sales force design, talent development, compensation, performance measurement, digital enablement, and persuasive communication with organizational buyers.

BUAD 628 [2 cr]**Foundation Tools for Business Analytics**

This course explores how business analytics combines domain knowledge, statistics, and technology to make data-driven business decisions for solving business problems. Students are introduced to a 4-step Business Analytic Process involving: getting data, preparing data, analyzing data and communicating results to improve business performance. Online tutorials and exercises apply various tools (spreadsheet, database SQL, Tableau, Power BI and R-Studio) for making data-driven decisions.

BUAD 629 [2 cr]**Business Statistics and Analysis**

This course will apply statistical techniques such as summarization, inference, clustering, principal component analysis, and regression to make data-driven business decisions for solving business problems. Students will be expected to apply these techniques using software packages such as Excel, Tableau, Power BI, and R. Prerequisite: BUAD 628.

BUAD 630 [2 cr]**Data Visualization**

In an ever-changing world where business leaders are beginning to rely more and more on data for decision-making, the role of data presentation and visualization are becoming increasingly important. This course helps participants understand how humans process data and information. Participants also will gain a better understanding of data literacy and learn to effectively design visualizations to convey truth and meaning using data-based evidence. This course prepares participants to construct high-quality visualizations via the understanding of different types of data relationships, such as distributions, correlations, time, parts of a whole, spatial mapping and ranking. This is a practical, hands-on course; participants use Tableau and R to construct high-quality visualizations and dashboards to better inform business leaders in the managerial decision-making process.

BUAD 631 [2 cr]**Leading People and Teams**

Contemporary organizations are increasingly reliant on teams to innovate and implement creative solutions to complex problems. This course is designed to improve participants' effectiveness as leaders by introducing concepts for understanding and leading both individuals and teams in organizations. Participants are exposed to leading-edge research and are given an opportunity to practice some of the principles introduced through discussions and exercises.

BUAD 632 [2 cr]**Managing Human Resources**

This course develops an understanding of how human resource management practices influence organizational success and how general managers acquire the skills needed in order to successfully manage their people. This course draws on economics, psychology, sociology and legal issues to inform students about job analysis, human resource planning, recruiting, selecting, training, evaluating and compensating employees in order to develop and maintain a highly committed and high-performing workforce.

BUAD 633 [2 cr]**Managing Operations and Supply Chains**

This course focuses on how to use operations and systems to gain strategic advantage. Participants examine transforming inputs into outputs and using information to improve that transformation – the keys to a firm's success, from manufacturers managing their supply chain to service providers.

BUAD 637 [2 cr]**Leading Change**

This course prepares innovative leaders for putting fresh ideas to work and to do so responsibly. It examines the skills and tools required to be a transformational leader. Participants explore how successful leaders influence groups, understand behavior, and lead people toward the achievement and realization of the organizational vision. Prerequisite: BUAD 631.

BUAD 640 [2 cr]**Business Communication**

This course is designed to develop the participant's communication skills by applying principles of communication science and the psychology of persuasion in a contemporary business setting. Crafting messages that are not only effective, but also ethical, is of foremost concern in this course. Communication strategies with which leaders can appeal to audiences both internal and external to their organization will be explored. A variety of message forms will be considered and rehearsed, including oral presentations, traditional written discourse, and digital messaging.

BUAD 641 [2 cr]**Project Management**

The dynamic business climate, insufficient employee/champion engagement, and less than stellar project success rate has necessitated updated Project Management practices. This course will offer transformational Project Management concepts essential for today's fast-paced project economy. We will navigate the necessary soft skills of high-level PM leadership, insights into valuable communication practices, proper identification of all stakeholders, and beneficial decision-making skillsets. Each graduate candidate will be responsible for developing their own project to learn first-hand about the foundational project framework to increase the likelihood of project success.

BUAD 650 [2 cr]**Financial Valuation Principles**

This course emphasizes the knowledge, skills and tools necessary for financial decision-making. Topics include the time value of money, the determinants of interest rates, the valuation of financial assets, the risk-return relationship, and the basics of financial planning and capital structure.

BUAD 651 [2 cr]**Financial Management**

This course provides an overview of the financial management aspects of business organizations, emphasizing case analysis. Topics include evaluation of performance through financial-statement analysis, capital-budgeting analysis, working capital management and dividend policy. Prerequisite: BUAD 650.

BUAD 670 [2 cr]**Marketing Management**

This course takes a strategic and analytical approach to the study of consumers, products and markets. Attention focuses on the recognition of opportunities, the development of marketing strategies and the design of an effective marketing mix both for consumer and business markets. Work with simulations makes participants aware of the financial impact of marketing strategies.

BUAD 671 [2 cr]**Integrated Marketing Promotions**

This course offers a hands-on approach to business models and proposals. The primary work output will be a viable business and promotion plan. Students will work with regional small businesses and charities. Some of these firms may be associated with the Green Bay Packers Protégé-Mentor Program. This advice will be an integration of formal marketing concepts participants have already been exposed to in BUAD 670. Through a combination of class discussion, individual and group work, participants establish an understanding of how a particular firm faced with challenges needs to adapt in order to succeed. This course's overriding perspective is entrepreneurial and marketing-centric, with participants applying core management concepts from the marketing field, including value-proposition development, target marketing assessment and strategic response. The course is specifically designed for participants who have a keen interest in strategic formulation and in being a contributing member on a consulting team. Prerequisite: BUAD 670.

BUAD 685 [4 cr]**Strategic Management Capstone**

Managers make significant strategic decisions as part of their jobs as they seek to grow a business. Such decisions may include developing and introducing a new product or process, acquiring another firm, responding to a competitor or to a crisis, forming a strategic alliance, or entering a new market. These decisions are complex and must take all business functions (finance, marketing, management and operations) into consideration. The strategic management process considers the basic direction and goals of an organization, the environment (social, political, technological, economic and global factors), industry and market structure, and organizational resources and capabilities. This course serves as a capstone experience and emphasizes the development and successful implementation of strategy in different types of firms across industries. Case analyses, live business projects and a business simulation are used as learning vehicles. Prerequisites: BUAD 601, 602, 606, 629, 631, 633, 651, and 670.

BUAD 686 [2 cr]**Nonprofit Management**

This course focuses on the fundamental differences between managing a mission-driven enterprise compared to a profit-driven company. The course begins by exploring the sector - examining what makes nonprofits unique, the history of the nonprofit sector, the theoretical underpinnings for its existence, and its scope and impact on society. In addition, the course will then examine governance and accountability of nonprofit boards, funding challenges, program evaluation, the role of nonprofits in policymaking, and the unique aspects of nonprofit finance. Throughout, students will examine real world examples and review the theories and practices that apply to them. Students will leave the course with a greater awareness of the role of nonprofits in society as well as the essential skills in leading a nonprofit.

BUAD 689 [2 cr]**Special Topics**

This course will cover a variety of timely or specialized business-related topics. As a result, course content varies. Contact the MBA Director for current course descriptions and prerequisites. Students may repeat this course under different topics.

4+1 MBA GRADUATE COURSES

The following courses are only available to graduate students in the 4+1 MBA Program:

BUAD 605 [4 cr]**Leadership & Change Management**

This course explores the intersection of change management theory and practice, examining how leaders and followers use models of change to mobilize organizations, navigate resistance, and avoid stagnation. Through real-world cases, students will learn how ethical leaders and engaged followers diagnose challenges, influence behavior, marshal resources, and align collective action with organizational missions and values. The course prepares students to become effective agents of adaptive sustainable change by integrating and applying varied conceptual frameworks.

BUAD 614 [4 cr]**Innovation**

This course focuses on developing the practical skills required to lead innovation inside organizations. The course examines how firms create, evaluate, and scale new ideas in uncertain environments, with a focus on building repeatable innovation capabilities rather than relying on one-off breakthroughs. Innovation is explored at multiple levels—product, process, business model, and ecosystem—while developing a disciplined approach to opportunity recognition, customer discovery, experimentation, and strategic decision-making under uncertainty. Students learn and apply tools such as design thinking, lean startup experimentation, rapid prototyping, business model innovation, and corporate venturing frameworks. The course emphasizes how innovation aligns with competitive advantage and long-term value creation.

BUAD 620 [4 cr]**Business Ethics**

This course develops students' ability to recognize, analyze, and respond to ethical issues in contemporary business environments. Students will examine how their values are determined and how values inform responsible behavior in organizations. This course builds on foundational business knowledge to examine ethical decision-making in areas such as corporate governance, social responsibility, sustainability, and data use. Through case analysis and applied learning, students strengthen critical thinking and prepare to lead with integrity in complex organizational settings.

BUAD 642 [4 cr]**Cases in Organizational Behavior**

This case-based course explores how individuals, teams, and organizations function and how leaders can influence performance. By integrating Organizational Behavior theories with real-world cases, students will develop practical tools to diagnose and address complex challenges. Topics include motivation, leadership, decision-making, power and influence, teams, and organizational culture. Through discussion and applied analysis, students will learn to translate evidence-based frameworks into actionable strategies, strengthening their effectiveness as organizational and community leaders.

BUAD 652 [4 cr]**Cases in Financial Management**

This course provides an overview and applications of the financial management decisions faced by business organizations. Topics include evaluation of performance through financial statement analysis, capital budgeting decision analysis, the financial planning and capital structure decision, and working capital management. Case analysis will be used to provide realistic contexts for making these important financial decisions.

BUAD 662 [4 cr]**Cases in Marketing Management**

A proper marketing perspective looks for competitive gaps in the marketplace to add value and maintain loyal customers. Through analysis and discussion of contemporary and classic business cases, as well as lectures and simulations, students will explore how firms identify market opportunities, craft competitive positioning, manage brands, design channel strategies, and respond to dynamic customer needs. The course demands reasoned, best-practices problem-solving with analytical finesse as students tackle complex marketing challenges across industries, diagnose marketing problems, evaluate strategic options, and defend customer-centric recommendations that create competitive advantage.

CHEMISTRY**CHEM 100 [4 cr, Core: PN]****Applications of Chemistry**

This course is primarily designed as a terminal course for non-science majors but is open to all students. Many of the traditional chemical theories will be presented but always in association with a topic of everyday interest. The selection and sequence of topics will vary with the instructor and times. Labs illustrating applications will be carried out where appropriate. A student who has received credit for CHEM 105 or CHEM 107 may not take CHEM 100 for credit without the registrar's consent.

CHEM 105 [4 cr, Core: PN]**General Chemistry 1**

This course outlines the basic principles, laws and definitions of chemistry. Students will also learn atomic theory and basic reaction chemistry. Gas laws and enthalpy are also introduced. Laboratory work consists of experiments illustrating the above and an introduction to basic laboratory techniques. The course consists of both weekly lectures and a scheduled laboratory. Prerequisite: One year of high school chemistry. Students must test into a math class higher than MATH 102 to enroll. Fall semester.

CHEM 107 [4 cr]**General Chemistry 2**

This course is a continuation of the topics presented in CHEM 105. Emphasis will be on the study of ions in solutions and chemical equilibria. Both chemical kinetics and thermodynamics will be covered. The course consists of weekly lectures and a scheduled laboratory. Prerequisite: CHEM 105 or instructor consent. Spring semester.

CHEM 211 [4 cr]**Analytical Chemistry**

An introductory course in the principles of quantitative techniques and calculations. Topics include statistics, acid-base chemistry, as well as acid-base, complexation and EDTA titrations. The weekly laboratory experiments are selected to provide experience in the analytical methods described in the lecture. Prerequisite: CHEM 107. Spring semester.

CHEM 220 [4 cr]**Organic Chemistry**

The purpose of this course is to introduce students to the basic language of organic chemistry. Selected topics include organic nomenclature, orbital hybridization, stereochemistry, and the chemistry of alkanes, alkenes, alkynes and a few common instrumental methods (NMR, IR and GC-MS). Success in this course will depend on students' abilities to engage in a process that requires applying basic principles to the analysis of complex problems. Four lectures, one lab per week. Prerequisite: CHEM 107. Fall semester.

CHEM 222 [4 cr]**Organic Chemistry: Intermediate**

This course is intended for, but not limited to, students who are completing majors outside of Chemistry (e.g. Biology, Environmental Science or Natural Science). Selected topics include redox chemistry, carbonyl chemistry, aromatics, cycloadditions and the applications of instrumental methods (NMR, IR, GC-MS). In addition, select topics in bioorganic chemistry will be covered that serve to illustrate the application of mechanistic organic chemistry to the solution of problems of biochemical or medicinal interest. The lab component of the course will serve to reinforce topics discussed during the lectures. Prerequisite: CHEM 220.

CHEM 232 [4 cr]**Organic Chemistry: Research Emphasis**

This course is intended for, but not limited to, students who are completing a major in Chemistry, including those pursuing the Biochemistry concentration in the major. Selected topics include redox chemistry, carbonyl chemistry, aromatics, cycloadditions and a few common instrumental methods (NMR, IR, GC-MS). The course will have an expanded, project-based laboratory. Prerequisite: grade of "C" or better in CHEM 220.

CHEM 250 [4 cr]**Nutritional Biochemistry**

This course examines the biochemical foundations of human nutrition, including the structures and functions of macronutrients and micronutrients. Topics include digestion, absorption, transport, and storage of nutrients; major metabolic pathways for carbohydrate, lipid, and protein metabolism; and the roles of vitamins and minerals as cofactors in enzymatic reactions and metabolic regulation. Prerequisites: CHEM 105, CHEM 107, and BIOL 120 or instructor consent. Restricted to Nutrition Majors.

CHEM 302 [4 cr]**Environmental Chemistry**

This course uses the principles of chemistry to understand natural systems and assess human impact on these systems. Lecture topics will include atmospheric chemistry, the chemistry of natural aqueous systems, data collection and interpretation, and the chemistry of pollutants such as anthropogenic organic compounds and heavy metals. The laboratory aspect of the course will focus on analytical techniques commonly used in environmental analysis. Prerequisite: CHEM 107.

CHEM 307 [4 cr]**Bioorganic Chemistry**

An advanced special topics course in organic chemistry with emphasis on the mechanistic aspects of biomolecular action and drug design. Topics of discussion include anti-tumor agents, antibiotics, cholesterol-regulating agents, coenzymes and catalytic antibodies. Prerequisite: CHEM 222 or CHEM 232. Summer session, alternate years.

CHEM 310 [4 cr]**Organic Chemistry: Advanced**

A study of modern methods for the asymmetric synthesis of organic compounds with emphasis on reaction mechanisms. Prerequisite: grade of "C" or better in CHEM 222 or CHEM 232.

CHEM 330 [4 cr]**Physical Chemistry 1**

The first semester of a year-long sequence utilizing the mathematical approach in the study of chemistry. Topics include the first, second and third laws of thermodynamics, the thermodynamics of ideal and real solutions, and an introduction to solution and gas phase kinetics. The laboratory experiments involve the application of these concepts to calorimetry, spectroscopy, electrochemistry, chemical kinetics and chemical equilibrium. Prerequisite: CHEM 211 and CHEM 222 or CHEM 232, MATH 132, PHYS 122 or (with instructor consent) PHYS 112. Fall semester.

CHEM 332 [4 cr]**Physical Chemistry 2**

The second semester of the yearlong sequence introduces the concepts of quantum theory of atoms and molecules. The development of quantum mechanics is traced from the Bohr model of the atom to modern applications of computational chemistry. In the laboratory, students use computational chemistry and spectroscopy to illustrate the theoretical and mathematical concepts developed in the course. Prerequisite: CHEM 330. Spring semester.

CHEM 350 [4 cr]**Biochemistry 1**

The first half of the course covers the chemistry of carbohydrates, proteins, nucleic acids and lipids. Particular attention is given to enzyme kinetics and other methods available to study protein structure and function. The second half of the course focuses on bioenergetics and metabolism. Glycolysis, gluconeogenesis, the pentose phosphate pathway, citric acid cycle and oxidative phosphorylation are covered in detail. Weekly experiments are selected to provide experience in modern biochemical lab techniques. Students must present a paper published in the primary literature to their peers. Prerequisite: grade of "C" or better in BIOL 244 (or instructor consent) and a grade of "C" or better in CHEM 222 or 232.

CHEM 351 [4 cr]**Biochemistry 2**

This course is designed as a continuation of CHEM 350. Topics include metabolism of lipids, proteins and nucleic acids, integration and regulation of metabolism and photosynthesis. Students are expected to read and discuss current publications from the primary literature. In addition, students must write a review article on an approved topic of their choice and present their findings to the class. The laboratory component of this course focuses on recombinant protein technologies. Prerequisite: grade of "C" or better in CHEM 350. Spring semester, alternate years.

CHEM 389 [4 cr]**Special Topics**

Lecture, laboratory and/or literature studies at an advanced level. The intent is to provide students with the opportunity to increase their understanding of chemistry beyond the scope of the basic core courses. Representative topics include areas such as advanced biochemistry, organometallic chemistry, polymer chemistry and heterocyclic chemistry. Restriction: instructor consent.

CHEM 490 [2 or 4 cr]**Independent Study**

A course that allows students to pursue research on an individual basis under the direction of a faculty member in Chemistry. The specific topic of study is mutually agreed upon by the student and the faculty member directing the research. Restrictions: instructor consent and approval of the dean of arts and sciences.

CHEM 492 [2 or 4 cr]**Directed Research**

An independent study course involving laboratory experiences under the direction of a faculty member in Chemistry. A written report is due two weeks before the end of class. Students who wish to use a summer research experience performed at a site other than St. Norbert College as a substitute for CHEM 492 must have the discipline's approval prior to undertaking the activity. Restriction: instructor consent.

CLASSICAL, MEDIEVAL & RENAISSANCE STUDIES**CLAS 105 [4 cr, Core: SL]****Classical Languages for the Professions**

Professionals in a wide variety of fields rely upon technical terminology to communicate the specific and complex ideas unique to their given profession. These technical terminologies all have roots in the Classical languages of Ancient Greek and Latin, and this language course offers a unique opportunity for students to tap into these roots, the better to prepare for the rigors of their chosen field. This course will be of particular benefit to those entering the medical or legal professions, but will also have practical applications to students in the Natural Sciences, Political Science, Business, Communication, Psychology, or Education. Study of the Classical languages may also help improve critical thinking and problem solving skills, enhance English vocabulary, reading comprehension, and writing skills, and boost graduate school entrance exam scores. This course satisfies the second language requirement for the College. Prerequisite: Latin 101 or Greek 111 Spring semester.

CLAS 107 [4 cr, Core: WT]**Introduction to Roman Archaeology**

What was it like to live under Roman rule? How is it that the Romans can feel so familiar and yet so profoundly foreign? This first year seminar seeks to address these questions and to shed light on the distinctive features of Roman culture through the critical examination of the material remains that the Romans left behind. Students will gain familiarity with the major monuments, artifacts, and works of art produced over the course of Rome's history from its origins in the eighth century BCE down to the dissolution of its Empire in the fifth century CE. This course will also serve as an introduction to the most important questions underlying archaeological research in the Roman world today and the methods employed in their investigation. Major topics to be explored include the changing relationship between state and society; imperial conquest and multiculturalism; daily life (urban and rural); the ancient economy; religious pluralism; and the legacy of the Romans. The course satisfies the following goals of the Core Curriculum within the Western Tradition (WT) area: Problem-Solve Creatively, Think Critically.

CLAS 110 [4 cr]**The Language of Heroes**

This course takes an interdisciplinary approach to the exploration of the concept of "the hero" in the ancient and medieval world. The four segments of the course will cover an important hero of a specific cultural period: the Mesopotamian hero Gilgamesh, the Egyptian folk-hero Sinuhe, the Greek hero Oedipus, and the Arthurian hero Sir Gawain. Each of the four segments will be composed of three phases:

- 1) Linguistic: an introduction to the alphabets and basic linguistic concepts, as well as the medium of communication in that language. Languages include Babylonian Cuneiform, Middle Egyptian Hieroglyphs, Attic Greek, Anglo-Saxon Runic Script, and Old and Middle English.
- 2) Cultural: a discussion on the historical events and cultural and philosophical ideologies that shaped artistic expression in that culture.

3) Heroic: an exploration on the concept of hero as demonstrated through a particular hero narrative to illustrate how the character and the role of the “hero” change to reflect the ideologies and values of that culture. We will also study the concept of “hero” in 20th and 21st century America as a basis for comparison. Fall, even-numbered years.

CLAS 201 [4 cr, Core: WT]

Medical and Legal Terminology From Greek and Latin

This course offers a unique approach to the instruction of Classical languages, concentrating on the grammar and vocabulary of ancient Greek and Latin essential to the technical languages of many professional fields. Essentially it is two full courses intensively rolled into one: Medical Terminology and Legal Latin. The first half of the course is essentially a 6-week intensive course in Latin. It covers Latin grammar, syntax, and vocabulary essential in modern and historical jurisprudence and legal practice. The second half of the course focuses on scientific, specifically medical, terminology. Scientific terminology is created using roots fused with prefixes and suffixes borrowed primarily from Greek and Latin. Students will learn the most common prefixes, suffixes, and roots, and how they are fused together to form scientific terminology. The Medical Terminology segment of this course covers the content and material of an entire Medical Terminology course and thus fulfills such prerequisite requirements for certain health professional and graduate programs. Fall semester.

CLAS 322 [4 cr, Adv Core: IS]

Foodways in Classical Antiquity

How one procures, prepares, and consumes one's food can be understood as an expression of how one exists in the world. Food is thus not only a biological necessity, but also a marker and maker of identity. Drawing on a variety of primary sources (literary accounts, archaeological evidence, artistic representations) and secondary scholarship, this course explores the complex role of food and drink in the societies of ancient Greece and Rome. What foods did the ancient Greeks and Romans consume, and how did they acquire their raw ingredients? How did everyday meals differ from special-occasion feasts? What can cooking techniques and consumption rituals reveal about ancient persons' economic priorities, place in society, tastes, and even aspirations? These are a few of the questions that we will explore in this course. While Greco-Roman foodways will be our focus, parallels drawn from other historical and modern societies will provide a basis for assessing the universal and particular aspects of peoples' relationship with food. This course satisfies the following goals of the Core Curriculum within the Individual and Society (IS) area: Problem-Solve Creatively, Think Critically.

CLAS 325 [4 cr, Adv Core: WT]

Classical Mythology

This course will study both Greek and Roman mythology in their literary and cultural contexts. The course will consider the meanings, purposes and universality of various myths, such as the stories of Prometheus, Orpheus, Oedipus and Aeneas. It may also include comparative elements, touching, for example, Norse, Celtic and American Indian myths.

CLAS 490 [2 or 4 cr]

Independent Study

This course allows a student and instructor to read a major classical author or text of particular interest. Restriction: instructor consent and approval of the dean of arts and sciences.

CLAS 492 [2 or 4 cr]

Directed Research

An arranged course in which the student conducts research or translation work under the supervision of a faculty member. Restrictions: instructor's consent or discipline approval. Fall semester.

COMMUNICATION AND MEDIA STUDIES

COM 100 [4 cr]

Introduction to Communication

This course offers a survey of the communication field. Grounded in communication theory and research, the course explores the dynamic communication process, introducing students to core concepts such as verbal and nonverbal communication and listening. Competence, ethical awareness, and cultural understanding are emphasized. Students will engage with real-world examples and applications across various communication settings such as interpersonal relationships, group and organizational communication, mass media, and digital media. Offered fall semesters.

COM 129 [4 cr, Core: DD]

Great Speeches in US History

This course examines how influential speakers have challenged perception and expanded democratic participation in the United States. Through the study of speeches by abolitionists, women's rights advocates, labor organizers, civil rights leaders, Indigenous activists, and others, students explore how public oratory has shaped American beliefs, values, and institutions. Emphasizing diverse voices and perspectives, the course investigates questions of identity, citizenship, justice, and inclusion while developing students' skills in critical reading, analysis, and interpretation. Restricted to first year students.

COM 200 [4 cr]

Mass Media

Mass communication plays a significant role in each of our lives and in our society. In this course, you will be introduced to basic principles for understanding and critically using mass media. The history of and current trends in print, film, radio and sound recording, television, video games, the internet, advertising, and public relations will be explored. By the end of the course, you will be better able to interact with mass media personally and professionally. Students who have taken COM 124 should not enroll. Offered spring semesters.

COM 205 [4 cr, Core: IS]

Interpersonal Communication

Interpersonal communication is the most fundamental aspect of the human experience. By communicating with people around us we develop a sense of self and establish a relational network critical for our survival, success, and emotional well-being. This course will survey key theories, concepts, and research in the field of Communication. We will work to connect theory with practical applications to build interpersonal competencies. By the end of the course, you should acquire an understanding of the psychology of human relations and be better equipped to evaluate and respond to everyday communication challenges

COM 210 [4 cr]

Introduction to Public Relations

An introduction to public relations theory and practice. Students will develop skills in public relations writing, public relations research, and public relations planning. Attention will also be paid to the history of the public relations profession and the role of public relations in our society. Students who have taken COM 133 should not enroll. Offered spring semester.

COM 215 [4 cr]

Business & Professional Speaking

This course develops the communication skills necessary for success in professional and organizational settings. Designed as a foundational course for Communication majors, students will build and refine competencies in professional speaking, workplace communication, and career preparation. Emphasis is placed on audience-centered message design, effective delivery, and adapting communication across contexts. Students will engage in a variety of speaking experiences, including impromptu, informative, persuasive, and group presentations, while also developing practical career skills such as résumé and

cover letter construction, interviewing, and professional negotiation. Through applied practice and feedback, students will strengthen their ability to communicate clearly, confidently, and strategically in professional environments. Students who have taken COM 322 should not enroll. Offered fall and spring semesters.

COM 220 [3 cr]

Negotiation in Business & Sales

You may not realize it, but negotiations are a constant part of life. In business, negotiations are key parts of a corporation's strategy. In your personal life, negotiations play the same role - you negotiate which movie to watch with your friends or what apartment to rent with your partner. This course will introduce you to the concepts behind negotiation and provide opportunities to practice and develop your own negotiating style.

COM 222 [4 cr]

Small Group Communication

Human beings are often expected to work together to accomplish tasks and make critical decisions without any training or tools to facilitate effective group processes. This course explores the factors that impact group experiences and provides students with opportunities to observe and evaluate groups, use theory to understand group functioning, and develop skills that can be applied to the groups they will encounter in the classroom, at work, and in their personal lives. Offered fall semesters.

COM 252 [4 cr]

Writing for Media

An intensive writing course designed to introduce styles and conventions for advertising, public relations, journalism, screenwriting, and social media. This course covers style rules, editing, lead writing, libel law, story construction, interviewing, rewriting and other topics. Offered fall semesters.

COM 315 [4 cr]

Conflict Communication

Conflict Communication examines the forces that generate and influence conflicts and the techniques that can be used to direct these forces toward productive outcomes. We will discuss constructive and destructive conflict, analyze a conflict de-escalation model called the third side, and review a variety of topics relating to conflict in our interpersonal relationships and in our world. Offered fall semesters, even years.

COM 317 [4 cr, Adv Core: DD]

Netflix: Disruptive Entertainment

This course will explore the ways that Netflix is (and is not) disruptive across three major components of media: content, production, and consumption. One of the primary topics will be Netflix and groups that are typically underrepresented in entertainment media both behind the scenes and on screen. J-Term and summer sessions. Online asynchronous course

COM 323 [4 cr]

Nonverbal Communication

Nonverbal communication encompasses a wide range of human behavior that often occurs outside our conscious awareness. Many categories of nonverbal communication will be examined including the environment, territory and personal space, and physical characteristics. We will observe and analyze the many functions of nonverbal communication, such as managing interaction, expressing feelings, and expressing our social identities. By bringing nonverbal communication into your conscious awareness and studying its many functions, you can become a more effective and sensitive communicator. Offered fall semesters, odd years.

COM/WMGS 331 [4 cr, Core: DD]

Women and Media

Why are some genres of media labeled as feminine or masculine? How are women represented in media? What impacts do these representations have on media viewers? This course will explore these

questions and more from multiple scholarly perspectives. Various forms of media such as advertising, television, movies, video games, and news will be considered.

COM 336 [4 cr]

Intimate Relationships and Media

This course focuses on the intersections of intimate relationships and media. We will explore theories and research that describe how relationships, especially romantic ones, develop, thrive, or deteriorate over time. Then we will examine the role of media such as online dating platforms, social media, television, and movies in these processes. Prerequisite: COM 200.

COM 339 [3 cr]

Relationship Driven Sales

This course will not just teach you about selling, it will teach you how to sell. This experiential learning-based course will provide you with best practice models of selling. It will cover selling from prospecting through relationship building, and through the use of role-plays and other experiential activities it will equip the student with the fundamental knowledge, skills, and attitudes necessary to succeed in a professional selling position. Online asynchronous. Offered spring semesters.

COM 350 [4 cr]

Media Production

This course introduces students to the principles, tools, and practices of creating media content across platforms. Emphasizing hands-on learning, students will develop fundamental digital skills while engaging with the creative, ethical, and organizational dimensions of media production. Topics like planning, scripting, visual composition, lighting, sound recording, editing, and distribution will be covered. Offered fall semesters.

COM 352 [4 cr, Adv Core: IS]

Media Psychology

This course will explore the field of media psychology including theories and research on a variety of subjects. Topics include audience involvement, effects of media stereotypes, influence of advertising, psychology of gaming, the social nature of media, effects of media violence, and more.

COM 364 [4 cr]

Media Law and Ethics

This course examines the origins and background principles of media law with a focus on Supreme Court cases and agency regulations that govern media action and consequences. Operation of the media within the law and guiding principles will be examined as well as the consequences that result when laws or principles are violated. Highlighted will be ethical dilemmas that can occur even when laws are obeyed or when laws come into conflict with other laws.

COM 379

Media Special Topics

This course concentrates on a topic pertaining to the current needs and interests of faculty and students. The topics covered will vary from semester to semester and will be announced in the timetable of courses whenever the course is offered.

COM 384 [4 cr]

Social Media

Students in this course will consider how news and social media influence culture, politics, commerce, identity, and relationships. The course uses both old and new theories of communication and media studies to understand how power and influence are asserted and resisted in digital spaces. The course adopts a digital storytelling perspective for developing expertise about new media campaigns.

COM 389**Communication Special Topics**

This course concentrates on a topic pertaining to the current needs and interests of faculty and students. The topics covered will vary from semester to semester and will be announced in the timetable of courses whenever the course is offered.

COM 390 [4 cr]**Sports Media**

This course presents a broad overview of how sports reflect and perpetuate ideas, values, and meanings in our culture. Attention will be paid to the role sports play in shaping community and addressing exigent socio-political issues. Students will be introduced to the fields of sports media, strategic sports communication, and crisis communication in sports. Additional topics include sports gaming, identity in sports, and sports fan culture. Offered fall semesters.

COM 400 [4 cr]**Communication Capstone**

This capstone course serves as the culminating academic experience for communication majors. Students integrate and apply communication theories, concepts, and research methods through the development of a semester-long, self-directed project. Projects are designed to connect theoretical frameworks to real-world contexts and may take a variety of forms (e.g., research studies, applied communication campaigns, or community-based initiatives). Emphasis is placed on critical analysis, effective communication, and the ability to synthesize disciplinary knowledge. Students will engage in independent work, peer collaboration, and faculty-guided feedback while demonstrating mastery of communication principles and practices. Graded as pass/ fail only.

COM 427 [4 cr]**Communication Theory and Research**

Communication Theory and Research explores influential social scientific theories and research methods commonly used in the field and provides opportunities to reflect on how these theories and methods are applicable outside of the classroom. Required for the interpersonal and business & professional concentrations.

COM 468 [4 cr]**Media Theory and Research**

Media Theory and Research explores influential social scientific theories and research methods commonly used in the field and provides opportunities to reflect on how these theories and methods are applicable outside of the classroom. Required for the journalism, media, public image and promotion, and sports media concentrations. Restriction: senior standing. Fall semester.

COM 490**Independent Study**

A course allowing students and faculty to explore topics of special interest together. Restriction: instructor consent and approval by the dean of arts and sciences. Graded as pass/ fail only.

COM 492 [2 or 4 cr]**Directed Research**

Qualified students may perform research projects under the supervision of a Communication and Media Studies faculty member. Restriction: instructor consent and approval by the dean of arts and sciences.

COM 494 [4 cr]**Internship**

This internship experience allows students to apply their studies in a supervised work situation. Students benefit from an inside look at different kinds of organizations, a chance to work in their field of study, and gain experience with state-of-the-art equipment and practices. Restrictions: instructor consent, approval by the dean of arts and sciences, and junior/senior standing. Does not fulfill a 400-level requirement for the major. Graded as pass/ fail only.

COM 499 [0 cr]**Major Portfolio**

All Communication and Media Studies majors are required to complete a major portfolio in order to fulfill the COM 499 graduation requirement. Details regarding portfolio requirements and evaluations are provided to all majors. Senior Communication and Media Studies majors enroll in COM 499 during their final semester, and completed portfolios will be reviewed according to the schedule provided. Restriction: Senior standing. Graded as pass/ fail only.

COMPUTER SCIENCE**CSCI 110 [4 cr, Core: QR]****Introduction to Computer Programming**

A lecture and laboratory course which provides an introduction to structured and object-oriented programming using a language such as C++ or Java. Topics include the role of a stored program, problem definition, algorithm design, coding and testing, and documentation as well as functions, parameters, control structures, arrays, structs, file streams and the use of standard objects. Applications are taught through classroom examples, laboratory exercises and programming assignments. Structured programming and top-down design are emphasized throughout the course. Weekly laboratory sessions reinforce programming techniques and the process of program design.

CSCI 150 [4 cr, Core: QR]**Applications of Discrete Structures**

Discrete structures are sets of distinct or unconnected elements. These structures are useful when solving problems that require counting objects, exploring the relationship between finite sets, and analyzing an algorithm (a finite sequence of steps) for its effectiveness and efficiency. Discrete structures can be used to answer questions in a variety of disciplines. In this course students learn techniques for solving problems and defending their solutions while improving their ability to think logically, algorithmically, and quantitatively. Weekly laboratory sessions provide opportunities for students to analyze problems and experiment with their solutions. This is not a programming course. Spring semester.

CSCI 201 [4 cr]**Data Analytics I**

A lecture and laboratory course that provides an introduction to structured programming using the language Python. Particular emphasis is placed on commonly used tools for data analysis including the numpy library, the pandas module, and techniques for reading in data from various sources. Prerequisite: CSCI 110.

CSCI 205 [4 cr]**Software Engineering and Elementary Data Structures**

A continuation of CSCI 110, this lecture and laboratory course introduces elementary data structures and advanced programming concepts needed to solve more challenging problems. Software engineering principles and object-oriented concepts are studied and applied to various types of problems. Object-oriented topics include class inheritance, encapsulation, polymorphism, error handling and error recovery. Additional topics include dynamic memory, pointers, linked lists, stacks, recursion, activation records and binary files. Special focus is given to software engineering principles including abstraction, modularity, generality, portability, robustness, and internal and external documentation. Lab sessions reinforce concepts presented in lecture sessions, introduce methods of experimentation and present new concepts. Prerequisite: grade of "CD" or better in CSCI 110.

CSCI 220 [4 cr]**Advanced Data and File Structures**

A continuation of CSCI 205, this lecture and laboratory course focuses on advanced data structures and the analysis of their performance. After reviewing pointers, linked lists, stacks and recursion, the following

topics and their associated algorithms are studied in detail: multi-linked lists, simulating recursion, queues, trees and graphs. Advanced sorting and searching algorithms are also analyzed. Some file structures such as B-trees and hash files are studied. Labs and assignments are used for experimentation, to present new algorithms and concepts, to analyze and compare algorithms, and to reinforce lecture material. Students apply their knowledge to new problems, developing solutions by extending or enhancing various algorithms. Prerequisites: grade of “CD” or better in CSCI 205 and either CSCI 150 or MATH 250. Spring semester.

CSCI 225 [4 cr]

Machine Organization and Assembly Language

This lecture and laboratory course provides an introduction to the internal operations of digital computers. Topics include computer architecture, memory control, processing, I/O devices, machine language, microcode, instruction types and format, fetch-execute cycle, timing, I/O operations, interrupt handling, data representation, basic computer arithmetic, addressing modes and assembly language programming. Weekly laboratories will extend concepts discussed in lectures and focus on using the computer as an experimental tool. Working in teams, students will research a topic in computing, design a web site describing their findings and formally present their results. Prerequisite: grade of “CD” or better in CSCI 205. Fall semester.

CSCI 234 [3 cr]

Content and Systems Design

If you’ve ever enjoyed the experience of playing a video game, you’ve had a first-hand lesson in how important content and systems design are. The experience of a game is driven by four major components: content, systems, narrative, and user experience. This class will help you learn to design all four components, and build a deeper understanding of the game development process and an introduction to concepts in scripting. This online class has optional live sessions. Prerequisite: grade of “CD” or better in CSCI 225.

CSCI 235 [3 cr]

Unity I: Working with Unity

The Unity engine powers nearly 50% of all games and nearly 75% of mobile games. This course, built in collaboration with Unity and the IGDA, will introduce you to developing games in Unity. By the end of this course, you’ll learn how to build a fully functioning game within the Unity system, including all key elements. This online course has optional live sessions. Prerequisite: grade of “CD” or better in CSCI 220 and CSCI 225.

CSCI 240 [3 cr]

Introduction to Generative AI

Provides a foundational understanding of generative AI technologies, including transformers and large language models, and teaches practical skills for deploying and fine-tuning AI solutions across various industries. Prerequisites: CSCI 220, CSCI 225, Python proficiency measured by instructor consent.

CSCI 241 [3 cr]

Predictive Modeling in AI

Teaches students how to analyze, interpret, and forecast complex data using AI tools, focusing on techniques like regression analysis and neural networks to build robust predictive models. Prerequisites: CSCI 240, MATH 221.

CSCI 242 [3 cr]

Prescriptive AI

Teaches advanced AI techniques like optimization and reinforcement learning to build intelligent systems for better decision-making, focusing on practical applications in business, robotics, and more. Prerequisites: CSCI 240 and instructor consent.

CSCI 289 [2 or 4 cr]**Special Topics**

This is a course designed for individual or group study through special arrangement with a faculty member. The content and methodology will be determined by the instructor. This course can be used to incorporate new material, new technologies, and new methodologies to be introduced into the curriculum. instructor consent required.

CSCI 310 [4 cr, Adv Core: IS]**Computing in a Global Society**

Computing has brought the people of the world closer together but has also divided us in significant ways. This course will examine the development of the global computing society, compare its impact and influence on developed and developing countries, and discuss the responsibilities of those who dominate it. This course will address the effects that computing has on the global society and its individuals rather than the technical content of computing. Hands-on experiences will be used to illustrate the disparity of computing resources among societies, the immediate and global impact of computing on the global society, and differences in how societies control access to computing resources.

CSCI 321 [4 cr]**Analysis of Algorithms**

This is a lecture and laboratory course that studies effectiveness, efficiency and clarity considerations in algorithm design and implementation. Both sequential and parallel algorithms are included. General techniques such as divide and conquer, greedy methods, dynamic programming, backtracking, searching and various traversals will be studied. Methodologies for analyzing algorithm efficiency are reviewed, providing the basis for studying computational complexity, and the classification of problems as being in classes P, NP and NP-complete according to their inherent difficulty. Students will distinguish tractable problems (problems with efficient solutions) from intractable problems (problems whose known solutions are impractical regardless of how powerful the computer becomes). Prerequisite: CSCI 220. Alternate years.

CSCI 322 [4 cr]**Programming Languages**

A programming language is a tool for instructing computers and computerized equipment, a means for programmers to communicate with each other, a method for expressing high-level design, a notation for algorithms, and a tool for experimentation. Students obtain an understanding of these essentials of programming languages, such as syntax, semantics, run-time structure, and data and procedural abstraction. Students study the underlying structures of programming languages along with necessary tools for critical evaluation of existing and future programming languages, concepts, and paradigms. Principles that distinguish languages and paradigms are stressed. Familiar and unfamiliar programming paradigms are covered in lectures and laboratories. Prerequisites: CSCI 220 and CSCI 225. Fall semester.

CSCI 323 [4 cr]**Theory of Computation**

This is a lecture and laboratory course that formalizes a definition of a computation model, and then uses it to study the fundamental question, "What can and cannot be computed?" Students study deterministic and non-deterministic computational models such as finite automata, push-down automata and Turing machines, as well as regular expressions and grammars. Types of problems that can and cannot be solved by each of these models of computation are identified. The Church/Turing thesis, which attempts to describe what is and is not solvable by our current model of computation, is also studied. Prerequisite: CSCI 220. Alternate years.

CSCI 330 [4 cr]**Database Techniques and Modeling**

This is a lecture and laboratory course that introduces fundamental concepts of database modeling, database design and the languages and facilities provided by database management systems. It investigates data structuring implementation techniques appropriate for databases. Entity/relationship

diagrams are used for modeling. A three-layered view of database architecture is studied. The relational database model is stressed but other models are also discussed. Students work within a team environment to model and design a solution to a substantial database problem. Teams implement their solution using a robust user-interface that communicates with a database management system. Prerequisite: CSCI 205. Alternate years.

CSCI 335 [3 cr]

Unity II: Advanced Unity

This course is intended to provide students with the skills and knowledge to bring their mastery of the Unity game engine and C# programming up to a professional standard. Students will learn how to perform a range of vital code-based tasks within the Unity platform and will grow their skills in building core gameplay functionality, supporting systems and platform-specific optimizations. This course was built in collaboration with Unity. Upon successful completion, students will be prepared to sit for the Unity Certified Associate: Programmer exam. This online course has optional live sessions. Prerequisites: CSCI 234 and CSCI 235.

CSCI 340 [4 cr]

Artificial Intelligence

The study of artificial intelligence involves the exploration of the principles and techniques involved in programming computers to do tasks that would require intelligence if people did them. State-space and heuristic search techniques, logic and other knowledge representations, and statistical and neural network approaches are applied to problems such as game playing, planning, the understanding of natural language and computer vision. Students will implement real-time systems that use feedback loops and the techniques mentioned above to modify the behavior of the system. Prerequisites: CSCI 220 and CSCI 225.

CSCI 345 [4 cr]

Business Applications Using Systems Analysis and Design

This course is designed to provide students with an understanding of systems analysis and design in business applications. Students completing this course should be able to identify and analyze business problems and create solutions using systems analysis and design techniques, evaluate and choose appropriate software tools, and create design documents that can be used to implement a system. Students will also learn about user interface design, database design, systems architecture and implementation, systems operation, support, and security. A combination of lectures, assignments, group projects and case studies using systems analysis and design principles will be used. Restriction: computer science major. Alternate years.

CSCI 350 [4 cr]

Event Programming Within a Windowing Environment

This is a lecture and laboratory course in event programming using a Windows-type environment. Focus is on the design and implementation of Windowing programs using an object-oriented language and other object-oriented development tools. Windowing class libraries are studied in detail and are used to implement common windowing features. Students will design and implement a substantial event-driven program using a variety of Windowing techniques and features. Prerequisite: CSCI 205. Alternate years.

CSCI 370 [4 cr]

Introduction to Operating Systems

This is a lecture and laboratory course that investigates the algorithms, principles, design and implementation of modern operating systems. Major topics include history and evolution, tasking and processes, process coordination and synchronization, physical and virtual memory organization, I/O systems and device drivers, and security and protection. Laboratories concentrate on the practical considerations of operating systems including UNIX and Windows and case studies. Laboratory sessions focus on experiments that complement and enhance lecture topics. Closed labs will also be used to develop skills in system tools and utilities. Prerequisites: CSCI 220 and CSCI 225. Spring semester.

CSCI 373 [4 cr]**Communications/Networks**

This is a lecture and laboratory course that explores networking from the ground up. This course is built around the study of the various components of the theoretical OSI networking model from beginning to end. Moreover, students study various practical implementations of the OSI layers. Topics include data transmission, wired and wireless networking, multiplexing and switching, error detection and correction, routing and network addressing, flow and congestion control, socket programming and network security. Prerequisites: CSCI 220 and CSCI 225.

CSCI 460 [4 cr]**Senior Capstone Experience**

This is the capstone experience for the computer science major. It is designed to allow students to learn more about a particular topic in computer science, to help them further develop the skills necessary to learn on their own, to help develop presentation skills, and to help develop an awareness of legal and ethical issues inherent in the discipline of computer science. Students will be given an individual project that integrates and extends concepts covered in other CSCI courses. The projects range from research to experimentation to design and implementation of a small system. Students present results in open forums and closed defenses. Restrictions: senior standing and instructor consent. Spring semester.

CSCI 489 [2 or 4 cr]**Special Topics**

A course designed for individual or group study through special arrangement with a faculty member. The content and methodology will be determined by the instructor. Restrictions: junior or senior standing and instructor consent.

CSCI 490 [2 or 4 cr]**Independent Study**

This course allows students to pursue an area of study on an individual basis, with consultation and evaluation. The methodology and objective will be mutually agreed upon by a faculty member and the student. Restrictions: junior or senior standing and instructor consent. Independent study courses usually do not count as a computer science major requirement.

CYBERSECURITY**CYBR 120 [3 cr]****Introduction to Cybersecurity**

This course will cover how malicious actors use social manipulation and technology to launch attacks – and provide students with the tools needed to defend against them in order to make the internet safer for users. Restrictions: Sophomore standing or higher and SSBE Major or Minor.

CYBR 121 [3 cr]**Network & System Security**

This course will provide students with tools to secure organizational digital assets by identifying and fixing potential security vulnerabilities. Students will learn to be able to identify and remedy common network and systems vulnerabilities. Restrictions: Sophomore standing or higher and SSBE Major or Minor.

CYBR 220 [3 cr]**Cybercrime and Governance**

This course explores the critical role of governance in mitigating cybercrime and ensuring the integrity of digital environments. You will learn how governments detect and stop cybercrimes and become familiar with the laws and policies in place to deter cybercriminals. Develop and implement robust security policies procedures that align with legal and ethical standards and help create a resilient, compliant digital ecosystem. Restrictions: Sophomore standing or higher and SSBE Major or Minor.

CYBR 221 [3 cr]**Security Operations**

The moments after a breach can make or break an organization. When the unthinkable happens and a cybercrime is discovered, the actions taken by the security operations team can either contain the damage and restore order or lead to catastrophic consequences. This course examines the tools and techniques used to conduct investigations into cybercrimes and teaches the defensive skills necessary to ensure a breach doesn't occur in the first place. Prerequisites: CYBR 120, 121. Restrictions: Sophomore standing or higher and SSBE Major or Minor.

CYBR 222 [3 cr]**Ethical Hacking**

To stop a hacker, you need to be able to think like a hacker. In this course, you will learn hands-on techniques for attacking and penetrating networks and systems. You will learn the tools to launch these offensive tactics, and then complete a hands-on project where you will be asked to ethically hack a real system. Prerequisite: CYBR 121. Restrictions: Sophomore standing or higher and SSBE Major or Minor.

CYBR 223 [3 cr]**The Future of Cybersecurity**

Technology is racing forward, and cybersecurity must stay ahead to meet new challenges and threats. In this class, you will learn about the changing landscape of cybersecurity, emerging mobile technologies that are likely to be targeted, and new forms of cyber-attacks being launched. By the end of the course, you will be able to implement the most cutting-edge practices in cybersecurity in order to protect against attacks. Prerequisite: CYBR 121. Restrictions: Sophomore standing or higher and SSBE Major or Minor.

CYBR 321 [3 cr]**Networking Technologies & Telecommunications**

Whether a workplace is just a few people connected to a wireless router, or a financial giant, wired directly into the Nasdaq, it likely relies heavily on network technologies. This course will teach you how networks work, and how to set up and secure them. By the end of this course, you will be able to manage and maintain a range of different network types. Prerequisite: CYBR 121. Restrictions: Sophomore standing or higher and SSBE Major or Minor.

CYBR 385 [3 cr]**Cybersecurity Capstone**

This capstone course is the culmination of the Cybersecurity program, allowing students to apply their knowledge to real-world challenges. Students will undertake a comprehensive project integrating various aspects of cybersecurity, including log analysis, vulnerability assessment, incident response, ethical hacking, and cloud security. This project will develop critical thinking skills and prepare students for major cybersecurity certifications. Prerequisite: CYBR 120, 121, 220, 221, 222, and 223. Restrictions: Sophomore standing or higher and SSBE Major or Minor.

DATA SCIENCE**DATA 101 [4 cr]****Data Analytics & Info Systems**

Students will explore the foundational aspects of data analytics in this course learning fundamental concepts such as data types, structures, and processes, with a focus on practical data visualization. Introductory skills are developed in data exploration, summarization, visualization, and effective data presentation through hands-on projects, while learning practical skills in spreadsheet, visualization, and applied statistical coding software. Lastly, students will gain introductory exposure to ethical considerations associated with working and analyzing data. This course provides a solid entry point for understanding the essential principles of data analytics. No prerequisites.

DATA 201 [4 cr]**Intermediate Data Analytics**

Students will learn to program in R & Python, engage in exploratory data analysis techniques, data visualization, and the basics of data wrangling (data cleaning) along with foundational data modeling techniques. Prerequisites: DATA 101, CSCI 110, and MATH 221 or MATH 228.

DATA 204 [4 cr]**Intermediate Computational Data Analysis**

This course familiarizes students with programming for data analysis using programming language(s) common to the field. To achieve this, students will work with relatively clean and manageable data sets to organize data, perform elementary data wrangling, employ fundamental predictive models with cross-validation, measure the quality of those models, and discuss the ethical considerations connected to working with data. Prerequisites: CSCI 110 and MATH 203.

DATA 222 [4 cr]**Data Collection and Visualization**

This course introduces students to techniques for collecting and working with large real-world data sets. Topics include: data mining, data wrangling, fundamentals of visualization design, and constructing interactive data visualizations. Throughout, this course will emphasize effective and ethical communication of data analysis. Prerequisites: DATA 204.

DATA 301 [4 cr]**Predictive Analytics**

Students will learn foundational concepts and techniques in statistical learning focusing on building and evaluating models for regression and classification problems. Topics will include data preprocessing, error/accuracy metrics, data splitting, cross-validation, and model selection. These topics will be presented through the use of linear/logistic regression, penalized regression, k-nearest neighbors, and tree-based models. Additional topics may include, but are not limited to, clustering, neural networks, PCA, PCR, support vector machines, and splines/smoothing. Students will work on projects requiring them to select and use appropriate tools for solving open-ended problems. Communication of results to various audiences will be emphasized. Prerequisites: DATA 201, and MATH 203 is recommended.

DATA 322 [4 cr]**Advanced Stats and Machine Learning**

This course introduces students to basic machine learning processes and advanced statistical models for classification, clustering, prediction, and optimization. Models include but are not limited to support vector machines, k-means clustering, k-nearest neighbor, time series smoothing, change detection, simulation, variable selection, decision trees, and principal component analysis. Prerequisites: DATA 204, MATH 131 and 221.

DATA 328 [4 cr]**Analytics for Business Insight**

Students will engage in the data endeavor process in this course, exploring the key stages of acquisition, preparation, analysis, and action in the context of real-world problem solving. Students will engage in all aspects of applied data analysis in a project-based environment. Statistical, visualization, and database software will be utilized throughout this process with a particular emphasis on exposing students to SQL, in addition to expanding modeling capabilities such as forecasting techniques, applied regression, and machine learning algorithms. Prerequisite: DATA 101, MATH 221 or MATH 228.

DATA 400 [4 cr]**Data Practicum Capstone**

Students will gain exposure to real world data analytics through the successful application of their theoretical and practical skills to solving problems in science and industry in this capstone course. This course focuses on the application of content learned throughout the major to a large-scale data project with an additional emphasis on ethics, social responsibility, and the communication of the results. Prerequisites: DATA 301, CSCI 330.

EARTH SCIENCE

ERTH 101 [4 cr]

Introduction to Sustainability

Introduction to Sustainability is a team-taught course that is intended for sustainability minors. The course will introduce the concept of sustainability and discuss the most current global environmental issues. The topic of sustainability will then be covered from a wide variety of disciplinary perspectives. Students will be encouraged to contemplate the applicability of the topic to their own major and ultimate career goals. This is a lecture-only course. No prerequisites.

ERTH 107 [4 cr, Core: PN]

Environmental Geology

This course provides an introduction to geologic processes with a special emphasis on the interaction of these processes with humankind. Topics include geologic hazards (e.g. earthquakes, volcanoes, flooding), geologic resources and human impact on the natural environment such as groundwater contamination and mining. Includes lectures, discussion, labs and field trips.

ERTH 225 [4 cr]

Hydrogeology

This course provides an overview of the hydrologic cycle with emphasis placed on the study of groundwater. Discussions include the fundamental characteristics of aquifers (porosity and permeability), the geologic settings of groundwater and the basic physics of groundwater flow. This course also provides an introduction to surface water in streams and its geomorphic effects. The course includes lectures, discussion, laboratory and field exercises. A basic knowledge of high school algebra and trigonometry is assumed. Prerequisite: EARTH 105 or EARTH 107. Offered every other year.

ERTH 250 [4 cr]

Geomorphology

This course provides an overview of the geologic processes responsible for shaping and modifying the Earth's surface. Emphasis is placed on the study of the following topics: physical and chemical weathering, soils, mass wasting, streams, glaciers, wind and desert processes, karst features, coastal processes, tectonic geomorphology, and landscape evolution. Includes lectures, discussions, labs and field trips. Prerequisite: EARTH 105. Offered every other year.

ERTH 350 [4 cr]

Glacial and Quaternary Geology

An introduction to glacial process and environments. Emphasis is placed on the origin of landforms and landscapes produced by glaciations. Related topics covered in this course include Quaternary climate change, eolian (wind) processes, river and lake systems, and periglacial processes. Includes lectures, discussion, laboratory and field trips. Prerequisite: EARTH 105. Infrequently offered.

ERTH 360 [4 cr]

Wisconsin's People and the Environment

This course examines the interaction between Wisconsin's people and their environment through time. Special attention is paid to how the environment has been exploited and modified by human activity. Topics include the Fur Trade, logging era, mining, transportation, water resources, agriculture, and climate change. The course begins with an overview of Wisconsin's environment before Euro-American settlement, as reconstructed from the geological and ecological records.

ERTH 389 [2 or 4 cr]

Special Topics

A course designed for group study of a subject matter of special interest. Typically applied to an extended field trip offered during winter break or spring break with associated lectures, labs, research and/or literature review. Special topics courses that include a field trip require an additional fee to cover expenses, such as travel. Prerequisites: EARTH 105 and instructor consent.

ERTH 403 [4 cr, Adv Core: PN]**Geology of our National Parks**

Geology is the study of the origin, composition, structure, processes, and history of the Earth incorporating related science concepts from chemistry, physics, biology, and mathematics. The U.S. National Parks are a great platform for learning these basics of geology, as well as peripheral interdisciplinary and non-scientific aspects of the parks, such as the important interplay between geologic processes (and products) and humans.

ERTH 490 [4 cr]**Independent Study**

A course that allows students to pursue an area of study on an individual basis with consultation and evaluation by a Geology faculty member. Course methodology and objectives will be mutually agreed upon by the faculty member and the student. Restriction: instructor consent.

ERTH 492 [4 cr]**Directed Research**

An arranged course involving substantial laboratory and/or field research in an area of interest to the student and under the supervision of one or more geology faculty members. This course may be based on a group project. Students who wish to use a summer research experience performed at another institution for EARTH 492 credit must have the discipline's approval before undertaking the research. Restriction: instructor consent or discipline approval.

ERTH 496 [4 cr]**Senior Thesis**

Original field or laboratory research in geology under the supervision of a faculty member in the discipline. The student is required to write a thesis summarizing the objectives, methods, data and significant results of the research. In addition, presentation of research results at a professional meeting is encouraged. Restriction: earth science major and instructor consent.

ECONOMICS**ECON 101 [4 cr, Core: IS]****Principles of Macroeconomics**

Introduction to macroeconomic problems — unemployment and inflation. National income accounting — measures of gross domestic product. Aggregate demand and supply. Fiscal and monetary policies. Open-economy issues.

ECON 102 [4 cr, Core: IS]**Principles of Microeconomics**

Resource allocation by consumer and producer. Derivation of demand and supply curves. Market structure — perfect competition and imperfect competition. Determination of wages and other factor prices.

ECON 251 [4 cr]**Intermediate Macroeconomics and Contemporary Issues**

Theories of national income, employment, interest rates, exchange rates and the price level, along with an in-depth analysis of the open economy. This course will explore these notions in a theoretical and applied macroeconomic context including topics such as fiscal and monetary policies, financial crises, currency crises, sovereign debt, income inequality and other contemporary issues. Prerequisite: ECON 101. Spring semester.

ECON 252 [4 cr]**Intermediate Microeconomics**

Consumer demand theory, utility maximization, elasticity. Theory of the firm; production and cost functions, profit maximization. Price and output decisions under perfect competition, monopoly and

imperfect competition. Factor markets. General equilibrium and pareto-optimality, income distribution. Market failure. Prerequisite: ECON 102. Fall semester.

ECON 300 [4 cr, Adv Core: WT]

History of Economic Thought

Study of the principal thinkers in economic philosophy. Topics include: ancient and medieval economic thought; mercantilism and the dawn of capitalism; the classical period; criticisms of classical economics; socialism; marginalism; the neoclassical period; institutionalism; John Maynard Keynes; the Austrian school; and the Chicago school. Readings from primary sources. Restrictions: junior or senior standing.

ECON 325 [4 cr]

Introduction to Econometrics

Regression analysis, ordinary least squares method of estimating parameters of linear equations involving two or more variables. Hypothesis testing. Problems of estimation. Model building and forecasting. Use of econometric software. Prerequisites: SSCI 224 or MATH 228 or MATH 321, ECON 101 or ECON 102 or instructor consent.

ECON 326 [4 cr]

Advanced Applied Econometrics

Topics in advanced econometric analysis. Incorporating lags optimally, stationarity and co-integration, simultaneous models, pooling data and systems of equations. Recommended for students interested in graduate study. Prerequisite: ECON 325.

ECON 330 [4 cr]

Labor Economics

Theory of labor supply and demand. Theory of human capital. Compensation issues, wages, fringe benefits, minimum wage. Unions and collective bargaining. Employment and unemployment, measurement issues, labor force participation, full employment, immigration. Income distribution, discrimination. Prerequisites: ECON 101 and ECON 102.

ECON 335 [4 cr]

Industrial Organization

Theory of the firm, nature of different market structures, relationship between industry structure and performance, pricing strategies, vertical integration and restriction, role of information and advertising, antitrust policy and its effects. Prerequisite: ECON 102. Infrequently offered.

ECON 340 [4 cr]

Economics of Sports

Economic analysis of the spectator sports industry. Sports fans as consumers. Teams as profit-maximizing firms. Sports leagues and antitrust considerations. Athlete labor markets. Economics of sports and media. Economics of stadium subsidies. Prerequisites: ECON 102.

ECON 345 [4 cr]

An Economic Approach to Religion

The purpose of this course is to apply principles of economics involving, for example, resource allocation and competition in an effort to increase our understanding of religious behavior. The content is driven by economic theory, but we will see it informed by the important contributions of sociology, psychology, and political science (among other disciplines). The majority of the course employs standard rational economic theory that has been prominent in the modern study of economic behavior. Some of our work will relax this assumption to reflect the contribution of behavioral economics which has recently gathered attention within the discipline. The course will employ both theoretical and empirical analyses. Consequently, the class will develop or extend economic concepts in a step-by-step fashion in order to lead students to predictions of various aspects of religious behavior enabling them to test these predictions with data. Prerequisites: ECON 101 and ECON 102.

ECON 350 [4 cr]**Environmental Economics**

The study of the economic aspects of environmental issues such as water and air pollution, global warming and deforestation, in a microeconomic framework. Possible consequences of economic activity on the environment. Design of policies meant to foster economic development along with environmental protection. Benefit-cost analysis. Optimal use of natural resources. Prerequisite: ECON 102.

ECON 355 [4 cr, Adv Core: BB]**International Economics and Business in the UK**

This Global Seminar Study Abroad course seeks to explore the evolution of the European Union as well as its current and future challenges from the perspective of international economics. Topics covered will include international finance, exchange rates, balance of payments accounting, international trade, as well as international business relations. This course will include site visits with EU institutions and international businesses operating in the EU. Summer sessions.

ECON 375 [4 cr, Adv Core: BB]**Growth and Development**

Characteristics of developing countries. Theories of economic growth: neoclassical and structuralist models, endogenous growth. Importance of physical and human capital. Export-led growth vs. import substitution. Fiscal, monetary and exchange-rate policies. Regional and global trade agreements. Country studies. Prerequisites: ECON 101 and ECON 102. Infrequently offered.

ECON 376 [4 cr, Adv Core: BB]**International Trade**

Comparative advantage, theories of international trade, terms of trade and welfare. Commercial policy-tariffs and quotas. Regional trading blocs, international trade agreements. Prerequisites: ECON 101 and ECON 102.

ECON 377 [4 cr]**International Finance and Monetary Economics**

Balance of payments — current account and capital account. Exchange rate determination, purchasing power parity. Open-economy macroeconomics, fiscal and monetary policies, fixed and flexible exchange rates. The role of IMF and World Bank, international debt crisis. Prerequisites: ECON 101 and ECON 102.

ECON 380 [4 cr]**Managerial Economics**

The application of microeconomic theory to managerial decision-making regarding demand, production and cost. Traditional neoclassical theory of the firm combined with modern adaptations addressing property rights, transaction costs, imperfect information and global markets. Use of linear programming techniques, emphasis on critical-thinking skills in managerial problem-solving. Prerequisite: ECON 102.

ECON 391 [4 cr]**Public Finance**

Role of government — allocation, distribution, stabilization. Welfare economics, externalities, public goods. Public choice theory. Government expenditures, cost-benefit analysis. Government finance, tax vs. debt financing, deficits and the public debt. Taxation theory, income, consumption and wealth taxes. Fiscal federalism, state and local government issues. Prerequisites: ECON 101 and ECON 102.

ECON 392 [4 cr]**Investing in Social Change: Social Finance and Impact Investing**

While economics studies the behavior of individuals and firms and their role in society, the nature of the firm is beginning to change with regard to social impact. Many firms are seeking to create meaningful social value and address important social issues while in pursuit of their economic value. These firms must be innovative and entrepreneurial in nature, with a firm understanding of capital markets, all while advocating for social change. The purpose of this course is to explore the role of the capital markets in

investing for social change and will take an interdisciplinary approach combining notions of finance and portfolio theory, the economics of innovation and technology, philanthropy, and ethics. Ultimately, students will explore how we can reimagine the role of allocating resources in the economy in the context of investing for social impact. Prerequisite: ECON 101 or ECON 102.

ECON 402 [4 cr]

Solving Social/ Economic Problems with Data

This course is designed to explore the way in which data can be used to analyze and address societal challenges. Students will explore various topics of economic and social interest that represent current challenges facing our society. Topics may range from education, entrepreneurship, climate change, tax policy, healthcare, economic development, and the economics of opportunity to name a few. Students will analyze these topics using current articles from the literature and learn how data is being used to better understand potential solutions to these challenges. This course is an applied data analytics course where students will learn statistical modeling techniques along with coding-based software. It is recommended to have taken ECON 325 prior to enrollment in this course.

ECON 489 [2 or 4 cr]

Special Topics

This is a seminar course offered whenever a mutual interest in a more specialized topic in Economics exists for a member of the faculty and a sufficient number of students. Prerequisite: ECON 101, ECON 102, and Junior or Senior standing.

ECON 490 [2 or 4 cr]

Independent Study

Individual study of an approved topic in economics under the direction of an Economics faculty member. Permits faculty and students to explore together some subject of special or personal interest. Reading and tutorial discussion are required, written work is optional. Restrictions: instructor consent and approval of the associate dean of the Schneider School of Business and Economics.

ECON 492 [2 or 4 cr]

Directed Research

Qualified students may perform economics research projects under the supervision of an Economics faculty member. Restrictions: instructor consent and approval of the associate dean of the Schneider School of Business and Economics.

ECON 494 [4 cr]

Internship

Appropriate work experience with business firms or government agencies may be undertaken for course credit when directly related to the educational goals of the student. Restrictions: instructor consent and approval of the associate dean of Schneider School of Business and Economics. Graded as pass/ fail only.

ECON 499 [0 cr]

Senior Examination

This course consists of a two-hour exam covering various areas of economics in the undergraduate curriculum. The purpose of this exam is to assess whether graduates of the program are achieving the outcomes of the major program. The results of the exam helps the economics discipline monitor and improve the program. Restrictions: senior standing. Spring semester. Graded as pass/ fail only.

EDUCATION

EDUC 101 [4 cr]

Foundations of Education I: Becoming a Community-Engaged Educator

This foundational course in the teacher preparation program provides a framework for students to deeply and critically examine societal structures/challenges and their impact on the U.S. education system from multiple perspectives. The course addresses the development of schools as institutions from historical,

philosophical, political, and sociological perspectives while considering the students, families, and communities schools serve. These topics are framed by discussions of teachers' roles within the education system. Fall semester.

EDUC 102 [4 cr]

Foundations of Education II: Psychology of Community-Engaged Education

This second foundational course introduces students to fundamental concepts associated with learning, motivation, human development, and assessment as they apply to teaching. The course helps students to construct conceptual frameworks with which to better understand how learning works, what motivates student learning, and how learning and motivational theories relate to evidence-based best practices. Spring semester.

EDUC 103 [4 cr]

Accelerated Foundations of Education I and II

This accelerated course combines content from two classes -- EDUC 101 and EDUC 102 -- by connecting the curriculum through a broad examination of how research on learning, motivation and development can drive school reform to achieve high levels of learning for students with multiple intersectional identities. As students examine a set of equity-focused strategies for teaching and learning, they develop an understanding of the nature of the U.S. education system, including its strengths, challenges, and achievable changes. Spring semester.

EDUC 200 [4 cr]

Emergent Literacy

This course provides preservice teachers with knowledge and skills necessary to promote early literacy development, specifically in 4-year-old kindergarten through grade 3. Students will develop competency and pedagogical strategies in the components of emergent literacy, including oral language development, phonological and phonemic awareness, concepts of print, the alphabetic principle, high frequency vocabulary development, decoding and spelling strategies, and fluency development. A variety of assessment techniques will be examined so that candidates can design instruction to promote literacy development based on students' interests, assets and needs. Candidates will visit emergent literacy classrooms to observe and assist with literacy instruction and observe/assess student learning. This course includes a 12-hour observation requirement completed during class time. Prerequisite: EDUC 101 and 102 or EDUC 103.

EDUC 278 [4 cr]

Culturally Sustaining Teaching

This course examines theories of growth, development, and learning as they relate to behavioral management, conflict resolution and positive behavior support for early learners – from birth through age eight. Preservice teachers will be able to identify and use systematic, proactive teaching strategies to support positive behavior. Emphasis will be placed on designing, using and interpreting behavioral data collection systems. Emphasis will be placed on the importance of collaboration with students, colleagues, families, and community members to ensure behavioral practices and methods are culturally sensitive, developmentally appropriate and meet the direct social and academic needs of diverse early learners. Prerequisite: EDUC 101 & 102 or EDUC 103.

EDUC 279 [4 cr]

Child & Adolescent Development

Child & Adolescent Development is designed to offer a critical perspective and examine child and adolescent development as it is shaped and experienced in various social contexts with an emphasis upon the world of the school. We will focus on normative development of the individual personality, from childhood through adolescence. Theories and empirical literature relevant to the biological, cognitive/intellectual, emotional, social, cultural, and transcultural development of the individual personality are explored. We will explore a variety of lenses to understand child and adolescent behavior and development—models of psychosocial, interpersonal, cognitive, moral, emotional and racial identity development will be studied within the multiple contexts of family, peer group, community and school. You will be encouraged to reflect on your own developmental experiences during childhood and adolescence.

The course will also help you to challenge assumptions you may unknowingly hold and gain insight on how it has shaped your perspective and behavior. As such, the course is designed to help you better understand the variety of students you will encounter, while remaining mindful of the larger familial and contextual factors in their lives and your own practices as a teacher.

EDUC 280 [4 cr]

Supporting & Engaging Multilingual Learners

This course focuses on the education of culturally and linguistically diverse populations, including the assessment of students who speak languages other than English, the identification of ESL materials, and the application of ESL research-based instructional strategies in working with populations who speak languages other than English. Prerequisite: EDUC 101 & 102 or EDUC 103.

EDUC 281 [4 cr]

Teaching Children with Exceptionalities

The unique needs and rights of children and adolescents eligible for special education services will be studied. Specific classifications of exceptionality include: cognitive, learning, emotional, speech / auditory, visual, physical / health, autism and gifted / talented. Conditions of prevalence, eligibility, transition, assessment, special pedagogy and multicultural considerations will be studied. Students also learn to be informed users of tests, to bring to the task certain domains of knowledge – including knowledge of the basic uses of tests, the important attributes which lead to the development of good tests, and the kinds of behaviors tested by particular tests. References to current issues, legislation and court cases will also occur. Prerequisite: EDUC 101 & 102 or EDUC 103.

EDUC 289 [2 cr]

Special Topics

This is a seminar course offered whenever a mutual interest in a specialized topic in education or pedagogy exists for a member of the faculty and a sufficient number of students.

EDUC 290 [2 cr]

Independent Study

This course provides the opportunity to investigate, through independent inquiry and critical analysis, educational theories, practices and agencies which influence the work of teachers. Restrictions: instructor consent and approval of the Dean of Health and Human Development.

EDUC 307 [4 cr]

Literacy Methods

This course provides preservice teacher candidates with a solid foundation for effective literacy instruction in grades 4-12. Special emphasis will be placed on vocabulary, fluency, and comprehension, the writing process, and the purposeful selection of texts to facilitate instruction. This course will review research-based teaching strategies, instructional materials as well as methods and assessments for effective literacy instruction. Rigorous learning objectives, informed instructional decisions, and culturally-responsive literacy practices will be highlighted. The primary focus of course content includes core whole-class instruction (tier 1) and flexible small-group instruction (tier 2). A central aim of this course is to help pre-service candidates develop skills to support the literacy learning of diverse learners from different linguistic, cultural and academic backgrounds in classroom settings.

This course is required for teacher candidates seeking a bachelor's degree in K-9 Elementary Education or 4-12 English Education from St. Norbert College. Prerequisite: EDUC 278.

EDUC 308 [4 cr]

Intermediate Literacy

This course provides preservice teacher candidates with a solid foundation of content knowledge for effective literacy instruction in intermediate and middle school grades. Special emphasis is placed on the purposeful selection and reading of literary and informational texts to facilitate literacy instruction in vocabulary, fluency, and the composition and comprehension of text genres. Teacher candidates conduct close readings and analysis of texts as well as produce effective and high-level writing that demonstrate an understanding of the basic components of the English language. Course materials address the reading

and writing processes, organization of a literacy block, and recent policies and standards impacting classroom teachers. Prerequisite: EDUC 278.

EDUC 311 [4 cr]

First Nations of Wisconsin

This course will assist pre-service teachers, especially those who identify as non-Indigenous, in developing both a deeper understanding and an appreciation of the twelve First Nations of Wisconsin and of Urban / Intertribal Native Americans. Specifically, students will explore cultural components of each of the twelve First Nations of Wisconsin and contemporary Urban / Intertribal Native American communities. Specific components include: the histories, origin stories, languages, cultures, tribal sovereignty, treaties, and contemporary life Native people, communities, and nations in Wisconsin.

EDUC 312 [4 cr]

Math Methods

This class is an introduction to research-based pedagogical approaches to teaching mathematics. We will consider multiple issues that relate to effective learning environments, students' and teachers' views and experiences of mathematics, and the field of mathematics education in general. The activities and assignments in this course are designed to motivate you to develop a point of view about how K-9 students might learn mathematics and how you can facilitate that learning. In doing so, we will consider and discuss multiple points of view about mathematics teaching and learning. In particular, we will share materials and methods for teaching problem solving, reasoning, communication, and connections of the concepts, skills, and relationships in elementary/middle mathematics including number sense, place value reasoning, addition, subtraction, multiplication and division, and fractions. Secondary learners will also get to explore algebra and geometry theories and methods as well. Prerequisite: EDUC 278.

EDUC 313 [4 cr]

Science Methods

This four-credit course serves as an introduction to K-12 Science, Technology, Engineering, and Mathematics (STEM) teaching, with a specific focus on science teaching. It is based on extensive research into how teachers learn to teach STEM and how students learn STEM. Three major principles have been incorporated into the course design:

Principle 1: Learners come into classrooms with valuable pre-existing ideas, experiences, and language about STEM content and phenomena happening in the world around them. These have a profound impact on how they experience and interpret instructional activities in the classroom.

Principle 2: Learners make sense of ideas and events through discourse with others (students, families, teachers, scientists, etc.) and teachers must develop systematic ways of engaging students in sense-making discourses for STEM learning.

Principle 3: Teacher learning involves development of ideas about themselves, subject matter, students, and the processes of teaching and learning. These ideas exert influence on a beginner's repertoire of teaching practice. Field experiences in schools, and broader historical, cultural, and political contexts further influence teaching. Repertoires of practice and underlying ideas about teaching are continually "under construction" and worthy of thoughtful reflection and inquiry.

All Methods course activities are built around these principles and embodied in the "Science Learning Framework" shown above. This framework emphasizes the teaching of "Big Ideas" through 3 specialized discourses. These discourses allow all students the opportunity to participate meaningfully in science and STEM more broadly. Prerequisite: EDUC 278.

EDUC 315 [2 cr]

Choral Music Methods for Junior and Senior High School

A study of the techniques of choral singing, performance style of various periods of music, swing choir techniques, the presentation of high school musicals, choral arranging and the administration of a choral program in the junior and senior high school.

EDUC 316 [2 cr]**Instrumental Music in the Schools**

All aspects of administration, budgeting, music literature and rehearsal techniques for the total instrumental music program will be explored. The unique problems of brass, percussion, string and woodwind instrumental music will be studied. The course will include observation and participation in the schools, current marching band techniques and arranging. Prerequisite: EDUC 278.

EDUC 317 [4 cr]**General Music Methods**

This course provides music education majors with the knowledge, skills, methods and materials needed for successful teaching in the elementary general music setting. Music development in children and successful methodologies for elementary music instruction are studied and applied. Piano accompanying and recorder performance skills are reinforced. Prerequisite: EDUC 278.

EDUC 326 [4 cr]**Social Studies Methods**

This is a required course for students seeking Teacher Certification in grades K-9 and grades 4-12 social studies. In this course, pre-service teachers explore methods for teaching social studies in K-12 classrooms through a constructivist theoretical and philosophical lens. Pre-service teachers examine how social studies methods meld with theories of learning, curricular development, evaluation, and contemporary classroom practices. Particular emphasis is placed on theory-to-practice strategies and on self- and peer-evaluation as well as instructor-, field work supervisor-, and mentor teacher-evaluation as part of pre-service teachers' preparation in becoming successful, effective, and culturally responsive educators. Prerequisite: EDUC 278.

EDUC 384 [4 cr]**Writing Pedagogy & Conferencing**

The purpose of this course is to deepen preservice teachers' understanding of writing instruction and pedagogies through participation in a writing community and the facilitation of writing conferences. The course teaches appropriate pedagogical techniques for teaching writing for a variety of purposes and contexts to diverse students in grades K-9. Techniques taught include designing effective writing lessons and assignments, responding constructively to student writing through feedback and conferencing, assessing student writing, and incorporating technology into writing instruction. In this final literacy course, candidates will apply their knowledge of writing instruction to understand how to meet the needs of all learners. Field component included. Prerequisite: EDUC 278.

EDUC 394 [4 cr]**Curriculum and Instructional Planning for Young Children**

This course will focus on curriculum, methodology, instructional content and classroom management for pre-school and kindergarten-age children. Examples include attention to number concepts, science and investigation, early language experiences, the use of art and drama, and classroom design with special consideration of health and safety issues. Attention will be given to the implementation of developmentally appropriate practice as it relates to selecting, planning, organizing, presenting and evaluating educational experiences appropriate to the developmental level and cultural background of children. Classroom management will be put into practice during labs in the St. Norbert College Children's Center. Prerequisite: EDUC 278

STUDENT TEACHING COURSES**EDUC 445 [8 cr]****Student Teaching: Middle Childhood**

Pre-service teachers spend nine weeks of full participation in an elementary classroom under the direction of a cooperating teacher from a local public or private school and a college supervisor. During the student teaching practicum, each student must participate in a seminar once a week. Restriction: approval to student teach. Graded as pass/ fail only.

EDUC 450 [8 cr]**Student Teaching: Early Adolescence**

Pre-service teachers spend nine weeks of full participation in a middle school classroom under the direction of a cooperating teacher from a local public or private school and a college supervisor. During the student teaching practicum, each student must participate in a seminar once a week. Restriction: approval to student teach. Graded as pass/ fail only.

EDUC 455 [8 cr]**Student Teaching: Adolescence**

Pre-service teachers who seek certification to teach in a high school spend nine weeks of full participation in a local public or private high school under the direction of a cooperating teacher and a college supervisor. During the student teaching practicum, each student must participate in a seminar once a week. Restriction: approval to student teach. Graded as pass/ fail only.

EDUC 469 [4 or 8 cr]**Student Teaching: General Music**

Prospective general music teachers spend nine weeks of direct observation and participation in a local public or private elementary and/or middle school under the direction of a cooperating teacher and a college supervisor. Restriction: approval to student teach. Graded as pass/ fail only.

EDUC 470 [4 or 8 cr]**Student Teaching: Choral Music**

Prospective choral music teachers spend nine weeks of direct observation and participation in a local public or private elementary and/or middle school under the direction of a cooperating teacher and a college supervisor. Restriction: approval to student teach. Graded as pass/ fail only.

EDUC 475 [4 or 8 cr]**Student Teaching: Instrumental Music 1**

Prospective instrumental music teachers spend nine weeks of direct observation and participation in a local public or private secondary school under the direction of a cooperating teacher and a college supervisor. Restriction: approval to student teach. Graded as pass/ fail only.

EDUC 477 [0 cr]**Global Student Teaching**

Pre-service teachers spend half of their placement student teaching abroad. Placements have been made in England, Ireland, Wales, Scotland, Costa Rica, New Zealand, Ghana and St. Lucia. Restriction: approval to student teach in the United States, demonstrated evidence of dispositions, and an overall GPA of 3.0 or higher. Graded as pass/ fail only.

EDUC 489 [0, 2, or 4 cr]**Special Topics**

This is a seminar course offered whenever a mutual interest in a more specialized topic in education or pedagogy exists for a member of the faculty and a sufficient number of students.

EDUC 490 [2 or 4 cr]**Independent Study**

Individual study of an approved topic in education or teacher training under the direction of an education faculty member. Independent study permits faculty and students to explore together some subject of special or personal interest. Restrictions: instructor consent and approval of the Dean of Health and Human Development.

EDUC 492 [2 or 4 cr]**Directed Research**

Qualified students may perform projects in educational research under the supervision of an education faculty member. Restrictions: instructor consent and approval of the Dean of Health and Human Development.

EDUC 494 [4 or 8 cr]**Internship**

Appropriate work experience in schools, government agencies or firms and foundations supporting education may be undertaken for course credit when directly related to the educational goals of the student. Restrictions: instructor consent and approval of the Dean of Health and Human Development. Graded as pass/ fail only.

EDUC 499 [2 cr]**Student Teaching Seminar**

A seminar devoted to the discussion and analysis of practical issues of teaching as experienced in students' full-time directed student teaching semester. This course also is devoted to the guidance and completion of the Teacher Work Sample and preparation for job search. It incorporates presentations and panels by experienced educators as well as large- and small-group interaction to promote reflection and inform beginning teachers. Course must be taken concurrently with student teaching. Graded as pass/ fail only. Restriction: approval to student teach. Graded as pass/ fail only.

ENGLISH**ENGL 101 [4 cr, Core: WI]****English Composition**

This course introduces the basics of college-level writing. In it, students will learn effective strategies of argumentation, including: creating a coherent claim or thesis; analyzing and responding to others' arguments; handling and citing evidence; and adapting written work to different audiences and subjects. Students will also learn how to make their ideas clear and coherent at the level of sentence, paragraph and document. Writing assignments may be on a variety of topics and students should expect to draft and revise their writing. Available only through the College Jump Start Program. ENGL 101 does not fulfill an English major requirement.

ENGL 150 [4 cr, Core: EI, WI]**Literature and Writing**

In this topic-focused course, students cultivate an appreciation for literature and develop the skills of close reading and analysis. ENGL 150 is writing intensive, so students can expect to develop foundational writing skills in a variety of genres and modes. Topics vary by instructor.

ENGL 201 [4 cr, Core: EI, WI]**Introduction to Literary Studies**

How can stories help us find successful careers and lead purposeful lives? Intended for those considering or already majoring/minoring in English, this course introduces the analytical and written skills of literary studies. Students will practice foundational methods (close-reading, research, citation) and study central genres (poetry, drama, short stories, novels). Taking up such topics as identity discernment in the context of community, we will discover how literary studies can be used to explore diverse ways of living a purposeful life during and beyond college. In this vein, we will also consider how students can apply the skills of literary studies through a variety of careers and vocations. If not a major/minor, email instructor for approval to register. Fall semester.

ENGL 203 [4 cr, Core: EI]**Science Fiction and Fantasy**

This course explores the history, genre conventions, and cultural and economic impact of science fiction and/or fantasy literature and media. In particular, students will examine how speculative fiction comments on important societal and cultural issues, including race, class, gender, spirituality, and colonialism.

ENGL/WMGS 206 [4 cr, Core: DD]**Queer Literature**

This course explores queer storytelling in a range of genres and media, including fiction, memoir, poetry, performance, and film. As we investigate how literature shapes the way we understand our relationship to

sex, desire, and embodiment, we also engage with a growing body of queer and transgender scholarship in order to think about how our experiences of our bodies are conditioned by our position in the social/political world.

ENGL 210 [4 cr, Core: EI]

Introduction to Film

This introductory course examines the basics of filmmaking through an exploration of various genres, including drama, romantic comedy, and the American western, among others. Students will view a wide selection of films and will learn to discuss the uniquely visual and aural narrative components of the medium. Students discuss elements such as film style, mise-en-scène, cinematography, film editing, and film sound.

ENGL 212 [4 cr, Core: WT]

The Modern British Novel

This course looks at the ways English, Irish, and Scottish writers in the 20th century experimented with the form of the novel in the context of social, political and ideological history. Throughout the semester students will interrogate what “modern” looks like across a variety of novels published from 1900 to the present, as well as how the modern novel differs from Victorian and postmodern novels.

ENGL 215 [4 cr, Core: EI, WI]

Introduction to Creative Writing

Students learn and practice the elements of craft for creative prose and poetry writing. They read works by published poets, essayists, and fiction writers, and share their original works with classmates. They also complete one critical essay devoted to an element of creative writing craft.

ENGL 220 [4 cr, Core: WT]

Classic American Novel

This course introduces students to the American novel tradition from the early nineteenth through the twentieth and twenty-first centuries. Students learn about the major genres, artistic movements, and historical transformations of American literary history. Through debate, discussion, and analysis, students consider and critique what it means when we identify a novel as “classic” or “great.”

ENGL 221 [4 cr, Core: DD, WI]

The American Short Story

This course concentrates on the development and diversity of the American short story by studying stories from writers such as Irving, Hawthorne, Poe, Jewett, Wharton, Hughes, Hemingway, Walker, Alexie, Cisneros, Lahiri, and others. The course includes analysis of individual stories as well as collections with an emphasis on the wide range of voices that have contributed to the short story tradition in American literature.

ENGL 222 [4 cr]

Modern Poetry

This course offers an historical overview of poetic development from the late 19th century through the contemporary moment in Britain and the United States. It explores modern poetry by poets in the context of modernism – an international, interdisciplinary movement that spanned both world wars and included literature, music, drama, art and film. The course will help students develop and practice their skills at reading and analyzing poetry.

ENGL 225 [4 cr]

Survey of English Literature 1 – Beginnings to 1789

This course provides an overview of the continuity and development of various traditions of literature of the British Isles from the early medieval period up to the French Revolution. Readings aim to develop understanding and appreciation of the broad sweep of English literature, including both canonical works and lesser-read texts. Fall semester.

ENGL 226 [4 cr]**Survey of English Literature 2 – 1789 to the Present**

This course provides an overview of various traditions of literature written in the British Isles and in the many parts of the globe colonized by the British Empire. The course covers various historical movements from the Age of Revolutions to the present and orients students to a broad sweep of English literature while also raising questions about what work the “English” in English literature does. Spring semester.

ENGL 235 [4 cr]**Survey of U.S. Literature 1 – Beginnings to 1865**

This course introduces students to the major writers, literary movements and cultural and historical contexts in the U.S. from its origins to the end of the Civil War. Students examine Native American creation stories, trickster tales, encounter narratives, Puritan prose and poetry, the literature of the Enlightenment and Revolutionary War, slave narratives and the rise of romanticism. Fall semester.

ENGL 236 [4 cr]**Survey of U.S. Literature 2 – 1865 to the Present**

This course introduces students to the major authors, periods and literary movements in the U.S. from the end of the Civil War to the present. Students read the works of poets, fiction writers and dramatists beginning in the area of the Civil War and moving into the rise of realism and naturalism, through the modernist movement in the U.S., to the postmodern era. Spring semester.

ENGL 240 [4 cr, Core: CI]**Modern Catholic Fiction**

This course explores twentieth and twenty-first Catholic novels, short stories, film, and drama. It focuses on how the Catholic intellectual tradition has been particularly fruitful for fostering artistic ways of imagining humans' encounters with the divine. Students analyze how the fiction of Catholic writers has served as a way to engage theological concepts, critique societal injustice, examine religious institutions, and express a diverse variety of faith experiences.

ENGL 289**Special Topics**

This small-group seminar concentrates on a variety of literary concerns and special interests, ranging from single authors to movements, motifs or themes. Topics vary by semester. Course is repeatable with advisor's and instructor consent.

ENGL 290 [4 cr]**Introduction to Writing Studies**

This course introduces students to rhetoric and composition/writing studies pedagogies in the context of supporting these skills in K12 and other contexts. Students will take a deep dive into grammar through the lenses of rhetoric and style. They will also gain introductory expertise in responding to student writing/feedback, supporting second language/L2 writing/multilingual writers, and employing antiracist/inclusive classroom strategies. ENGL 290 is one of the courses required for all English Education students.

ENGL 302 [4 cr]**Composition Theory and Writing**

What do we do when we study rhetoric, composition, and writing studies? This course asks students to explore the wide range of writing studies methodologies (the overarching strategies and rationale of your research, and the lens through which you analyze) and writing studies methods (the specific tools/procedures to collect and analyze data and answer your research questions). Students will grapple with the practical, theoretical, and ethical issues involved in writing-related research.

ENGL 304 [4 cr]**Creative Nonfiction Workshop**

Designed to introduce students to creative nonfiction, a genre that includes the personal essay, memoir and literary journalism. Students will read and discuss published essays, practice elements of the genre, share work with classmates, and compose and revise several essays.

ENGL 305 [4 cr]**Literary Theory and Writing**

What do we do when we study literature? In this course, we will explore some of the ideas and practices that make literary study distinct from other ways of reading and writing. Each unit of the class will pair study of a literary text with a particular orientation toward literary criticism: structures and forms; surfaces and depths; and affects and ecologies.

ENGL 306 [4 cr; Adv Core: EI, WI]**Professional Writing**

This course teaches students to write effectively in a professional context. In it, students will become acquainted with the basic genres of professional communication, such as research briefs, project/grant proposals, public outreach documents, web design, résumés, and cover letters. They also learn a range of strategies for controlling their argumentation, organization, and prose style in a professional setting. Importantly, students will conduct this work on behalf of a local non-profit organization. In that way, they will be asked to apply the skills learned in this course for a variety of real-life leaderships, each with its own strongly held values.

ENGL 307 [4 cr]**Fiction Workshop**

This course covers the fundamental principles of writing short stories: plausibility, plot construction, point of view, characterization, setting, style and the use of evocative details. The approach is workshop/tutorial. Some readings in short fiction and in theories of fiction are required.

ENGL 308 [4 cr]**Poetry Workshop**

This course focuses on the writing of poetry. The approach is workshop/tutorial. Students will read and critique each other's works; they will also read works by currently publishing poets.

ENGL 309 [4 cr]**African American Novel**

Beginning with one of the most important texts in the African American literary canon, Frederick Douglass' slave narrative, the course traces the historical trajectory from antebellum autobiography to the contemporary protest novel in African American literature. The course analyzes these texts in relation to a variety of social, political and artistic historical moments: the rise of slavery, reconstruction, the Harlem Renaissance, the Black arts movement and the civil rights movement.

ENGL/WMGS 310 [4 cr, Core: DD, WI]**Race and Sex in Contemporary U.S. Texts**

This course examines race and gender in Native American, U.S.-Latinx, African-American and Asian-American texts in the contemporary United States (1960s to present). Students investigate themes such as immigration, dispossession, and solidarity as they study the political and cultural underpinnings of the texts.

ENGL/WMGS 311 [4 cr]**Women and Literature**

Through exploring literary texts by women, this course analyzes how the construction of "woman," sex and gender has changed over time and investigates how it intersects with issues of race, class, sexuality and nationality. By using feminist literary theory, the course engages the most pressing issues in the field from ideas of women's literary voice to claims that challenge female authorship altogether. Special topics

may include contemporary women writers, gender and 19th-century novel, medieval and early modern women writers, and ethnic women writers.

ENGL 313 [4 cr, Adv Core: EI, WI]

Writing for the World

Writing for the World introduces students to the myriad ways writing works its way into the real world. Course themes include the exploration of real-life writing genres (e.g., feature articles, profiles, reviews, grant proposals, blogs, podcasts, social media marketing), copy-editing and publishing, digital and multimodal writing, informational writing, visual rhetoric, and more. Features of the class include collaborative projects, engaged writing workshops, and relating writing experiences to one's personal goals and career interests. Prerequisite: a lower-division WI course. Spring, annually.

ENGL 314 [4 cr]

Modern Drama

This course involves the study of dramatic works written between 1949 and 1993, focusing particularly on innovations in form and content that date back to Ibsen's work in the late nineteenth century. Students will discuss avant-garde trends of the twentieth century but will largely focus on the shadow cast by nineteenth century realism onto British, Irish, and American drama as well as the postwar emergence of absurdism.

ENGL 315 [4 cr]

Rock and Roll Movies

Rock and Roll Movies is an interdisciplinary examination of the advent and journey of rock and roll music as it has been represented onscreen from 1955 through 2021. The class focuses specifically on the birth of rock and roll in the 1950s through the height of its influence in the late 1970s and examines the deathless mythologies that helped to shape not only the future of popular music but also the emergence of subversive subcultures that continue to inform signifiers of rebellion and anti-mainstream subcultures well into the 21st century. A distinctly visual art form, rock and roll has long been a source of interest to filmmakers caught in its thrall; we'll be listening to, reading about, and watching the ways that cinema has reflected, reinforced, and reshaped the powerful cultural narratives of rock throughout the 20th century and lamented its demise in 21st century nostalgia markets.

ENGL 317 [4 cr]

Nineteenth-Century American Novel

This course studies American novels of the 19th century that were produced during a creative and industrial heyday in American literary history. Students explore examples from romantic, gothic, sentimental, abolitionist, naturalist, and sensation novels, focusing on such issues as canonicity, popularity, "masterpieces," readership, and accessibility.

ENGL 318 [4 cr]

The Modern American Novel

This course traces the development of the American novel from 1900 to the present, placing examples of the genre within the changing social, artistic, political and historical patterns of the 20th-century United States.

ENGL 321 [4 cr, Adv Core: WT]

Dante: The Divine Comedy

This course leads students in the close and careful study of Dante's "Divine Comedy" in modern English translation, following its protagonist through hell, purgatory, and heaven. Students will explore the historical, theological, and artistic context of this great medieval poem, as well as ponder what it might teach us about human nature and values, ethics, and the purpose of life.

ENGL 322 [4 cr]

Medieval Literature

This course explores the literary and intellectual developments that took place between the sixth and the fifteenth centuries in Europe. It shows how aspects of medieval religion, philosophy, and aesthetics

influence the ways we think, read, and write today. Special topics may include medieval romance and chivalric quests, dreams and visions, gender and sexuality, race and ethnicity, and devotional literature, among others.

ENGL 323 [4 cr]

The Harlem Renaissance

This course examines the flowering of culture—in the areas of literature, music, dance and art—that took place predominantly during the 1920s for black Americans in Harlem, N.Y., a movement that has become known as the Harlem Renaissance. The course places this cultural renaissance, or rebirth, within the historical context out of which it grew—the modernizing America in a post-WWI era, the rise of jazz and the blues, and the Great Migration, among other factors. We will study writers, intellectuals, and visual and performing artists whose work demonstrates the debates and major contributions of this historical movement.

ENGL 325 [4 cr]

Chaucer

This course explores the works of Geoffrey Chaucer, including the "Canterbury Tales," "Troilus and Criseyde," and/or his dream poetry in the original Middle English. Students will pay close attention to the poet's language and style, as well as discover the medieval world that he inhabited.

ENGL 327 [4 cr, Adv Core: DD]

Race in Premodern England

The concept of race, it is generally acknowledged, originates at the dawn of modernity with the colonization of the New World and the beginnings of the transatlantic slave trade. In this course, we will turn instead to the preceding period and explore how early English literature, primarily that written in the fourteenth century, conceives of, represents, and articulates human difference centuries prior to the emergence of modern racial ideologies. We will place these literary works in conversation with other historical sources including visual art, archaeological and legal records, and maps. At every step of the way, we will also consider whether and how these materials speak to issues of race and racism in the United States today.

ENGL 329 [4 cr]

Literature of Service

This course addresses concepts of American culture through the dual lenses of literary texts and community-based learning. The course explores individuals and communities in crisis or transition as a result of poor health, poverty, immigration, homelessness and gendered, sexual, racial or ethnic discrimination. Throughout the semester, paired students regularly volunteer at local community service agencies and expand their knowledge of these concepts by writing reflection journals as well as various forms of researched persuasive critical writing (literary analysis, opinion editorials, grant proposals and newsletters). Students will examine their service-learning experiences and writing as connected to the literature in the course, in order to consider their own vocations in the world.

ENGL 332 [4 cr, Adv Core: WT]

Reading Modern Poetry

Like influential musicians of their time, poets have long engaged the world around them, revealing cultural values, conflicts, and forms of human experience. This course examines modern poetry from England and America, focusing on how poets responded to social change through formal innovation and new approaches to language. Students will study major poetic movements and representative works while developing skills for reading, interpreting, and analyzing poetry with confidence and clarity. They will gain sharper analytical skills and a new way of understanding how poetic form shapes meaning, and how poetry reflects and challenges modern culture.

ENGL 334 [4 cr]**Milton**

This course examines Milton's major works, including his masterful Biblical epic "Paradise Lost." In particular, students will explore how Milton responded and contributed to the literary, philosophical, theological, and scientific thought of seventeenth-century England.

ENGL 339 [4 cr]**Shakespeare**

This course explores the major plays and poems of William Shakespeare. In addition to situating Shakespeare's works within their historical, political, and literary context, this course also examines their enduring cultural and artistic impact around the world. Fall semester.

ENGL 350 [4 cr]**Major Authors**

This course guides students in a deeper dive into an author's body of work. The choice of author varies depending on the instructor. Prerequisite: ENGL 305 or 306.

ENGL 356 [4 cr, Adv Core: BB]**Postcolonial Literature**

This course covers 20th- and 21st-century literature composed by writers grappling with colonialism or its enduring legacy. Students will read and respond to a variety of postcolonial literature and cultures, which may include poetry, short fiction, novels, film, and postcolonial theory. The course usually covers literature written in English from India, Pakistan, Africa, and the Caribbean, but may also explore literature from other countries or continents with a history of colonialism.

ENGL 358 [4 cr]**Detective Fiction**

Since its rise to prominence in the mid-nineteenth century, detective fiction has remained one of the most enduringly popular genres of narrative. In this course, we will examine the development of the detective story and track the figure of the detective from their early days to the present moment. Along the way, we will ask what the rise in crime fiction has to do with the growth in national policing and the expansion of global imperialism.

ENGL 385 [4 cr, Adv Core: WT]**Heroes and Sages**

Students will consider how concepts of heroism and wisdom pervade human cultures and how they evolve. The interdisciplinary approach includes a range of texts from around the world as we consider how humans have struggled to evaluate what we consider brave and wise.

ENGL 389 [4 cr]**Special Topics**

This small-group seminar concentrates on a variety of literary concerns and special interests, ranging from single authors to movements, motifs or themes. Topics vary by semester. Course is repeatable with advisor's and instructor's consent.

ENGL 425 [4 cr]**Advanced Seminar in Creative Writing and Contemporary Literature**

Students critique each other's fiction, poetry and creative nonfiction and study the works of contemporary writers and poets. The class includes individual tutorial sessions. Students are expected to complete a course portfolio of selected original works. Prerequisites: ENGL 304, ENGL 307 or ENGL 308.

ENGL 490 [2 or 4 cr]**Independent Study**

This course allows staff and students to explore together topics of special interest.

ENGL 494 [4 cr]**Internship**

An internship experience allows students to apply their studies in a supervised work situation. Students benefit from an inside look at different kinds of organizations by having a chance to work in their field of study and by gaining experience with state-of-the-art equipment and practices. Restrictions: junior or senior standing and instructor consent. Graded as pass/ fail only.

ENGL 498 [4 cr]**English Capstone**

This seminar completes the English major by offering students a chance to explore literary writing, theory and history through a signature project, and to connect their knowledge and skills to vocations beyond college. Students should register for ENGL 499 in collaboration with this course unless otherwise advised. Prerequisite: ENGL 350.

ENGL 499 [0 cr]**English Portfolio**

All English majors are required to collect and submit a senior English portfolio (one essay or writing assignment from each ENGL course taken, plus a self-evaluative introductory essay) in order to fulfill the ENGL 499 graduation requirement. During their four years of coursework, English majors should electronically store their essays and writing assignments, and the final portfolio will be built from this stored written work. Senior English majors enroll in ENGL 499 during their final semester, and completed portfolios are due at the conclusion of the semester. Restriction: senior standing. Graded as pass/ fail only.

ENGLISH AS A SECOND LANGUAGE PROGRAM**ESLI 042 [0 cr]****Beginning Reading**

Students increase their vocabulary, read faster, and understand more of what they read. They develop reading strategies such as skimming, scanning, guessing meaning from context, previewing and predicting. Students practice reading authentic material such as short reading passages, simplified short stories and news articles, and an abridged ESL novel.

ESLI 043 [0 cr]**Beginning Writing**

Students improve their ability to write in English by learning to write simple and compound sentences in English and short, well-organized simple paragraphs which include title, topic sentence, supporting sentences, and a conclusion. Students practice rules of punctuation and capitalization, as well as learn spelling rules. In addition to learning basic writing skills, students study simple verb tenses, nouns, pronouns, adverbs and adjectives.

ESLI 044 [0 cr]**Beginning Speaking**

Students learn to communicate in English in everyday situations. They learn to ask and answer questions, use the telephone, take messages, pronounce and note simple numbers, and perform functions such as initiating conversations, asking for directions, making invitations, closing conversations, etc. Class activities include performing simple role plays, participating in small groups, and presenting three-minute visual presentations. Students engage in authentic dialogue.

ESLI 045 [0 cr]**Beginning Listening**

Students practice listening to authentic taped conversations and monologues on topics of general and cultural interest. The focus in this class is on listening to discourse that is no more than five minutes in length. Students work on understanding phrases, simple sentences and questions, as well as perceiving stress and basic intonation patterns.

ESLI 051 [0 cr]**Grammar Topics 1**

Students learn and review specific grammar topics including simple tenses, present perfect tense, correct use of nouns, adjectives, and some modals.

ESLI 052 [0 cr]**Building Reading Vocabulary**

This reading skills course develops skills in reading speed and comprehension. Students are introduced to reading strategies such as skimming, scanning, guessing meaning from context, previewing, predicting, making inferences and giving opinions. Reading materials include short stories, news articles, computer passages and a simplified novel.

ESLI 053 [0 cr]**Introduction to Essay Writing**

In this course students learn to write well-organized and coherent paragraphs that include a topic sentence and detailed supporting sentences. Students practice a variety of writing styles and forms, which may include narrative, descriptive and expository paragraphs, journals, and letters. By the end of the term, students understand and write a three-paragraph essay. Grammar study includes review and practice of the simple and present perfect tenses, study and practice of noun forms, adjectives, modals, gerunds and infinitives.

ESLI 054 [0 cr]**Cultural Immersion 1**

In this course students actively practice speaking skills for a variety of situations including requesting and giving information, and practice strategies for beginning, maintaining and ending a conversation. Special attention is given to pronunciation, intonation and correct grammar usage. Activities may include making introductions, giving demonstrations and short speeches, role playing, and group discussions. Active participation in daily classroom activities is required.

ESLI 055 [0 cr]**Interactive Listening**

In this course students learn to listen for details and inferences as well as main ideas. Students summarize passages heard on tape or video. Students learn to discriminate between different stress and intonation patterns, recognize and identify verb tenses, possession markers and plurality.

ESLI 065 [0 cr]**American Society**

In this content-based listening/speaking course, students are introduced to American culture and values. Class themes include education in America, ethnic and racial assimilation, women and work, American government, religion, and entertainment. Activities may include reading, discussing and analysis of video/movie segments. Classes are frequently supplemented with class trips in the community. Students develop confidence in their ability to use American English as they gain a better understanding of American society.

ESLI 066 [0 cr]**Culturally Speaking**

This speaking course introduces students to American culture through classroom discussions and role-playing. The class focuses on improving aural/oral skills while giving students the opportunity to communicate in authentic language situations. Students improve listening and speaking skills by comparing and contrasting cultures, including their own.

ESLI 067 [0 cr]**Public Speaking**

This course develops the oral communication skills of intermediate and advanced-level ESL students. Emphasis is given to speaking in academic, business and professional situations. Reading and writing are also required components of the class. Students develop analytical skills by identifying issues, evaluating

options and solving problems. A wide variety of materials and methods may be used to achieve course goals.

ESLI 071 [0 cr]

Grammar Topics 2

Students learn and review specific grammar topics including perfect and perfect progressive tenses, general verb review, nouns and pronouns, modals, and passive.

ESLI 072 [0 cr]

Skills For Reading Success

This intermediate-level reading class emphasizes reading strategies such as skimming for ideas, scanning for specific information, separating fact from opinion, guessing meaning from context, making inferences and understanding humor. Students improve reading speed and comprehension using such materials as short stories, news articles, and abridged and unabridged novels. An important part of the course is the transition from ESL reading material to authentic first-language texts.

ESLI 073 [0 cr]

Essay Writing

This course teaches students to develop a written paper into a unified, coherent, well-supported five-paragraph college-style essay that incorporates clearly written sentences in a variety of styles and mature (complex) sentences. Writing tasks include in-class timed essays, out-of-class process essays with two to three drafts each, summaries of newspaper and magazine articles, and reactions to readings with opinions and personal reflections.

ESLI 074 [0 cr]

Cultural Immersion 2

Students develop oral communication skills. Emphasis is given to speaking in academic, business and professional situations. Reading and writing are also required components of the class. Students develop analytical skills by identifying issues, evaluating options and solving problems. A wide variety of materials and methods may be used to achieve course goals.

ESLI 075 [0 cr]

Effective Listening Comprehension

Students listen to extended discourse on a variety of topics in formal and informal settings. They develop skills to listen for main ideas and specific content, make inferences, and summarize. Students are introduced to note taking and outlining skills while focusing on comprehension and analysis of content.

ESLI 076

Independent Study

Check with IIS Director for current offering.

ESLI 077

Integrated Study

Check with IIS Director for current offering.

ESLI 078 [0 cr]

U.S. Film and Culture

This course introduces students to aspects of U.S. culture through an examination of film, with a focus on developing listening skills. Students examine cultural aspects of U.S. life, including humor, while developing skills to understand main ideas and specific content.

ESLI 081 [0 cr]

Current Events/News

In this course students continue to improve listening comprehension and speaking skills. They participate in discussions of current social and political issues. Students gather and organize information from sources that include television news, newspapers, magazines, personal interviews and electronic media.

Students engage in a variety of activities including out-of-class research, in-class listening exercises, small and large group discussions of news reports, and oral and written presentations.

ESLI 085 [0 cr]

Intercultural Business

This is a multi-skill course that introduces students to current business issues in American economic life. Students read, write and discuss business issues in the context of American cultural values. Students read, write, listen and discuss issues from television news reports, the Wall Street Journal and other daily or weekly business publications. Grammar is reviewed and assigned for homework as needed.

ESLI 086 [0 cr]

Introduction to U.S. History

Students learn about the impact of the Revolutionary War and Civil War on American society. Students will discuss the factors that led to war, the politics involved before and during the war, and the major battles fought in each war. Course materials include videos, Internet research, readings and speeches. Major assignments for this course will include presentations, tests and quizzes, written assignments, and a research paper. Spring 1 session.

ESLI 088 [0 cr]

Introduction to U.S. Literature

This content-based course gives students an overview of various genres in American literature to introduce them to the most distinguished American authors and their works. The course focuses on aspects of American life and its reflection through literature.

ESLI 089 [0 cr]

Introduction to Intercultural Communication

Students listen to, write about, and discuss the meaning of culture and how it influences communication with people from other cultures. Students identify culturally determined values and beliefs about their own culture and identify reasons for the success or failure of intercultural communication. The course combines readings and lectures with problem-solving activities using role plays, simulations, reflection papers and group discussions.

ESLI 091 [0 cr]

Grammar Topics 3

In this class students practice listening to extended speech and lectures, identify key ideas, supporting details and organizational patterns. Content includes guest lectures and recorded lectures. Students are required to observe and report on several college lecture classes. Students learn to take comprehensible notes using note-taking symbols and abbreviations.

ESLI 092 [0 cr]

Academic Reading Skills

In this class students are exposed to the kinds of reading that they can expect to find in their college courses. Course materials include college textbook material, newspaper and journal articles, essays, a full-length unabridged novel, short stories and poetry. Students continue to practice inferencing, skimming, scanning, and summarizing. Students respond to readings through writing, discussions and oral reports.

ESLI 093 [0 cr]

Introduction to Academic Writing

This pre-college writing course requires students to use all writing skills to write timed and drafted essays, complete essay exam questions and complete a 6-10 page research paper. Skills taught include brainstorming, outlining, researching, drafting and redrafting, preparing and using notes, source and bibliography cards. Students research, analyze and evaluate issues. In addition, students summarize, paraphrase, quote and document sources.

ESLI 094 [0 cr]**Cultural Immersion 3**

This listening/speaking course is for high intermediate and advanced-level students. Students continue to build confidence in speaking by participating in class discussions and debates and by making individual oral presentations. Students learn conversational strategies such as agreeing and disagreeing, interrupting and asking for clarification. Students listen to both formal and informal English. Topics of discussion typically include current events and controversial issues.

ESLI 095 [0 cr]**Lectures and Note Taking**

In this class students practice listening to extended speech and lectures, identify key ideas, supporting details and organizational patterns. Content includes guest lectures and recorded lectures. Students are required to observe and report on several college lecture classes. Students learn to take comprehensible notes using note-taking symbols and abbreviations.

ESLI 096 [0 cr]**Issues for Debate and Discussion**

This listening/speaking course is for high intermediate and advanced-level students. Students continue to build confidence in speaking by participating in class discussions and debates and by making individual oral presentations. Students learn conversational strategies such as agreeing and disagreeing, interrupting and asking for clarification. Students listen to both formal and informal English. Topics of discussion typically include environmental issues, gun control, abortion, AIDS, homelessness and sexual harassment.

ENVIRONMENTAL SCIENCE**ENVS 300 [4 cr, Adv Core: PN]****Environmental Science**

Environmental Science is an interdisciplinary field of study which relies on the principles of biology, chemistry and geology as well as the social sciences to explain complex natural systems. ENVS 300 is a survey course in this field and discusses how natural systems function with an emphasis on how these systems have been affected by human activity. Recent advances in scientific research indicate that in addition to the well-known local and regional effects of human activity on the environment, humans are changing the world we live in on a global scale. The possible ramifications of the environmental issues discussed in this course make the material both relevant and controversial. An attempt is made to present information in an objective, scientific manner, allowing students to reach their own conclusions regarding the proper response to environmental threats and to develop a personal environmental ethic.

Note: Environmental Science majors may not take ENVS 300 to fulfill a requirement in the core curriculum. Students may not take both ENVS 300 and SSCI 301 for credit.

ENVS 428 [4 cr]**Environmental Science Research**

In consultation with the instructor, students design and execute a research project or study in the area of environmental science or environmental chemistry. This course is generally taken by environmental science majors in their senior year.

EXERCISE SCIENCE**EXER 305 [4 cr]****Biomechanics**

This course constitutes an application of classical mechanics to analyze the structure, function, and behavior of the musculoskeletal system. Course content will include detailed analysis of tissue and joint mechanics, force analysis, and the use of specialized biomechanical tools and instrumentation. The curriculum is structured to emphasize both theoretical modeling and experimental methods as they are

applied in biomechanical research and clinical settings. Prerequisite: BIOL 216, 217 and PHYS 111 or 121.

EXER 310 [4 cr]

Exercise Physiology

This course provides an in-depth examination of the acute and chronic physiological responses and adaptations of the human body to physical activity and exercise. Emphasis is placed on the functional integration of the cardiovascular, respiratory, muscular, and skeletal systems. Key topics include bioenergetics, hormonal regulation of metabolism, training effects, mechanisms of fatigue, and the influence of various environments on performance. Laboratory experiences are integral, providing hands-on opportunities for fitness testing, data analysis, and the interpretation of physiological responses to diverse types and intensities of exercise. Prerequisite: EXER 305 or instructor consent.

EXER 325 [4 cr]

Athletic Injuries and Illness

Explores the recognition, evaluation, prevention, and management of common athletic injuries and illnesses in physically active individuals. The curriculum includes an in-depth study of injury mechanisms, tissue healing processes, and the signs and symptoms of both acute and chronic conditions. Key topics cover injury classification, first aid and emergency response, environmental conditions (e.g., heat illness, cold exposure), infectious diseases, and the critical role of healthcare professionals in the injury care team. Strong emphasis is placed on applying evidence-based practices, risk management strategies, and return-to-play considerations. Practical, hands-on components cover skills such as taping, bracing, and basic injury assessment techniques. Prerequisite: EXER 310. Restricted to Exercise Science majors.

EXER 350 [4 cr]

Exercise Evaluation and Performance Design

Focuses on the comprehensive assessment of physical fitness and the methodological design of individualized exercise programs to optimize health, fitness, and athletic performance. Students develop proficiency in conducting and interpreting evidence-based protocols for evaluating cardiovascular function, muscular strength and endurance, flexibility, power, and body composition. A strong emphasis is placed on translating evaluation data into safe, effective, and goal-oriented training programs tailored for diverse populations, including general fitness clients, competitive athletes, and special populations. Laboratory work provides practical experience in program design, progression, and modification techniques. Prerequisite: EXER 310. Restricted to Exercise Science majors.

EXER 425 [4 cr]

Capstone

A seminar course designed for the synthesis and application of knowledge acquired throughout the Exercise Science curriculum. Students engage in in-depth analysis of current topics, emerging research, and complex professional issues within the field. The curriculum emphasizes critical evaluation of scientific literature, leading to informed discussions, formal student presentations, and a scholarly project. Exploration focuses on contemporary challenges and advancements related to human health, athletic performance, clinical rehabilitation, and physical activity across diverse populations. The seminar serves as a culminating experience to prepare students for professional practice and/or post-baccalaureate study. Prerequisite: Exercise Science major and junior or senior standing

EXER 494 [4 cr]

Internship (Exercise Science)

Provides supervised, practical experience in a professional exercise science setting such as fitness centers, athletic programs, physical therapy clinics, wellness facilities, or research laboratories. Students apply theoretical knowledge and technical skills in real-world environments while gaining exposure to professional practices, client interaction, and interdisciplinary collaboration. Emphasis is placed on professional development, effective communication, and reflective learning. Requirements include completing a designated number of field hours, maintaining a reflective journal, and submitting a final report or presentation that synthesizes the experience and learning objectives. The internship is an

integral component of the major, ensuring hands-on, meaningful experiential learning. Prerequisite: Exercise Science major and junior or senior standing. Graded as pass/ fail only.

FRENCH

FREN 101 [4 cr]

Elementary French 1

An intensive introduction to practical French with an emphasis placed on the four language skills: understanding, speaking, reading and writing. Cultural topics, film, music, cuisine, and the arts from across the French-speaking world will be highlighted. Regular internet access for online homework, practice and assessment is required.

FREN 102 [4 cr, Core: SL]

Elementary French 2

Continuation of FREN 101. This course is a practical guide to French with an emphasis placed on the four language skills: understanding, speaking, reading and writing. Cultural topics, film, music, cuisine, and the arts from across the French-speaking world will be highlighted. Regular internet access for online homework, practice and assessment is required. Prerequisite: FREN 101 or formal placement.

FREN 203 [4 cr, Core: SL]

Intermediate French 1: French Language and Society Through Film

FREN 203 is the first part of a two-semester sequence (203-204) leading to a transcriptable certificate in French. It focuses on the development of communication and cultural competency in listening, speaking, reading, and writing. Class discussions will focus on culturally significant films and student presentations will include topics such as art, music and cinema. FREN 203 will take students to a new level of proficiency and provide them with the self-confidence necessary to study and live in a Francophone country. Regular internet access for online homework, practice and assessment is required. Prerequisite: FREN 102, formal placement, or permission of instructor. Fall semester.

FREN 204 [4 cr, Core: SL]

Intermediate French 2: Communication in French and Francophone Contexts

Students completing FREN 204 with a B average or better in all previous French classes at the college will qualify for the certificate in French. Through the study of film, music and other media from the French and Francophone worlds, students will continue to improve their proficiency in reading, writing and speaking. This course is especially designed to develop students' communication skills in order to discuss contemporary topics of cultural and literary significance. It prepares students for advanced courses in French. Regular internet access for online homework, practice and assessment is required. Prerequisite: FREN 203, formal placement, or permission of instructor. Spring semester.

FREN 305 [4 cr, Adv Core: EI, WI]

Introduction to French Literature, Cultural Studies and Society: The Middle Ages, The Renaissance to Classicism

This course is an introduction to French literature and cultural studies. It is designed for students who seek to improve their French as well as learn about French literature, society and culture. FREN 305 examines a wide variety of literary texts – drawing on poetry, prose, and drama, from the Middle Ages through the Renaissance to the Classic period. History is incorporated in context with an interdisciplinary approach. Prerequisite: FREN 204 or instructor consent. Every other fall semester.

FREN 320 [4 cr, Adv Core: WT]

Masterpieces of French Literature

An overview of representative masterpieces of French literature from the 17th to the 20th centuries. Topics covered include the classical period, ideas of the Enlightenment, the development of the 19th-century novel and existentialism. The course will also include film excerpts as visual texts. Prerequisite: FREN 204.

FREN 375 [4 cr, Adv Core: BB]**French Civilization, Literature, and Identity: The Revolution to Modernity**

This course is a continuation of FREN 305. It examines the representation of French identity through literature and the arts from the French Revolution to modernity. This course takes an interdisciplinary approach through the study of art, cinema and documentaries will enhance student understanding of the French intellectual tradition. Other topics will be drawn from history, human geography, the fine arts, philosophy and cultural iconography. Prerequisite: FREN 204 or instructor consent.

GEOGRAPHY**GEOG 140 [4 cr, Core: BB]****World Regions and Issues**

This course introduces geographic themes and critical issues of relevance in our global society and will enhance awareness and appreciation of other people and places. Through this regional survey of lands and life, students gain a grasp of the differences and commonalities among the world's physical and human landscapes and how they impact life in these regions — as well as how they connect to our own lives. Regional profiles include analyses of varied issues in the physical environment, population distributions, cultural landscapes, and select historical, political, and economic issues, primarily from a spatial perspective. This regional approach consistently emphasizes map work.

GEOG 225 [4 cr, Core: BB]**Social Geography**

The course provides an introductory survey of geographic themes and concepts of social and cultural relevance in our fast-changing world, with a particular emphasis on the United States. It offers an opportunity to deepen understanding of and appreciation for geographic realities that shape daily existence across communities and cultures. Topics include population dynamics, migration, ethnicity, gender, language, religion, urbanization, and the political landscape. Geographic and spatial aspects of these issues are examined at a variety of scales across diverse locales. Map work is emphasized throughout.

GEOG 231 [2 cr]**GIS-Social Sciences/Humanities**

This course introduces basic tools and skills of Geographic Information Systems (GIS) in a hands-on setting with emphasis on applications for the social sciences and humanities. GIS has revolutionized how we can question, interpret, and visualize data across a wide range of disciplines. Students will be introduced to the spatial thinking upon which GIS is built and how to apply this knowledge to real-world, interdisciplinary scenarios – of value in many fields and careers, including public service, business, and education. Fall Semester.

GEOG 355 [4 cr, adv Core: DD]**Ethnic Geographies of the U.S.**

This course provides an overview of the geographic diversity of the population in the United States. Ethnic groups such as Mexican, Puerto Rican, Chinese, Asian Indian, and Iranian communities are central to discussions of the country's ethnic complexity. Examples drawn from course texts, outside readings, online sources, and film are examined across various places and regions.

NOTE: This course is offered in a hybrid format (both online and face-to-face class meetings).

GEOG 363 [4 cr, Adv Core: BB]**Global Urbanization**

This course primarily focuses on the development of the present global urban system, but not exclusively, from a geographic perspective. Topics include the origins and evolution of cities in both the developed and developing world (with special attention to U.S. urban growth); aspects and models of the internal structure of cities; and the recent growth of the “world cities” (those power centers that dominate the global economy), and of the developing world's fast-growing megacities. Both the enduring promise and persistent problems of urbanization are addressed. The functions and meanings of cities and urban change will be explored from various cultural perspectives.

GEOG 489

Special Topics

Examination of selected topics of interest to faculty and students, such as demographics, political geography, maps and map making, advanced Geographic Information Systems, cultural landscapes, in-depth regional analysis, or other topics.

GREEK

GREK 111 [4 cr]

Elementary Greek 1

An introduction to Attic Greek with emphasis on the grammar, syntax and vocabulary necessary for reading Greek prose and poetry. Fall semester.

GREK 112 [4 cr, Core: SL]

Elementary Greek 2

A continuation of CLAS 111, with extended reading passages in Greek prose and poetry. Prerequisite: CLAS 111 or GREK 111. Spring semester.

GREK 213 [4 cr, Core: SL]

Intermediate Greek

Continued study of grammar, syntax and vocabulary of Greek prose and poetry. Readings may include selections from Herodotus, Thucydides, Plato, or early Christian texts. Prerequisite: CLAS 112 or GREK 112. Fall semester.

HISTORY

HIST 106 [4 cr, Core: DD]

African American History Since 1865

This course will trace the history of African Americans in the United States, from Reconstruction to the Twenty-First Century. We will pay particular attention to the many mechanisms through which people and institutions impacted African Americans' lives and maintained racially-based segregation and inequality, including systems of labor, access to goods, and use of violence. We will also closely examine the ways that African Americans – both leaders and “average” people – responded to inequality and shaped their own lives. Throughout, we will ask: what has it meant to be black in United States history? Fall semester, odd-numbered years.

HIST 112 [4 cr, Core: WT]

History of Western Civilization 1: From the Bronze Age to the Renaissance

This course explores the development of Western Civilization from its origins in ancient Iraq to its flowering in Renaissance Europe. Key topics include society and belief in the ancient Near East; Greek philosophy, theater and politics; Roman imperialism and urbanism; Christian origins; Islamic contributions to the West; Medieval monarchy, universities and the papacy; and Renaissance art and humanism. This course seeks to provide students with a keen awareness of our debt to past cultures and with new perspectives on where human civilization may be headed. Fall semester.

HIST 113 [4 cr, Core: WT]

History of Western Civilization 2: Early Modern and Modern Europe

This course explores the development of Western Civilization from the rise of the national monarchies in the Renaissance Era through the conclusion of the Cold War in the late twentieth century, with particular emphasis on the sixteenth through eighteenth centuries. Key topics include relations between Catholicism and Protestantism and their effects on European society; the rise and challenges of absolutist and limited monarchies, democratic republics, and totalitarian regimes; capitalism, socialism, communism, liberalism, nationalism, and conservatism; Scientific Revolution and the Enlightenment; religious war, revolution, and total war; as well as overseas exploration, colonization, racism, anti-Semitism, and imperialism. This

course seeks to provide students with a keen awareness of our debt to past societies and with perspectives on where human civilization may be headed. Spring semester.

HIST 114 [4 cr, Core: DD]

History of the United States 1

This course will trace the political, social, and cultural development of the U.S. from its pre-Columbian origins through the Civil War. From encounters between early colonists and Native Americans, to midwives tending to colonial women, to 19th-century laborers adjusting to industrial changes, and finally to the slave trade, this course will pay particular attention to the role of race, class, and gender in shaping society and politics.

HIST 115 [4 cr, Core: DD]

History of the United States 2

This course will trace the political, social, and cultural development of the U.S. from Reconstruction to the present. From Jim Crow segregation, to labor organizing during the Great Depression, to women's rights movements, to the debates over immigration, this course will pay particular attention to the role of race, class, and gender in shaping society and politics.

HIST 117 [4 cr, Core: BB]

Survey of African History 1

This course surveys select topics in the social, economic and political history of Africa. We will explore the great medieval West African kingdoms and empires, trans-Saharan and Indian Ocean trading networks, the importance of Africa's resources, including gold, to the medieval world economy, and the involvement of Africans in Atlantic trade. Fall semester.

HIST 119 [4 cr, Core: BB]

Survey of African History 2

This course explores topics in the social, economic and political history of Africa from 1800 on. We will explore select pre-colonial powers, European colonization and its effects, the pre-colonial economic and political roles of African women and how these changed with colonialism, and the independence movements which led to colonialism's end. Spring semester.

HIST 120 [4 cr, Core: BB]

Survey of Middle Eastern History

This course traces the major political, social, economic and intellectual developments that have shaped the Middle East over the past 1,400 years. Beginning with the career of the prophet Muhammad and the rise of Islam in the seventh century, it follows the processes of political unification and cultural integration from early Arab rule to the aftermath of World War I. Special attention is given to Islamic civilization – what it achieved and what it has meant to the people of the Middle East. Fall semester.

HIST 121 [4 cr, Core: BB]

The Modern Middle East

This course is designed to introduce students to the central issues of 19th- and 20th-century Middle Eastern history: imperialism, nationalism, secularism, modernization and Westernization, and the resurgence of militant Islam. The course begins with the decline of the Ottoman Empire and examines in detail the experiences of several countries, including Turkey, Egypt, Iran, Lebanon and Saudi Arabia. The course concludes with a survey of the present conflicts in the region, seeking to understand them in their historical dimensions.

HIST 122 [4 cr, Core: BB]

Modern East Asia

An introductory survey of the major developments in China, Japan, Korea and Southeast Asia from 1600 to the present. Topics include modernization, the reaction to the West, nationalism, communism and postwar trends. Fall and spring semesters.

HIST 131 [4 cr, Core: BB, WI]**Colonial Latin America**

This course provides an introduction to Colonial Latin American history. The course will cover the fifteenth century through the early nineteenth century, and will examine topics including Pre-Columbian indigenous cultures, contact and conquest, colonial hierarchies and resistance, race, gender, indigeneity, the Catholic Church, and Latin American independence.

HIST 132 [4 cr, Core: BB, WI]**Modern Latin America**

This course provides an introduction to modern Latin American history. The course covers the early nineteenth through twenty-first centuries, and covers topics including independence struggles, nation-state formation, Latin American-U.S. relations, economic systems, political reform, dictatorship and genocide, cultural and social movements, and other questions.

HIST 211 [4 cr]**Discoveries in the Archives: Archival Research Methods in History**

This course will introduce students to historical research methods and familiarize them with the tools and techniques that historians use to study the past, with a focus on United States History. Topics will include developing historical questions, conducting library and archival research, and producing historical writing. The class will also visit historical archives and talk with practitioners in the world of history: archivists, reference librarians, museum curators, academics, and public historians. By the end of the course students will understand how and why historians conduct research on past events. Spring semester, alternate years.

HIST 212 [4 cr]**Digital Humanities**

Digital Humanities is a course designed to introduce students to historical research methods with a particular focus on digital approaches to conducting research and sharing knowledge. In this course, students will learn about the variety of research and writing skills that historians use, and they will apply those skills to a historical research project of their own. Spring semester, odd-numbered years.

HIST 311 [4 cr]**Mexico Since Independence**

This course examines the political, economic, social and cultural development of Mexico from its attainment of independence in the early 19th century to the present. Major topics include the emergence of political strongmen and patron-client relations, Mexico's relations with the U.S. and other foreign powers, the Native Americans' loss of their land and agrarian reform, urbanization and migration, the Revolution, and the development of the one-party state. This seminar course also emphasizes students' development in the areas of critical and analytical thinking and effective oral and written expression.

HIST 321 [4 cr]**The Spanish Conquest of the Americas**

This course examines the historic encounter of the Native Americans and the Spanish in the first decades after 1492. The course focuses on the political organizations, social structures, economic systems, and cultures of Spanish and indigenous civilizations; it explores Spanish and Indian perspectives; and it assesses the historical consequences of conflict and accommodation in 16th-century America.

HIST 322 [4 cr]**American Immigration and Ethnic History**

This course traces the history of immigration to the United States from the nineteenth century to the present. In the 19th century waves of immigrants arrived in the U.S., building communities and sparking outrage among native Americans. Today many descendants of these immigrants call for tighter border control. This course will examine immigrant characteristics and motivations, as well as legislation that has defined what it means to be American and changed patterns of migration. Throughout, we will ask, what does it mean to be an immigrant in this nation, and what does it mean to be a nation of immigrants. Alternate years.

HIST 323 [4 cr]**Global & Comparative History of Empires**

This advanced course introduces students to a wide range of texts, methodologies, and theories that deals with the studies of empires and the making of the modern world. For centuries, modern empires carved up the world into various territorial forms whose colonial enterprises had complicated global world orders and generated tension that continued to shape our postcolonial presence. Drawing on comparative case studies across geographies including the Americas, Asia, and Africa, this course explores themes central to empire studies: military conquests and settler colonialism; religious conversion, proselytization, and practices; slavery, ethnic cleansing, and the civilizing missions; globalization, imperial networks, and overseas empire building; and reactions to colonization, independence movements, and decolonization. Addressing these themes, this course examines closely the meanings and impacts of imperial politics and anti-colonial resistance as world-historical phenomena integral to a humanist and ethical approach to the pursuit of global peace and justice. Alternate years.

HIST 324 [4 cr, Adv Core: DD]**Poverty, Charity and Welfare in American History**

This course will examine the poor in modern America: from orphans in Chicago's Home for the Friendless, to sharecroppers in the Great Depression, to Reagan's notorious welfare queen of the 1980s. We will analyze primary and secondary sources to understand why people were poor and how they coped with the insecurity and instability of poverty, and to investigate America's various anti-poverty crusades. Finally, considering the majority of non-white men and women living below the poverty line, we will pay particular attention to race and gender, and ask how Americans have responded to, and at times perpetuated, this disparity. Spring semester, alternate years.

HIST 326 [4 cr]**The History of Ancient Greece**

This course explores ancient Greek civilization from its dawn in the second millennium B.C. to its absorption by the Roman Empire in the third century B.C. Key themes will include tyranny and democracy; innovations in philosophy and science; competition through warfare and athletics; mythology, poetry and history; and new standards in art and architecture. This course seeks to illustrate how different the world would be without the vibrant and creative culture of ancient Greece. Fall semester, alternate years.

HIST/WMGS 327 [4 cr]**Women and Gender in United States History**

This course will explore women and gender in American history from colonial America to the present. Students will examine how gender norms changed throughout history and how individuals interacted with those norms. They will analyze how women and notions about gender shaped American politics: through cultural trends like fashion; through family and daily life; and through social movements such as suffrage, temperance, and welfare rights. We will ask, when did gender constrict the choices that individuals faced, and when did individuals expand and even disassemble gender norms? Alternate years.

HIST 328 [4 cr]**The History of Ancient Rome**

This course is an exploration of Roman civilization from its origin in a tiny Italian village in the 8th century B.C. to the decline of its vast empire in the fifth century A.D. Key themes include political, administrative and legal achievements; conquest, imperialism and multiculturalism; the shift from republic to empire; daily life in town and country; the impact of Christianity; and architecture and urbanism. This course is designed to provide the student with a firm grounding in the Roman experience and a keen awareness of what we today owe the Romans of the distant past. Spring semester, alternate years.

HIST 329 [4 cr]**The History of Medieval Europe**

This course examines the dynamic period of change in Europe from the fading of the Roman Empire through the flowering of the High Renaissance. Key topics include the fusion of Roman, Germanic and Christian cultures; warfare and kingship; the relative powers of church and state; creation of

representative assemblies and universities; theology, philosophy and science; Europe and the Middle East; heresy and reform; and Romanesque, Gothic and Renaissance art and architecture. This course seeks to illustrate how different medieval people were from us, yet also how we are very clearly their political, cultural and spiritual descendants. Fall semester, alternate years.

HIST 331 [4 cr]

History of the Byzantine Empire

This course will introduce students to the “other half” of Europe’s Middle Ages, the eastern half with a focus on the Byzantine Empire. The Byzantine Empire had tremendous theological, artistic and legal influence on western Europe in the Middle Ages and the Renaissance. It served as a model of advanced politics and diplomacy, of trade and commerce, and as a military bulwark against Islamic invaders, preventing their assault on eastern Europe for nearly 800 years. Spring semester, alternate years.

HIST 333 [4 cr]

Cuba from Colony to Castro

This course examines the history of Cuba from the late 18th century to the present; this period begins with a sugar boom and the development of African slavery in the Spanish colony and ends with Cuba’s current difficulties in a post-Soviet world. Other topics of the course include the Cubans’ struggles for independence from Spain, relations with the U.S., monoculture and the export economy, political institutions and political change, race and class relations, and the Cuban Revolution (a significant portion of the course treats Cuba since 1959). This course aims to enhance the students’ knowledge and understanding of Cuba’s past and place in Latin American and world history.

HIST/WMGS 335 [4 cr]

Women and Work

This course examines the topic of women and work historically, with attention to changes over time in the work histories of African and American women. Throughout, we will explore women’s working lives in the context of the gendered social norms within which they have lived. Within this general framework, the course will examine occupations including domestic work, prostitution, farming, market trading and professional/managerial work. The course will also explore the intersections of work with marriage and parenting and the effects of race and class upon women’s working lives. Fall semester, alternate years.

HIST 340 [4 cr]

Israel/Palestine: The Roots of the Arab-Israeli Conflict

This course examines the origins and development of Jewish-Arab rivalry in the Middle East, beginning with the advent of Zionism in the 19th century and concluding with a review of current events. Social and economic dimensions of the conflict are considered alongside the political history. Students are introduced to a wide range of materials on the topic. Spring semester, alternate years.

HIST 345 [4 cr, Adv Core: WT]

Slavery in World History

This course contrasts American slavery with forms of unfree labor in other parts of the world. Six topics are covered, the precedents – slavery in the ancient world, Islamic Middle East and pre-colonial Africa; the slave experience in the Americas, including Brazil, the Caribbean and the U.S.; the economy of slavery and its effects in Africa and the Americas; slave resistance; the abolition of slavery in Africa and the Americas; and the legacies of slavery in the Americas – miscegenation, racial identity and relations, and economic development. Spring semester, alternate years.

HIST 350 [4 cr, Adv Core: WT]

The History of Modern Europe

This course explores the political, social, economic, military and cultural aspects of modernity in the European context from the French Revolution to the collapse of the Soviet Union. Key topics include Enlightenment values; revolution and reaction; industrial society; Romanticism, socialism and communism; nationalism, imperialism and totalitarianism; world wars and Cold War; and Europe united. This course seeks to illustrate how the ideas, movements, conflicts and personalities of modern Europe have shaped our contemporary ways of thinking, feeling and living. Spring semester.

HIST/WMGS 351 [4 cr]**Women, Gender and Imperialism**

From the 1850s through the 1950s, Western women played significant roles in the British colonies in Africa and India in the fields of education, public health and missionary work. These women believed that they could improve the lives of non-Western women by acculturating them to the norms of their own middle-class, Western and Christian lives. The course will explore how these women tried to reshape key social institutions in Africa and India such as marriage, parenting, medical practices and religion. This course will also explore how the women and men these individuals came to “civilize” in turn shaped the cross-cultural encounter through their powerful reactions to the often-unwelcome acculturating messages they received. The course draws upon historical material and autobiographical, literary, missionary and travelers’ accounts to investigate these events. Spring semester, alternate years.

HIST 368 [4 cr, Adv Core: DD]**A History of Asian America**

This course will explore the immigration of East, South, and Southeast Asians (Chinese, Japanese, Koreans, South Asians, Filipinos, Hmong, and Vietnamese) to the United States and the formation as well as evolution of these Asian American communities from the 19th century to the present. Topics to be covered include (cross)-community political activism, the model-minority myths, histories of transnational organizations and interethnic solidarity, oral histories, race and diversity discourses, as well as ethno-racial conflicts and identities. Fall semester, alternate years.

HIST 370 [4 cr, Adv Core: WT]**The End of the World**

This course examines the many ways that beliefs about a final judgment and an end-time event (Apocalypse) have been put into action in Western and non-Western societies during periods of acute crisis. Students will be exposed to a variety of disciplinary approaches to the study of millenarian movements, and will be expected to reflect critically in class discussions and essays on the values that these movements reflect and their change or continuity across space and time. The course concludes with an examination of contemporary American millenarian beliefs. Spring semester, alternate years.

HIST 371 [4 cr]**Revolutions in Latin America**

This course provides an in-depth look at revolution in Latin America, including a central consideration of the idea of revolution, as well as a series of case studies that will facilitate comparative study. In this course, we will examine Latin America’s independence wars, the Guatemalan Spring and its violent aftermath, the Cuban Revolution, the Chilean Socialist experiment and the repressive military dictatorship that followed, and recent revolutionary-inspired political movements and regimes.

HIST 372 [4 cr, Adv Core: BB]**Borderlands in Latin America**

History is often understood in terms of individual nations – their distinct cultures and individual histories. Borderland histories, by contrast, examine the human spaces and practices where societies meet, blend, and clash. How did people living in the North American Southwest, for example, see themselves in relation to European empires, indigenous cultures, and nation-states? How did indigenous people in South America’s southern cone respond to Chilean and Argentinean expansion into their territories? This course explores historical case studies of borderlands in the Río Grande/Bravo region and the Southern Cone, and challenges the conceptual nature of borderlands. Fall, odd-numbered years.

HIST 373 [4 cr, Adv Core: BB]**The U.S. in Latin America**

This course explores Latin America’s experiences with the United States during the twentieth century. The class addresses U.S.-Latin American relations from a variety of angles, covering topics from military intervention and government policies, to informal imperialism and cultural exchange through film and literature. We will discuss everything from filibusters to Carmen Miranda, from tourism to Cold War covert operations.

HIST 389 [2 or 4 cr]**Special Topics**

A course taught at intervals by a member of the faculty, dealing with a topic in European, Latin American, Asian, African, Middle Eastern or U.S. history. The topic will be announced each time the course is offered. The course, which counts as an advanced course in the area of concentration in which the topic falls, may be taken more than once, for credit, if the topic is different.

HIST 490 [2 or 4 cr]**Independent Study**

A tutorial course for majors only involving either a directed reading program in an area of special interest to the student or a project based on research under the supervision of a faculty member.

HONORS PROGRAM**HONR 101 [4 cr, Core: WI]****Introduction to Honors**

This course introduces students to the fundamentals of a Catholic, Norbertine, liberal arts education. The focus of the course is on the understanding of the creation, development, and dynamics of communities. We will examine specific communities within our larger Fox River area community (ethnic communities, religious communities, and neighborhood communities). Critical thinking skills and inquiry methods will be used to help determine a topic of interest, identify a problem, create a question, and study an issue. Required "texts" will include scholarly articles, literary works, media, interviews, and field-based explorations. Objectives of the course include an understanding of the Norbertine heritage of the College, an awareness of and appreciation for "different ways of knowing," and increased information literacy and communication skills. Restriction: honors program member. Fall semester.

HONR 111 [4 cr, Core: CI]**The Life and Legacy of Norbert of Xanten**

Who was Norbert, and what did he stand for? Join the Honors Program as we undertake to discover and understand our Norbertine heritage at the places in Central and Eastern Europe where it actually unfolded. Meet the men and women who have nourished and resurrected the Norbertine Order through the historical upheavals of the Twentieth Century. Relive moments in the life of Norbert in the very spots where he stood and visit his final resting place in Prague, one of Europe's most beautiful and culturally vibrant cities. Restriction: honors program member

HONR 150 [2 cr]**Life at SNC**

This course is designed to encourage first-year students to reflect on their first semester at SNC and begin charting a meaningful and successful course to graduation. Topics covered include: vocational development and reflection on "studenthood;" developing a four-year plan; majors, minors, and co-curricular commitments; mindfulness and mental health. Graded as pass/ fail only. Restriction: honors program member

HONR 289 [2 cr]**Honors Tutorial**

Honors tutorials are flexible, two credit experiences that typically take place outside regular class times and can range from small-group discussion with a professor, group learning with visiting lecturers and community partners, or off-campus experiential learning. Topics are chosen by faculty members and are based on either their academic area of expertise or a particular vocation. Recent tutorials have included, among other things, a week-long Chicago museum experience, a tattoo and body art exhibition, and work with the production company Theater of War, which uses performance of Greek tragedy to heal combat trauma. A student may enroll in tutorials twice (two semesters of tutorials) or once if studying abroad. Restrictions: permission of the Honors Program Director, junior standing or greater, and minimum GPA of 3.4. Graded as pass/ fail only.

HONR 301 [2 cr]**Preparing for Life After SNC**

This course is designed to encourage sophomore-level students to reflect on their personal and professional goals, as well as to instruct them in the steps they must take and the skills they must master if they are to successfully transition from college to graduate or professional school. The course covers such topics as: writing an excellent personal statement; evaluating co-curricular activities; letters of recommendation; choosing the program that best suits your goals, interests, and budget, and preparing for the interviews. Open to honors program students only. Restrictions: permission of the honors program director, minimum GPA of 3.4, sophomore standing or greater. Graded as pass/ fail only. Spring semester.

HONR 302 [4 cr, Adv Core: WT]**Coexistence in Medieval Spain**

This four-credit honors travel-seminar offers students the opportunity to study the intersection and coexistence of the Jewish, Christian and Muslim cultures in early-modern Spain. During pre-departure seminars, students will reflect on the historical events and the social and religious values that permitted the coexistence. They will then spend approximately two weeks in Spain over J-Term, visiting and studying the most important sites of what was once Muslim Spain: Toledo, Córdoba and Granada. The assignments will include the development of a claim/inquiry, writing assignments, presentations, and the development of an inquiry which they will present via an infographic. Restrictions: permission of the honors program director.

HONR 450 [2 cr]**Senior Seminar**

This course gives graduating students the opportunity to reflect on the challenges and achievements during their time at SNC and apply their insights to the “real” lives before them. The course covers such topics as: achieving work-life balance, financial literacy, and developing comprehensive digital portfolios and profiles. Graded as pass/ fail only. Restriction: honors program member

HUMANITIES**HUMA 100 [4 cr, Core: EI, WI]****Introduction to the Humanities Through the Fine Arts**

This course aims to help students understand ways in which literature and the fine arts can deepen their sense of what it means to be human. The course gives students practice in appreciating masterpieces of painting, music, poetry, prose narrative and theater.

HUMA 252 [4 cr, Core: BB]**French Society and Culture**

This course offers an overview of the history of French civilization – its history (specifically the French Revolution), its political institutions and its long tradition of excellence in the arts – but focuses on the relevance of France in the world today. We will examine France’s position as a leader within the European Union and the world and also as a nation often at odds with itself. Discussions will include France’s struggle with its postcolonial heritage, permanent high rates of unemployment, social issues, race relations, immigration policies, doubts about national identity, shifts in political paradigms. This course is taught in English.

HUMA 337 [4 cr, Adv Core: CI]**Communio and the Norbertines Across the Centuries**

This course will explore the concept of communio as living from and in God in community. Students explore communio at the beginning of Creation and its expression in the common life of the early Jerusalem community in the Acts of the Apostles. The course continues by exploring St. Augustine’s model of life for his religious communities set forth in this Rule which Norbert of Xanten accepted as a core element in his reform of 12th century Catholic life. Students will study Norbert’s life and a summary history of his Order, especially its missionary activity, with a special focus on the establishment of the Order in the United States. They will study the retrieval of the concept of communio in the Second Vatican

Council and then as a key concept in the Norbertine Constitutions. This will provide a strong base for understanding the College's Catholic, liberal arts and Norbertine mission.

HUMA 338 [4 cr, Adv Core: WT]

History, Culture and Communio Along the Camino de Santiago

In this course, students will learn not only about the origins and evolution of the Camino de Santiago, but also about its religious and cultural importance in Western society, particularly within Europe. During the on-campus classes prior to our departure, students will study historical texts, trade routes, medieval art and architecture, religious artifacts, popular traditions and legends, as well as the transformative power of pilgrimage. Students will be able to apply the knowledge they acquire while in northern Spain as we hike across ancient roads from León to Santiago de Compostela, visit Roman ruins, and reflect on what it means to be a pilgrim on the Camino in the modern age. This experience will give students the ability to engage with a centuries-old tradition, see themselves as global citizens, and experience communio with other pilgrims from around the world. Spring, odd-numbered years.

HUMA 389 [4 cr]

Special Topics

This course concentrates on a topic pertinent to the current needs and interests of students. Primarily the focus will be placed on topics which cross disciplinary lines and involve two or more Humanities disciplines. Topics will vary and will be announced in the course listings.

HUMA 424 [4 cr]

Sport and Society

Introduction to sports as a cultural phenomenon. The ethos of sport. History of sports in Western culture. Sports and the arts. Sports and nationalism. Race, gender and sports. Religion and sports. Youth and sports. The modern business of sports.

HUMA 489 [2 or 4 cr]

Special Topics

This is a seminar course offered whenever a mutual interest in a more specialized topic in the Humanities exists for a member of the faculty and a sufficient number of students.

HUMA 490

Independent Study

A course allowing instructors and students to explore together topics of special interest.

HUMA 494 [4 cr]

Internship

An academic internship for credit involves the application of disciplinary or interdisciplinary concepts to work experience and includes a very specific academic component, which is detailed and agreed to by all parties in advance of the internship experience. The academic focus of the internship for credit should be woven through the internship experience in a meaningful way under the expert guidance of the faculty member. Restriction: junior/senior standing. Graded as pass/ fail only.

INTERDIVISIONAL STUDIES

IDIS 100

College Writing

This course helps students develop and discipline their powers of written communication. Students will learn about the composing process – planning, shaping, writing, revising, editing and proofreading – and how to apply this process to a series of college writing assignments that include personal narratives, informational summaries, persuasive essays and documented research essays. IDIS 100 can be taken as an elective by students who feel a need for a composition course. The course is required for students who demonstrate a need for a college writing course (as determined by a timed writing sample, college admission scores and high school record).

IDIS 105 [1 cr]**The First Year Experience (FYE) Seminar**

This course introduces first-year students to the history and mission of St. Norbert College while equipping them with the skills and understanding they need to succeed as members of the college community. The Seminar experience will be taught using a variety of formats: classroom lecture, plenary sessions, in-class activities, and one-on-one conversations between the instructor and each student in the instructor's section.

The seminar will introduce students to the history, mission and traditions of St. Norbert College and the Norbertines; the classroom and interpersonal skills consistent with student success; academic integrity; community and personal values; life at a Catholic college; and personal gifts, community needs, and their intersection in vocation. Graded as pass/ fail only.

IDIS 110 [2 cr]**Academic Survival Skills**

This course is designed to increase students' success in college by assisting them in obtaining necessary skills to reach their educational objectives. Topics in the course include time management, study techniques, beginning career decision-making, test taking, reading for understanding and retention, note taking, college resources, decision-making and memory techniques.

IDIS 115 [2 cr]**College Preparation and Reading**

This course presents reading and study techniques that will enhance students' ability to read and retain college-level material. Students will learn to implement general strategies for dealing with course material and strategies to improve vocabulary acquisition, reading rate, critical thinking and comprehension. It also addresses executive function skills and goal setting strategies designed to enhance efficient and effective learning.

IDIS 120 [0 cr]**SUCCESS Program Participation**

Zero credit mandatory academic success program for students that have taken IDIS 110 already or are outside of their freshman year on academic probation. This program assists students in reaching their full academic potential by regularly monitoring academic performance, improving study skills and providing guidance necessary to complete college-level work. The SUCCESS program is offered by the Academic Support Services department. Open only to students who are required to participate as a condition of initial or continued enrollment. Repeatable. Graded as pass/ fail only.

IDIS 160 [4 cr]**Comprehensive Academic Strategies**

IDIS 160 is a course designed to increase students' success in college by assisting them in obtaining necessary skills to reach their educational objectives and achieving academic self-confidence. Students will learn college level study and thinking strategies that are essential for academic achievement, as well as strategies to improve vocabulary acquisition, reading rate, and comprehension. This course is for only students that have been conditionally admitted into the Academic Enhancement Program (AEP) Cohort. Prerequisite: Conditional Admit, determined by Admissions. Fall semester.

IDIS 312 [4 cr, Adv Core: CI]**Darwin and the Divine: Evolution and the Faith-Reason Dialog**

The theory of evolution continues to evoke strong sentiments and reactions among the religious, particularly in the United States, and provides an ideal framework to examine the interaction of faith and reason from a variety of perspectives. Specifically, we will examine why and how evolutionary theory is perceived as a threat to religion by so many, how atheists have used the theory and framed the debate, how the religious, particularly theologians, have responded to the challenge, how this plays out at various levels of American life, the nature of these debates and confrontations in American politics, and finally how some thinkers, scientists and theologians alike, have attempted to reconcile the differences within an intellectual and spiritual framework. We will also explore whether the reactions that evolution evokes bring to the surface a deeper tension between how science and religion deal with questions of proximate and

ultimate causation, human nature, and the meaning and purpose of our existence. In addressing these issues, we will seek to understand the important and unique contributions of the Catholic intellectual tradition in enriching the dialog, creating space for conciliation, and providing the sociopolitical framework for all to effectively resist pseudoscience.

IDIS 313 [4 cr, Adv Core: PN]

One Health

One Health posits that the health of humans and that of the Earth's environment and its biota – collectively known as the One Health 'triad' – are intimately interconnected. This approach signals a major paradigm shift in how we understand factors that affect our wellness, how we relate to the Earth's biota and environment, and how this has profound implications for our survival and flourishing. One Health, while firmly grounded in the methods and facts of science, is also necessarily multifaceted and interdisciplinary. In this course, we will study the basic components of the One Health triad, how science informs our understanding of their interconnectedness and unity, and threats that disrupt planetary health. We will understand the role of humanities, economics, politics, and policies in One Health, read about and hear from practitioners of One Health, and ultimately synthesize this understanding to craft an ethical worldview for human flourishing.

IDIS 389

Special topics in Interdivisional Studies

This course concentrates on a topic pertinent to the current needs and interests of students. Primarily, it focuses on topics which cross division lines and involves two or more interdivisional disciplines.

IDIS 494 [4 cr]

Internship

This tuition-free internship course allows non-credit internships to be listed on students' academic transcript. Students are allowed to register for the IDIS 494 course for each term they intern, regardless of whether they are continuing to intern with the same company or with a new company. Course signup is based on a semester basis as well as an experience basis. For each IDIS 494 listing, the student must return a completed internship learning agreement to Career Services within one week of their start date, participate in a mid-term site visit upon request, and complete an end-of-term online evaluation, which will be dispersed to all student interns regarding the internship experience and to worksite supervisors regarding student performance. Additionally, students are required to work a minimum of 60 hours at the internship site, which will be documented on the end-of-term evaluations by both the worksite supervisor and the student intern. Students must be interning during the term they are taking the course. Graded as pass/ fail only.

INTERNSHIP

ISHP 494 [0-4 cr]

Academic Internship Seminar

Students may earn course credit for internships when the experience aligns with their academic goals. Earning credit requires both completion of internship hours and associated coursework, including reflective analysis that connects the internship experience to academic concepts. Open to all majors, this course supports the development of career readiness skills. Instructor permission is required. Graded as pass/ fail only.

LATIN

LATN 101 [4 cr]

Elementary Latin

An introduction to classical Latin with emphasis on the grammar, syntax and vocabulary necessary for reading Latin prose and poetry. The course also stresses the influence of Latin on English vocabulary. Fall semester.

LATN 102 [4 cr, Core: SL]**Intermediate Latin**

A continuation of CLAS 101, with extended reading passages in Latin prose and poetry. Prerequisite: CLAS 101. Spring semester.

LATN 103 [4 cr, Core: SL]**Accelerated Elementary Latin**

This course consolidates Latin 101 and Latin 102 into a one-semester accelerated course of study and is designed for students with prior study at the beginning level. Prerequisite: two to four years of high school Latin or one semester of Latin at the post-secondary level. Summer semester.

LATN 203 [4 cr, Core: SL]**Readings in Latin**

After learning more about Latin grammar, students will translate a variety of texts that will bring them in touch with the rich humanity of thoughtful human beings who lived 2000 years ago. Authors considered will include Catullus, Cicero, Horace and Pliny. Prerequisite: CLAS 102. Fall semester.

LATN 204 [4 cr, Core: SL]**Advanced Reading in Latin**

This course will continue to develop proficiency in Latin vocabulary and grammar through readings of Latin literature selected by the students. The course will assist students incorporating the Latin language and the skills developed in previous Latin courses into their daily lives and chosen career paths. Prerequisite: CLAS 203.

LEADERSHIP STUDIES**LEAD 100 [4 cr]****Leadership Theory and Practice**

Introduces and acquaints students with the history of leadership studies, past and current leadership theories and styles, and their practical implementation in the daily operational activities in the fields of health studies, engineering / manufacturing, international business or education. The course focuses on definitional issues (What is leadership?) and explanations (How does it work?). At the end of the course students are expected to demonstrate basic knowledge in various approaches, frameworks and activities of leadership theory, particularly within their chosen field of study and be able to give practical examples of leadership within those fields.

LEAD 200 [4 cr, Core: IS]**Introduction to Leadership Studies**

This course focuses on definitional issues (What is leadership?) and explanation (How does it work?). The course also acquaints students with theories and styles of leadership. Available only through the College Jump Start Program.

LEAD 210 [2 cr]**Leadership in the Arts**

Leadership in the Arts focuses on the inner workings of arts organizations such as symphony orchestras, theater companies, and art museums. Students will learn about strategic and marketing planning and implementation, operational and financial goal setting and strategies, and stakeholder management. The course will address leadership in for-profit, nonprofit, and educational organizations.

LEAD 389 [2 or 4 cr]**Special Topics**

This is a seminar course offered whenever a mutual interest in a more specialized topic in Leadership Studies exists for a faculty member and a sufficient number of students.

LEAD 400 [4 cr]**Seminar in Leadership Development**

This seminar-based course explores leadership as a deeply personal responsibility, emphasizing courageous and visionary leadership grounded in values, authenticity, and purpose. Through engagement with primary sources, films, and written case studies, students examine the role of emotional intelligence, empathy, and relationships in effective leadership. The course develops skills in navigating crucial conversations, leading meaningful change, and fostering creativity while prioritizing core values. Students are challenged to lead by example, act with integrity, and cultivate passion in their leadership practice. Prerequisite: LEAD 200 or BUAD 230.

MATHEMATICS**MATH 102 [2 cr]****Basic Algebra**

Topics include numbers and their properties, operations with rational numbers, fundamental operations in algebra, linear equations in one variable, special products and factoring, algebraic fractions, systems of linear equations, exponents and radicals, quadratic equations. Required of students whose placement test indicates inadequate preparation in mathematics. A student who has received credit for MATH 115, MATH 123, or MATH 131 may not take MATH 102 for credit without the registrar's consent.

MATH 115 [4 cr]**Pre-Calculus Mathematics**

Primarily for students intending to take MATH 131 but who need more preparation. Topics include basic concepts of set theory, algebraic operations, functions, systems of equations, exponents, logarithms, trigonometry and an introduction to graphing software. Prerequisite: MATH 102 or placement. A student who has received credit for MATH 131 may not take MATH 115 for credit without the registrar's consent. Spring semester.

MATH 120 [4 cr, Core: QR]**Numbers and Operations**

Intended for elementary education majors, this course examines the mathematical content knowledge underlying the numbers and operations taught in elementary school. Students will explore content in the Common Core State Standards, such as place value; algorithms for addition, subtraction, multiplication, and division; and arithmetic properties of counting numbers, integers, fractions, and decimals. This course focuses on mathematical content, not teaching methods.

MATH 123 [4 cr, Core: QR]**Applications of Contemporary Mathematics**

This course is designed to help students recognize the place of mathematics and mathematical reasoning in society. Students will be given the opportunity to enhance their ability to see the relevance of mathematics behind many current topics and to use mathematical techniques to address those topics. Topics include: mathematics of finance, logic, probability, statistics and counting techniques, graph theory, and additional topics at the instructor's discretion.

MATH 128 [4 cr, Core: QR]**Introduction to Statistics**

This course offers a background in combinatorics, probability, descriptive statistics, and inferential statistics to prepare students to succeed in successive courses. Students apply quantitative thinking and application of software to practical problems in the real world. Available only through the College Jump Start Program.

MATH 129 [4 cr, Core: QR]**Differential Calculus of Polynomials**

Intended for students who need calculus for their major program, but who would benefit from additional support (as determined by placement), this course covers differential calculus, with a focus on polynomial and piecewise polynomial functions. Topics include limits and continuity; the derivative, its meaning,

computation and applications. Precalculus topics will be integrated throughout the semester, as needed. Prerequisites: Placement.

MATH 130 [4 cr]

Differential Calculus of Non-Polynomials and Integral Calculus

This course is a continuation of MATH 129. This course covers differential and integral calculus with the addition of logarithmic, exponential, and trigonometric functions. Topics include continuity of functions; the definite integral, its meaning, computation and applications; differentiation and integration of logarithmic, exponential, and trigonometric functions; and the fundamental theorem of calculus. Precalculus topics will be integrated throughout the semester, as needed. Prerequisites: MATH 129.

MATH 131 [4 cr, Core: QR]

Calculus and Analytic Geometry 1

Pre-calculus mathematics will be presumed but reviewed as needed. Topics include limits and continuity of functions; the derivative, its meaning, computation and applications; the definite integral, its meaning, computation and applications; differentiation and integration of logarithmic, exponential and trigonometric functions; and the fundamental theorem of calculus. Prerequisite: four years of college preparatory math in high school or MATH 115.

MATH 132 [4 cr, Core: QR]

Calculus and Analytic Geometry 2

Topics include applications of integration, methods of integration, indeterminate forms and improper integrals, elementary differential equations, and series. Prerequisite: MATH 130 or MATH 131.

MATH 203 [4 cr, Core: QR]

Linear Algebra

The course will cover systems of linear equations and their solutions, matrix algebra, determinants, vector spaces and linear transformations, eigenvalues and eigenvectors, and inner product spaces. While linear algebra can be studied at a more theoretical level (e.g. MATH 303), this course will focus on the problem-solving capabilities and applications of linear algebra. Prerequisites: MATH 130 or MATH 131 or placement in MATH 132.

MATH 212 [4 cr, Core: QR]

Principles of Algebra and Data

Intended for elementary education majors, this course examines the mathematical content knowledge underlying the algebra, number theory, statistics and probability taught in elementary and middle school mathematics. Students will explore ratio and proportion, number theory, algebra, statistics, and probability. This course focuses on mathematical content, not teaching methods. Prerequisite: grade of "C" or better in MATH 120 or Math 250. Spring semester.

MATH 220 [4 cr, Core: QR]

Principles of Geometry

Intended for elementary education majors, this course examines the mathematical content knowledge underlying the geometry taught in elementary and middle school mathematics. Students will explore measurement including length, area and volume; polygons; constructions; similar and congruent figures; and symmetry. This course focuses on mathematical content, not teaching methods. Prerequisite: grade of "C" or better in MATH 120 or MATH 250. Fall semester.

MATH 221 [4 cr, Core: QR]

Introduction to Statistics with R

This course covers both descriptive and inferential statistics. Major topics include discrete and continuous random variables, probability and density functions, statistical inference and sample statistics, confidence intervals, hypothesis testing, analysis of variance (ANOVA), and regression analysis. Students will learn to implement these topics in the R programming language for statistical computing. Prerequisite: placement in MATH 131.

MATH 228 [4 cr, Core: QR]**Introduction to Statistics**

This course offers a background in combinatorics, probability, descriptive statistics, and inferential statistics to prepare students to succeed in successive courses. Students apply quantitative thinking and application of software to practical problems in the real world. Prerequisite: MATH 102 or placement.

MATH 233 [4 cr, Core: QR]**Calculus and Analytic Geometry 3**

Topics include parametric equations, polar coordinates, matrices and determinants, vectors and curves in two- and three-dimensional space, partial derivatives, multiple integrals, further applications of differentiation and integration, and line integrals. Prerequisite: MATH 132. Every semester.

MATH 250 [4 cr, Core: WI]**Advanced Foundations of Mathematics**

This course is intended to be a transition to abstract mathematics. Topics include logic, the axiomatic method and the nature of proof, sets, relations, functions and 1-1 correspondences, countability, and selected topics in discrete mathematics. Prerequisites: CSCI 110 (or instructor consent), MATH 132 and MATH 203.

MATH 289 [4 cr]**Special Topics**

The course topic and title will be announced at the time the course is offered. This course is intended for students at the first-year/sophomore level.

MATH 303 [4 cr]**Advanced Linear Algebra**

Topics include vector spaces and inner product spaces, linear transformations, matrices and determinants, and eigenvalue problems. Although linear algebra can be studied with an emphasis on computational techniques and column vectors (e.g., MATH 203), this course will focus on proof-writing and the theory of abstract vector spaces. Prerequisite: MATH 250. Spring semester, alternate years.

MATH 306 [4 cr]**Abstract Algebra**

Topics include groups, cyclic groups, permutation groups, quotient groups, Lagrange's theorem, homomorphism theorems, rings, ideals, polynomial rings, elementary number theory, integral domains and fields. Prerequisite: MATH 250. Fall semester.

MATH 310 [4 cr]**Ordinary Differential Equations**

Topics include solutions of first order linear and nonlinear ordinary differential equations including separable variables, exact, homogeneous, and autonomous. Includes higher order linear differential equations, systems of ordinary differential equations, variation of parameters, Laplace transforms, power series, numerical solutions, and applications of differential equations. Prerequisite: MATH 203 or MATH 233. Spring semester, alternate years.

MATH 313 [4 cr]**Mathematical Modeling**

This course introduces the construction and investigation of mathematical models for real-world problems. Techniques explored involve dimensional analysis; difference, ordinary differential and partial differential equations; fixed point, stability, and phase plane analysis; deterministic and stochastic processes; and computer packages as needed. Applications may include, but are not limited to, mechanical vibrations, population dynamics, traffic flow, chemical kinetics, cell biology and geophysical fluid dynamics. Prerequisite: MATH 203 and MATH 233. Fall semester, alternate years.

MATH 315 [4 cr]**Numerical Analysis**

This course introduces algorithms for numerical solutions to mathematical problems, error analysis and computer packages. Topics include power series, roots of equations, linear and nonlinear systems, numerical differentiation and integration, differential equations, interpolation and difference equations, and curve fitting. Prerequisites: CSCI 110, MATH 132, and MATH 233 or instructor consent. Spring semester, alternate years.

MATH 317 [4 cr]**Operations Research**

Topics include linear programming, duality, sensitivity analysis, transportation and assignment problems. The course also deals with computer implementation of selected algorithms. Selected topics from the following: game theory, network analysis, integer programming and decision theory. Prerequisite: MATH 233 and MATH 250.

MATH 318 [4 cr]**Methods of Applied Mathematics**

This course offers an introduction to the methodologies and classical techniques in applied mathematics. Topics include scalar and vector field theory (line integrals, Stoke's theorem, Green's theorem, irrotational fields); Fourier methods (series, integral, transform); partial differential equations (characteristics, Laplace equation, the wave equation, potential theory); and complex variable theory (conformal mapping, Taylor series, Laurent series, residues). Prerequisite: MATH 203 and MATH 233. Fall semester, alternate years.

MATH 319 [4 cr]**Financial Mathematics**

This course introduces students to principles of financial mathematics. Specific topics include time value of money, annuities, loans, bonds, general cash flows and portfolios, immunization, and determinants of interest rates. Offered Fall semester, every other year. Prerequisite: MATH 250.

MATH 321 [4 cr]**Probability and Statistics**

Topics include probability, discrete and continuous random variables, discrete and continuous distributions, statistical inference and sample statistics, hypothesis testing and selection of procedures, and correlation and regression. Prerequisite: MATH 233 and MATH 250. Fall semester, alternate years.

MATH 350 [4 cr]**Modern Geometry**

Topics include postulational systems, Euclidean and non-Euclidean geometries, and the role of geometry in the history of mathematics. Prerequisite: MATH 250. Spring semester, alternate years.

MATH 355 [4 cr]**Topology**

Topics include metric spaces and general topological spaces, separation properties, compactness, connectedness, convergence, completeness, continuous functions, and homeomorphisms. Prerequisite: MATH 250. Offered by special arrangement with a member of the mathematics faculty.

MATH 373 [4 cr]**Real Analysis**

Topics include introduction to the theory of functions of a real variable, topology, limits, continuity, differentiability, the Riemann integral, sequences and series. Prerequisite: MATH 250. Spring semester, alternate years.

MATH 376 [4 cr]**Complex Analysis**

Topics include elementary functions of a complex variable, differentiation, topology, integration, calculus of residues and series. Prerequisite: MATH 250. Spring semester, alternate years.

MATH 489 [4 cr]**Special Topics**

A course designed for the study of subject material of special interest. The organization, methodology and objectives of the course will be determined by the instructor. Restrictions: instructor consent and junior or senior standing.

MATH 490 [4 cr]**Independent Study**

A course which allows a talented student to pursue an area of study on an individual basis, with consultation and evaluation. The objectives, organization, methodology and means of evaluation will be mutually agreed upon by a faculty member and the student. Restrictions: instructor consent and junior or senior standing.

MATH 497 [2 cr]**Senior Seminar**

This course is a synthesizing experience for the mathematics major, comprising a semester-long seminar, an individual project and presentation, plus two exams covering the various areas of mathematics in the undergraduate curriculum. The project allows the mathematics major to explore a topic of interest, connect ideas from various aspects of their coursework, and show their ability to effectively communicate mathematics. Prerequisite/ Restriction: MATH 250 and senior standing.

MATH 499 [0 cr]**Senior Examination**

This course consists of two, two-hour exams covering the various areas of mathematics in the undergraduate curriculum. One exam is a standardized national test, while the second exam is designed by the College's Mathematics discipline. The purpose of these exams is to assess whether graduates of the program are achieving the outcomes of the major program. The results of these exams will help the mathematics discipline monitor and improve the program. Restrictions: senior standing. Spring semester.

MILITARY SCIENCE**MILS 101 [2 cr]****Leadership & Military Science 1**

An introductory course designed to orient students to the ROTC program and to familiarize students with the fundamentals of various military skills including tactical movement, weapon familiarization, land navigation, facing personal challenges, and understanding the competencies that are critical for effective leadership and communication. The curriculum emphasizes the personal development of life skills such as cultural understanding, goal setting, time management, stress management, and comprehensive fitness related to leadership, officership, and the Army profession. The focus is on developing basic knowledge and comprehension of Army leadership dimensions, attributes and core leader competencies while gaining an understanding of the ROTC program, its purpose in the Army, and its advantages for the student. Leadership students have an option to participate in combat water survival training, rappelling from a 60-foot tower, land navigation and field survival skills. Leadership laboratory required. Physical fitness session optional.

MILS 102 [2 cr]**Leadership & Military Science 2**

Further development of leadership attributes required in accordance with the Army's leadership requirements model and the orientation of the ROTC program. Curriculum focuses primarily on the competencies needed for effective execution of the profession of arms, communication skills, leadership traits and behaviors, and basic combat tactics. Students learn how Army ethics and values shape the Army and the specific ways that these ethics are inculcated into Army culture. Additionally, advanced land navigation skills and basic rifle marksmanship skills are taught. Leadership students have an option to participate in combat water survival training, rappelling from a 60-foot tower, land navigation, a leadership

development exercise and field survival skills. Leadership laboratory required. Physical fitness session optional.

MILS 201 [4 cr]

Basic Leadership & Management 1

A leadership and management course where the student is required to practice and apply the fundamentals of Army Leadership, Officership, Army Values and Ethics, Personal Development, and small unit tactics at the platoon level. Students are required to demonstrate writing skills and present information briefings as preparation for development in becoming a successful future officer. The outcomes are demonstrated through Critical and Creative Thinking and the ability to apply Troop Leading Procedures. Comprehension of the officer's role in Leading Change by applying Innovative Solutions to Problems in concert with the Principles of Mission Command. The Army Profession is also stressed through a leadership forum and a leadership self-assessment. Leadership students have the option to participate in Cadet Initial Entry Training at Fort Knox, KY, combat water survival training, rappelling from a 60-foot tower, land navigation and field survival skills. Leadership laboratory required. Physical fitness session optional.

MILS 202 [4 cr]

Basic Leadership & Management 2

The objective of this course is to present instruction in and practical applications of the principles and techniques of leadership, personal development, officer skills, Army Values, ethics and management by identifying and illustrating effective leadership traits. The course provides an insight into the factors affecting behavior and an opportunity for application of leadership and management techniques through tactical leadership exercises at the small unit level. Students are required to demonstrate writing skills and present information briefings, operational orders and plans as preparation for development to become a successful future officer. Physical fitness session optional.

MILS 301 [4 cr]

Advanced Leadership & Management 1

The objectives of this course are to stress the leadership role in directing and coordinating individual and military team efforts in the execution of unified land operations in concert with the principles and war fighting functions of mission command; to familiarize students with the roles of the various branches in the overall mission of the Army and their functions in support of forces; and to teach the principles of command and control, leadership techniques and communications systems used in the tactical employment of squads and platoons. Leadership laboratory required and includes a weekend leader development exercise. Prerequisite: MILS 101, MILS 102, MILS 201 and MILS 202, or prior military service.

MILS 302 [4 cr]

Advanced Leadership & Management 2

The objective of this course is to present instruction in and practical applications of the principles and techniques of Army Leadership, Officership, Army Values and Ethics, Personal Development and small unit tactics at the platoon level. The course provides capability for students to plan, coordinate, navigate, motivate and lead a squad and platoon in the execution of offensive, defensive and stability missions during a classroom practical exercise, a leadership laboratory, and a leader development exercise. Completion of this course prepares the student for the ROTC Cadet Leader Course, which the student attends in the summer at Fort Knox, KY. Prerequisite: MILS 301.

MILS 401 [4 cr]

Applied Leadership & Management 1

The objectives of this course are to give an overview of Army organizational structure, to give an introduction to training management, application of mission command and the importance of comprehensive Soldier fitness. The course examines the process of officer evaluation reports, cultural awareness and property protection, rules of engagement, and the Army as a Profession of Arms. Leadership laboratory required and includes a weekend leader development exercise.

MILS 402 [4 cr]**Applied Leadership & Management 2**

The objectives of the course are to introduce students to the Army Operating Concept, enhance professional competence through the practical application of mission command, the execution of unified land operations, and the understanding of the operational environment to conduct a battle analysis. The course examines facets of platoon leadership to include sphere of influence, expectation management and toxic leadership to prepare the student to successfully lead a platoon in garrison and combat. Leadership laboratory required and includes a weekend leader development exercise.

MUSIC**MUSI 012 [1 cr]****Wind Ensemble**

The Wind Ensemble is a select ensemble for woodwinds, brass, and percussion, and is open to all students by audition. The Wind Ensemble performs both traditional and contemporary wind and percussion literature. The group represents St. Norbert College through performances in a variety of venues each year. Principal ensemble. Prerequisite: audition. Every semester, repeatable.

MUSI 014 [1 cr]**Concert Band**

The Concert Band is open to all students regardless of major, with no entrance audition required. This band typically consists of non-music majors and music majors on secondary instruments and prepares both traditional and contemporary band literature. Principal ensemble. Every semester, repeatable.

MUSI 015 [1 cr]**Chamber Singers**

The Chamber Singers is a select ensemble of mixed voices, chosen each year by audition. The group is open to all students, regardless of major, and performs a variety of literature, from madrigals to major choral works. Principal ensemble. Prerequisite: audition. Every semester, repeatable.

MUSI 016 [1 cr]**Opera Workshop**

Participants in Opera Workshop study various genres of musical drama and vocal performance styles through staged presentations. Opera Workshop productions present scenes from, or full productions of, significant operatic works. During rehearsal, students are expected to be involved in all aspects of production, from the technical and directorial to the actual performance. Restriction: instructor consent. Fall semester, repeatable.

MUSI 017 [1 cr]**Concert Choir**

The Concert Choir consists of two ensembles: the Men's Chorus and the Women's Chorus. These groups perform both as separate ensembles and combined as a large ensemble of mixed voices. Participants in Concert Choir perform music of all styles and genres in a minimum of two on-campus concerts each semester. Open to all students regardless of major with no audition required. Principal ensemble. Every semester, repeatable.

MUSI 018 [1 cr]**Jam Band Ensemble**

The Jam Band Ensemble is open to students of any major, and no prior background in music performance or notation reading is required. As members of this ensemble students will explore and perform a variety of popular music covers as well as original compositions. In addition to performing on guitar, bass, drums, and keys, other instruments are welcome in this ensemble. Repeatable, no audition required. Elective. Restriction: instructor's consent.

MUSI 019 [1 cr]**Accompanying**

This course is designed for the advanced pianist to develop collaborative skills for working with vocalists and instrumentalists. Requirements include accompanying vocalists and instrumentalists in their lessons and studio class performances. Every semester, repeatable.

MUSI 020 [1 cr]**Vocal Jazz Workshop**

Vocal jazz participants rehearse and perform vocal jazz literature from a variety of styles and eras. Emphasis is given to solo jazz singing technique and stylistic aspects of ensemble singing. Restriction: instructor consent. Spring semester, repeatable.

MUSI 021 [1 cr]**Jazz Ensemble**

The goal of Jazz Ensemble is the study and performance of jazz ensemble literature from a variety of styles and eras. Smaller ensemble work is also offered through the jazz combo program and is organized based on instrumentation and student interest. All participants will work on the development of improvisational skills, effective musical style and teamwork. Restriction: audition. Every semester, repeatable.

MUSI 022 [1 cr]**Saxophone Ensemble**

The Saxophone Ensemble is open to all students regardless of major. The ensemble provides students with the opportunity to work in a small chamber music setting. The repertoire the ensemble performs is wide-ranging, including works from the Renaissance to contemporary saxophone literature. Ensemble members have the opportunity to help select literature and contribute to the interpretation of the music. Those more advanced members can arrange and or compose for the ensemble. Every semester, repeatable.

MUSI 023 [1 cr]**Flute Choir**

The Flute Choir is open to all students regardless of major. It meets once each week and performs one concert per semester. This ensemble is also regularly one of the guests for St. Norbert's annual Brass and Organ Concert and performs for campus events as needed. The ensemble is comprised of music majors, minors, and flutists from the St. Norbert community, performing both traditional and contemporary music. Every semester, repeatable.

MUSI 024 [1 cr]**Clarinet Choir**

The Clarinet Choir is open to all students, regardless of major, who have experience playing any member of the clarinet family as a high school student. This ensemble studies and performs music from the standard and original clarinet choir and chamber music repertory as well as transcriptions from all styles and periods. Every semester, repeatable.

MUSI 025 [1 cr]**String Orchestra**

The String Orchestra is open to all students regardless of major. Participants will be expected to have experience playing a string instrument and music reading ability. Course goals include the improvement of individual playing technique, and the study and performance of chamber and orchestral music written for strings. Restriction: instructor consent. Every semester, repeatable.

MUSI 027 [1 cr]**Bell Choir**

This Bell Choir is open to all students who can read music notation, regardless of major. Participants will learn handbell performance techniques and perform a variety of secular and sacred literature written and

arranged for handbell choir. Bell Choir performances take place on campus and at other arranged events off campus. Available for audit or credit. Every semester, repeatable.

MUSI 028 [1 cr]

Piano Ensemble

This course is designed for students who are also enrolled in piano lessons for credit at the intermediate or advanced level. Emphasis is placed on repertoire for duet, trio and quartet ensemble piano pieces. The capstone for this course will be a performance at the bi-annual Chamber Concert. Every semester, repeatable.

MUSI 029 [1 cr]

Guitar Ensemble

The Guitar Ensemble is open to all students regardless of major. It meets once a week and includes the practice of music for guitar in groups that can range from duets, trios, and quartets, to larger ensembles of guitars. Students actively participate in the rehearsal, coaching, and performance of ensemble repertoire that consists mainly of original works written for varying numbers of guitars. Every semester, repeatable.

MUSI 030 [1 cr]

Composer Ensemble

The Composers Ensemble is a modular group of musicians meeting for the purpose of creating and performing their own music. Students will create musical works to be performed at an end of the semester concert. Student composers may perform their own works or write for other members of the ensemble. Class meetings will involve critique of student work and suggestions to develop both compositional craft and artistic ideas. Students will also study and analyze music of other composers to inspire their creativity. Participation in composition studio class is encouraged. Restriction: Co-enrollment in or completion of MUSI 170, or instructor's permission. Every semester, repeatable.

MUSI 031 [1 cr]

Improvisation Workshop

This course gives music students the tools to improvise in a variety of musical styles, including jazz. An exploration of performance tools, techniques, and historical contexts will be explored. Every semester, repeatable.

MUSI 032 [1 cr]

Chamber Strings

This course is dedicated to the study and performance of chamber music for strings, including duos, trios, quartets and larger groups. The repertoire includes various musical styles and is drawn from composers from a variety of historical eras and backgrounds. Every semester, repeatable.

MUSI 033 [1 cr]

World Music Ensemble

The World Music Ensemble is open to students of any major, and no prior background in music performance or notation reading is required. As members of this ensemble, students will explore and perform a variety of traditional music from around the world. Every semester, repeatable.

MUSI 035 [1 cr]

Pep Band

Study and performance of contemporary music written for athletic bands. The Pep Band provides music at men's and women's basketball home games and other college events. Open to all brass, woodwind, percussion, electric guitar, and electric bass performers regardless of major. Rehearsal and performances as dictated by the schedule of events. May be repeated for credit.

MUSI 051/061 [1 or 2 cr]

Voice Lessons - lower/upper division

One lesson per week on voice and participation in a voice studio class. Lesson material is designed to give students a solid foundation in the areas of vocal production, literature, and performance techniques.

MUSI 061 culminates in a recital performance. Restriction: instructor consent. Co-requisite: ensemble participation. Every semester, repeatable.

MUSI 052/062 [1 or 2 cr]

Piano Lessons - lower/upper division

One lesson per week on piano and participation in a piano studio class. Lesson material is designed to give students a solid foundation in the areas of performance, literature and pedagogy. MUSI 062 culminates in a recital performance. Restriction: instructor consent. Co-requisite: ensemble participation. Every semester, repeatable.

MUSI 053/063 [1 or 2 cr]

Brass Lessons - lower/upper division

One lesson per week on a brass instrument and participation in an instrumental studio class. Lesson material is designed to give students a solid foundation in the areas of performance, literature and pedagogy. MUSI 063 culminates in a recital. Restriction: instructor consent. Co-requisite: ensemble participation. Every semester, repeatable.

MUSI 054/064 [1 or 2 cr]

Woodwind Lessons - lower/upper division

One lesson per week on a woodwind instrument and participation in an instrumental studio class. Lesson material is designed to give students a solid foundation in the areas of performance, literature and pedagogy. MUSI 064 culminates in a recital. Restriction: instructor consent. Co-requisite: ensemble participation. Every semester, repeatable.

MUSI 055/065 [1 or 2 cr]

Organ Lessons - lower/upper division

One lesson per week on the organ. Lesson material is designed to give students a solid foundation in the areas of performance, literature and pedagogy. MUSI 065 culminates in a recital performance. Ensemble participation required. Restriction: instructor consent. Co-requisite: ensemble participation. Every semester, repeatable.

MUSI 057/067 [1 or 2 cr]

Composition Lessons - lower/upper division

One lesson per week of private composition and participation in a composition studio class. MUSI 067 culminates in a recital performance of original works. Restriction: instructor consent. Co-requisite: ensemble participation. Every semester, repeatable.

MUSI 058/068 [1 or 2 cr]

Percussion Lessons - lower/upper division

One lesson per week on percussion instruments and participation in an instrumental studio class. Lesson material is designed to give students a solid foundation in the areas of performance, literature and pedagogy. MUSI 068 culminates in a recital performance. Restriction: instructor consent. Co-requisite: ensemble participation. Every semester, repeatable.

MUSI 059/069 [1 or 2 cr]

Guitar or String Lessons - lower/upper division

One lesson per week on guitar or a string instrument and participation in an instrumental studio class. Lesson material is designed to give students a solid foundation in the areas of performance, literature and pedagogy. MUSI 069 culminates in a recital performance. Restriction: instructor consent. Co-requisite: ensemble participation. Every semester, repeatable.

MUSI 100 [2 cr, no audit]

Group Guitar

This course introduces students to fundamental guitar techniques and musicianship concepts through the study of music theory, music notation, right and left hand techniques, accompaniment skills, ensemble playing and more. This course is open to all students regardless of major, with no prerequisite or

ensemble participation required. Requirement: Each student is required to own (or rent) an acoustic guitar for class instruction and practice.

MUSI 101 [2 cr, no audit]

Group Piano

This course emphasizes basic sight-reading skills, scales, chords and repertoire of elementary pieces for the piano. Included in the course are basic concepts of music theory. The course is open to all students with no prerequisite or ensemble participation required.

MUSI 102 [2 cr, no audit]

Group Voice

This class is designed for students who are interested in learning the basics of vocal technique in a small-group setting. Students will sing as a group and also prepare solo songs to perform for the class. Repertoire encompasses a wide range of genres from classical to musical theatre. Each student will receive individual feedback in the group setting and also private lesson time with the instructor. Subjects covered include: breath management for singing, producing a pleasant tone, how to practice, maintaining vocal health, and basic vocal anatomy and performance technique. The course is open to all students. No prerequisite or ensemble participation required.

MUSI 150 [4 cr, Core: BB]

Survey of World Musics

This course provides an introduction into the study of world music and the discipline of ethnomusicology. A variety of music traditions from around the globe are surveyed and explored through deep listening. As students analyze representative works, a deeper understanding and appreciation for music as both sound and culture will be developed.

MUSI 170 [4 cr]

Music Theory 1

This is the first of a sequence of courses in which students learn the elements of music and standard notation, aural and score analysis of compositions, and the development of composition, appreciation and interpretive skills. Music theory fundamentals are emphasized. Aural skills and keyboard labs are included. Fall semester.

MUSI 171 [4 cr]

Music Theory 2

This course emphasizes intermediate-level analytical techniques appropriate to common practice tonal music. Skills emphasized include harmonic analysis and model composition. Aural skills and keyboard labs are included. Prerequisite: MUSI 170 or instructor consent. Spring semester.

MUSI 176 [4 cr, Core: EI] *Note: Course not open to Music majors.*

Music Appreciation

Designed for music minors and non-music majors, this course is concerned with the art of intelligent and perceptive music listening for those interested in increasing their knowledge and enjoyment of music. The course traces the development of music up to the present day. Various media are employed. Variable.

MUSI 184 [4 cr, Core: WT]

History of American Popular Music

The course covers the history of popular music in the United States from the late 19th-century to the present day. Genres discussed include modern styles such as rock, R & B, hip-hop, folk, country, jazz, ragtime, blues, and early musical theater. A chronological study of popular styles will expose students to important songwriters and performers and show how their music was influenced by elements like racial prejudice, political events and social structures. Modern technological influences (radio, recording media, television, computers) will also be explored. Variable.

MUSI 195 [4 cr]**Music Entrepreneurship**

Music Entrepreneurship will prepare students to connect music and business opportunities through hands-on experiences in a creative community environment. The course will focus on topics such as the management of a private studio or music academy, the structure of self-employment, and the business of event performances. In addition to skills such as collaboration, marketing, and self-promotion, the course will also cover elusive topics such as grant writing and creating one's own job, or niche, in the musical world. This course will be particularly attractive to music majors, but open to all creative problem-solvers with an interest in entrepreneurial music ventures.

MUSI 201 [2 cr]**Beatmaking and Production**

Produce tracks without investing in expensive audio equipment. Topics include digital audio workstations, sampling, beatmaking techniques, midi composition, audio processing, music theory, basic recording, and a survey of hip hop/rap music.

MUSI 246 [2 cr]**Vocal Diction 1**

This course is designed for students who are interested in pursuing a music degree in vocal performance, music education (with choral emphasis), or music-liberal arts (with vocal emphasis). It includes learning the rules of pronunciation using the International Phonetic Alphabet (IPA) and studying the basic rules of two languages: English and Italian. Students will learn to apply proper stage diction in vocal performance and pedagogy. Restriction: declared major in Music. Fall semester.

MUSI 247 [2 cr]**Vocal Diction 2**

This course is designed for music majors in vocal performance, music education (with choral emphasis), and music-liberal arts (with vocal emphasis). The content includes reviewing the International Phonetic Alphabet (IPA) and studying the basic rules of two languages: German and French. Students will learn to apply proper stage diction in vocal performance and pedagogy. Prerequisite: MUSI 246. Spring semester.

MUSI 270 [4 cr]**Music Theory 3**

This course explores advanced analytical techniques appropriate to common practice tonal music. Skills emphasized include harmonic and formal analysis, model composition, and writing about music. Aural skills and keyboard labs are included. Prerequisite: MUSI 171 or instructor consent. Spring semester.

MUSI 271 [2 cr]**Music Theory 4**

This course explores advanced analytical techniques, especially those useful for the post-tonal repertoire of the 20th and 21st centuries. Significant works from impressionism through the musical experiments of the 20th and 21st centuries will be covered. Skills emphasized include harmonic analysis, model composition, and writing about music. Aural skills and keyboard labs are included. Prerequisite: MUSI 270 or instructor's consent. Spring semester.

MUSI 272 [4 cr]**Music Theory and Performance**

In this course, students will apply music theory principles from Music Theory I–IV to music that they are currently performing. The study of music from the students' applied lessons or large ensembles will prove to be a challenging and rewarding exploration. Students will be tasked with figuring out what combination of analytical techniques are appropriate for a given piece. At the end of the course, students will present a short lecture recital as their final project. Prerequisite: MUSI 271. Spring semester.

MUSI 276 [4 cr, Core: CI]**Music and Catholicism**

This course focuses on the Catholic intellectual tradition and its profound dialogue with music. Students will explore genres in Catholic music such as the mass, requiem mass, oratorio, passion, and other biblically inspired works. Course content will focus on pieces of music that are inspired by sacred texts. With each work, students will engage with the meaning of the text and how the music exemplifies it. Through the study of music fundamentals, students will build frameworks for listening that increase understanding and transform the listening experience. Coursework will involve readings, exercises in listening, lecture, discussion posts, and short essays. Students will improve communication skills and contemplate how the course material impacts a life lived with purpose. Variable.

MUSI 289 [2 cr]**Special Topics**

This course is offered whenever a mutual interest in a more specialized topic in music exists for a member of the faculty and a sufficient number of students. Restriction: instructor consent.

MUSI 290 [2 cr]**Independent Study**

Individual study of an approved topic in music under the supervision of a music faculty member. This course permits faculty and students to explore together a subject of special or personal interest. Restriction: instructor consent.

MUSI 310 [4 cr]**Women in Music**

This course will examine the role of women as performers, creators, and consumers of music in a variety of contexts within the Western Art Music tradition. In addition to surveying influential figures and their unique musical roles, a primary goal will be to interpret representations of women, gender, and sexuality in a variety of musical and social contexts. Ultimately, students will be challenged to consider their own perspectives, musical experiences, and interpretation of gender representations in the world today. Variable.

MUSI 311 [4 cr, Adv Core: WT]**Survey of Music in Film**

This course explores the multifaceted roles of music in film throughout the history of Western cinema. Throughout the semester, representative feature-length films will be examined to discover how music can function to impact the viewer's experience and perception of characters and events as they unfold. This course will employ a multidisciplinary approach to understand a variety of musical devices and their impact on film.

MUSI 315 [4 cr, Adv Core: WT]**Introduction to Opera**

This course focuses on the development of operas from the Baroque era to the present, exploring opera as a social and cultural phenomenon and an expression of national musical styles. It utilizes lectures and workshops to explore the history of opera in its many forms and discover the extent to which modern music—including popular musical theatre—is indebted to the success and popularity of opera. Every spring.

MUSI 318 [4 cr, Adv Core: DD]**Evolution of Jazz**

The study of jazz from its origins in New Orleans to the present day. The course focuses on important performers and songwriters, types of literature, an appreciation of jazz improvisation, as well as the interaction of social, political, and economic elements that strongly influenced the genre. Audio and video presentations will be used extensively. Variable.

MUSI 321 [2 cr]**Piano Pedagogy 1**

Piano pedagogy explores various theories of teaching the piano and technical analysis of the playing mechanism. Teaching methods and procedures are developed for establishing efficient practice and working with individual learning styles. Students will survey and evaluate teaching materials and learn to analyze the technical requirements of keyboard music. Restriction: instructor consent. Fall semester.

MUSI 322 [2 cr]**Piano Pedagogy 2**

This course is a continuation of Piano Pedagogy I and provides continued experience in the practical application of piano-teaching skills and concepts of the playing mechanism. Prerequisites: MUSI 321 and instructor consent. Spring semester.

MUSI 329 [2 cr]**Piano Literature**

This course is designed to provide the piano major with an understanding of significant forms in the history of piano music, the important compositions within these genres, and a functional and practical literature library of compositions for use in a variety of settings. Spring semester.

MUSI 345 [2 cr]**Vocal Literature**

This course is designed to provide the vocal major with an understanding of significant forms in the history of vocal music, the important compositions within these genres, and a functional and practical literature library of compositions for use in a variety of settings. Variable.

MUSI 347 [2 cr]**Choral Repertoire**

This course is designed to provide the emerging choral conductor with an understanding of significant forms in the history of choral music, the compositions that hold preeminence within those genres, and a functional and practical repertoire library of compositions for use in a variety of settings. Restriction: junior standing.

MUSI 349 [2 cr]**Vocal Pedagogy**

This course is designed to provide singers with an understanding of the anatomy, physiology, and physics of singing and song production. As part of this course, students will teach voice lessons under the supervision of the instructor. Restriction: junior or senior standing and instructor consent. Spring semester, variable.

MUSI 362 [2 cr]**Woodwind Methods**

Basic principles of teaching and performing on woodwind instruments. Fall semester, alternate years.

MUSI 363 [2 cr]**String Methods**

Basic principles of teaching and performing on string instruments. Spring semester, alternate years.

MUSI 365 [2 cr]**Brass Methods**

Basic principles of teaching and performing on brass instruments. Spring semester, alternate years.

MUSI 366 [2 cr]**Percussion Methods**

Basic principles of teaching and performing on percussion instruments. Fall semester.

MUSI 370 [2 cr]**Introduction to Jazz Improvisation**

This course will introduce students to jazz improvisation, or spontaneous composition through the study of great soloists and their transcriptions. Emphasis is placed on common scales, modes and harmonic progressions. Mastering this skill requires intense practice and a deep knowledge of style, form and jazz harmony. Students will be expected to perform in the classroom setting.

MUSI 371 [4 cr, Adv Core: WT]**Survey of Western Music 1**

This course surveys the history of Western art music from antiquity to 1750 with emphasis on musical style characteristics, the development of compositional forms and genres, and the work of significant performers and composers. The study of music history familiarizes students with repertoires, musical elements, genres and notable musicians of the Western art music tradition within their social and historical contexts. This course may be an important part of a music professional's career preparations or an important contribution to any student's musical understanding. Prerequisite: MUSI 170. Fall semester.

MUSI 372 [4 cr]**Survey of Western Music 2**

This course surveys the history of Western art music from 18th to 21st centuries C.E., with emphasis on musical style characteristics, the development of compositional forms and genres, and the work of significant performers and composers. The study of music history familiarizes students with repertoires, musical elements, genres and notable musicians of the Western art music tradition within their social and historical contexts. It is an important part of a music professional's career preparations, contributing to one's musical understanding and development as a producer and consumer of music, and providing a common language with which musicians can communicate effectively with one another. Prerequisite: MUSI 371. Spring semester.

MUSI 373 [4 cr, Adv Core: EI]**Honors Music and Literature**

In this course, students will undertake an in-depth, interdisciplinary examination of several pieces of music. Topics covered may include classical literature, the enlightenment and revolution, 19th century philosophy, and 21st century globalization of culture. Students will master their oral communication skills through leadership of classroom discussions and a presentation. Students will also write a research paper or create a musical presentation involving performance and composition. Spring Semester, even-numbered years.

MUSI 381 [2 cr]**Introduction to Conducting**

Baton techniques and conducting problems utilizing a cross section of instrumental and choral music from all periods. Students practice with live performers and are videotaped. Required of all music majors and minors. Restriction: junior standing or instructor consent. Spring semester.

MUSI 382 [2 cr]**Advanced Choral Conducting**

A continuation of Introduction to Conducting, with advanced study in choral conducting, technique, score reading and rehearsal techniques. Prerequisite: MUSI 381. Fall semester.

MUSI 383 [2 cr]**Advanced Instrumental Conducting**

A continuation of Introduction to Conducting, with advanced study in instrumental conducting technique, score reading and rehearsal techniques. Prerequisite: MUSI 381. Fall semester.

MUSI 384 [2 cr]**Orchestration**

A study of the instruments of the concert band and orchestra, their tonal characteristics and transpositions. Assignments involve scoring for orchestra, concert band and various small ensembles.

Coursework includes score analysis, listening and computer generation of assignments. Restriction: junior standing or instructor consent. Variable.

MUSI 389 [2 or 4 cr]

Special Topics

This course is offered whenever a mutual interest in a more specialized topic in music exists for a member of the faculty and a sufficient number of students. Restriction: instructor consent.

MUSI 399 [2 cr]

Junior Recital and Lessons

Private instruction on major instrument culminating in public performance of the Junior Recital. Junior Recitals may be shared with another student; each recitalist's portion should be approximately 30 minutes in length. Every semester. Prerequisites: Completion of at least 4 semesters of private instruction; successful completion of the Qualifying Jury for upper division standing in Music.

MUSI 420 [4 cr]

Merit Recital

Individual study of an approved topic in music under the supervision of a Music faculty member. This course permits faculty and students to explore together a subject of special or personal interest. Restriction: instructor consent and approval of the Dean of Visual and Performing Arts.

MUSI 450 [2 cr]

Pre-Student Teaching Seminar

Students in this course will engage in a variety of activities and discussions pertaining to student teaching in a K-12 music classroom, as well as explore current trends in music education. This course is required for all music education majors. Graded as pass/ fail only. Restriction: music education major, senior standing. Fall semester.

MUSI 471 [4 cr]

Music in the Roman Catholic Rite

This course prepares parish directors of music and liturgy to lead music for the Mass, Divine Office, and other liturgical rites of the Roman Catholic Church. After an overview of the fundamental principles of liturgy, students will be introduced to the musical structure of the Mass and Divine Office and the integral role of music in the liturgy. A survey of contemporary sacred music and hymnals as well as musical repertoires of the past including Gregorian chant and polyphony will provide a breadth of liturgical music from which to draw for both parish choirs and congregational singing. Practical resources on managing a music program and planning the sacred liturgy will also be examined. Variable.

MUSI 489 [2 or 4 cr]

Special Topics

A course offered whenever a mutual interest in a more specialized topic in music exists for a member of the faculty and a sufficient number of students. Restriction: instructor consent.

MUSI 490 [4 cr]

Independent Study

Individual study of an approved topic in music under the supervision of a Music faculty member. This course permits faculty and students to explore together a subject of special or personal interest. Restriction: instructor consent and approval of the dean of visual and performing arts.

MUSI 494 [1-8 cr]

Internship

Appropriate work or volunteer experience may be undertaken for course credit when it is directly related to music and to the educational goals of the student. Student interns must have junior or senior standing, have a minimum 2.50 cumulative GPA, complete a Special Course Registration Form, and also complete an Internship Course Learning Agreement Form (see Academic Internships on the College website).

Students may seek out any music faculty member to serve as their instructor. Restriction: instructor consent and approval of the dean of arts and sciences. Graded as pass/ fail only.

MUSI 499 [2 cr]

Senior Recital and Lessons

Private instruction on major instruments culminating in public performance of the Senior Recital. Senior Recitals are not shared with other students and should be approximately 50-60 minutes in length. For students majoring in Music Performance, this is the capstone experience. Every semester. Prerequisite: MUSI 399, presentation of a Junior Recital.

NATURAL SCIENCE

NSCI 104 [4 cr]

Great People of Science

The development of scientific thought from the early Greek period to modern times will be covered. The primary emphasis will be on scientists as people, analysis of their contributions, and the significance of these in the development of scientific theories. Scientists such as Galileo, Newton, Einstein and Darwin will be discussed. Infrequently offered.

NSCI 115 [4 cr, Core: PN]

Introduction to Climate Change

In this class, we will explore how science and the scientific process informs the development of our understanding of our climate and climate change. We'll investigate the long-term patterns and variation in climates over Earth's history and discuss what we can say about its future. At the end of the course, students will be able to evaluate and explain major climate drivers in the past, how past and future human activities are altering climate at local and global scales, the measurable impacts on our lives, and the pros and cons of actions we can take in response to climate change.

NSCI 300 [4 cr, Adv Core: PN]

Astronomy of the Southern Sky

This global seminar course is designed to combine a survey of astronomy and its underlying physical principles with an exploration of the differences observed in the southern hemisphere. Students learn about the scientific method and developments that have enabled our current understanding of the dynamic universe. Main topics include the cycles of the sky, the history of astronomy, the stars, the Milky Way galaxy and the solar system. While abroad, students will examine differences in the astronomy of the southern hemisphere, as well as understand the way that astronomy has shaped culture, in particular navigation techniques. Laboratories with hands-on activities are an important component of the course, including astronomical observation on some evenings. No mathematical background beyond basic high school algebra is assumed. J-term, even-numbered years.

NSCI 310 [4 cr, Adv Core: BB]

Global Viral Pandemics

Our understanding of viral diseases extends beyond the physical effects they have on an individual. For example, viruses may influence governmental policies and create social stigmas that have long-term consequences. This discussion-based course will explore through literature and first-hand accounts how social, political, cultural, gender, and scientific views influence global healthcare and a global understanding of viral pathogens. The AIDS pandemic and Ebola epidemic will be the focus of this offering.

NSCI 315 [4 cr, Adv Core: PN]

Climate Change

This course introduces students to the debate surrounding the topic of "climate change" and will focus on three primary questions: 1) Is the climate changing? 2) Do human activities influence climate change in measurable ways? 3) Can and should action be taken to mitigate or ameliorate the perceived climate changes? This course will examine, via discussion, analyses of primary and secondary sources,

modelling exercises, student writing and occasional guest lectures, the scientific, political, economic and psychological factors that influence the modern discourse involving climate change. The competing interests in this debate as well as the complexity of issues relevant to the discussion make the material for this course timely, relevant and controversial. Students in the course will be encouraged to put aside their preconceived notions and view the topics discussed through a critical and objective lens.

NSCI 348 [4 cr, Adv Core: BB]

Bioterrorism

This course will investigate the methods of development of biological weapons and the mechanisms of their use against military or civilian populations. Biological weapons are defined as those viral and bacterial pathogens of humans that induce illness in the affected individual and also those biological agents that can damage or destroy the food and water supply of a population. Protection against such attacks will be discussed. The effects on society as a whole and the responses of society to the threat of bioterrorist attacks will be emphasized. This course has a laboratory component in addition to a lecture format. In the laboratory, the principles of epidemiological spread of disease agents will be investigated by the use of simulations and the mechanisms of disease prevention will be addressed experimentally.

NSCI 354 [4 cr]

Natural History Field Studies

This course involves an extended inter-semester field trip to study the natural history and culture of an area (generally the neotropics). Students are required to attend regular classes before and after the trip. A research project and field book constitute the major course requirements.

NSCI 358 [4 cr, Adv Core: PN]

Social Impacts of Infectious Disease

This course focuses on the social and historical importance of infectious disease. The course will center around three main ideas: a summary of significant diseases in human history, a detailed analysis of the particular outbreak in history, and a detailed account of an emerging outbreak of infectious disease. Basic information regarding microorganisms and the human immune system will be included. A laboratory component will allow students to observe and handle non-pathogenic bacteria and fungi and conduct basic experiments in disease transmission.

NUTRITION

NUTR 210 [3 cr]

Introduction to Nutrition

The choices we make about food and nutrition shape our health and wellness throughout our lives. This course dives into the factors influencing our dietary choices, from cultural influences to personal tastes. We'll explore macronutrients, micronutrients, governmental dietary guidelines, and practical assessment tools to design nutrition plans that improve well-being and weight management. This online class has optional live sessions. Prerequisite: BIOL 120; CHEM 107. Restricted to sophomore standing and above and Nutrition or Exercise Science majors.

NUTR 220 [3 cr]

Food Science

Food Science lives at the intersection of culture, health, and innovation. By understanding the composition of foods, we can determine the best methods for their preparation and how different cooking and preservation techniques affect food quality, safety, and nutritional value. Learn about food categories, such as the role of lactose and casein in dairy, and the science behind various preparation methods. Prerequisites: NUTR 210. Restricted to sophomore standing and above and Nutrition or Exercise Science majors.

NUTR 230 [3 cr]**Food Economics**

Food Economics isn't just about numbers—it's about people. Inequalities in our global food system often mirror broader societal disparities. By understanding these systems, we can bring about transformative change. This course tackles the essentials: preventing food-borne illnesses, mastering procurement, and ensuring production quality. You'll learn the real-world calculations behind food costs and discover how food systems can save lives. Prerequisites: NUTR 210. Restricted to sophomore standing and above and Nutrition or Exercise Science majors.

NUTR 310 [3 cr]**Lifecycle Nutrition 1**

From preconception to adolescence, nutrition shapes our health trajectories. This course explores how early choices, such as breastfeeding or formula feeding, affect a child's developmental milestones and the risk of food allergies. As children grow, we'll examine how dietary needs and relationships with food evolve, especially during adolescence. Learn about the pivotal role of nutrition during early life and how it can mold health and self-perception. Prerequisites: NUTR 210. Restricted to sophomore standing and above and Nutrition or Exercise Science majors.

NUTR 320 [3 cr]**Lifecycle Nutrition 2**

In adulthood, nutritional habits solidify. We'll explore how early adulthood lays the foundation for food choices, and middle adulthood introduces complexities with work, family, and the onset of chronic diseases. Lastly, we'll explore the challenges faced in geriatric nutrition, including the impacts of polypharmacy. Throughout, a recurring theme will be weight management, emphasizing its role in promoting sustained health and activity. Prerequisites: NUTR 210. Restricted to sophomore standing and above and Nutrition or Exercise Science majors.

NUTR 340 [3 cr]**Medical Nutrition Therapy**

Through this course, students will gain insights into how medical and social histories play a crucial role in accurate nutrition diagnoses. The course also highlights various counseling techniques and introduces therapeutic diets tailored to address specific health challenges. Emphasizing the importance of monitoring and evaluating outcomes, this course prepares students for effective and informed interventions. Prerequisites: NUTR 210, 310, and 320. Restricted to sophomore standing and above and Nutrition or Exercise Science majors.

PEACE AND JUSTICE STUDIES**PEAC 200 [4 cr]****Introduction to Peace and Justice**

Violent conflict remains one of the most serious problems in the world today. Hundreds of thousands of people die every year as a result of war, and millions of refugees are displaced and suffering. The interdisciplinary academic field of peace studies attempts to understand the causes of such conflict and contribute to sustainable strategies that will lead not just to the absence of war, but to genuine human flourishing. This course will introduce that field of study with a particular emphasis on conflict transformation, peace building, and the rights of marginalized persons. These emphases reflect our Norbertine heritage and the ordering themes of the Peace and Justice minor at St. Norbert College.

PEAC/PHIL 266 [4 cr, Core: WT]**Human Rights and Responsibilities**

A critical examination of the ethical, political, and religious foundations of human rights. We will trace the development of the idea of human rights historically and globally while asking a number of central questions, including: do we discover human rights or do we invent them? How are human rights distinct from civil rights? Does our responsibility to respect human rights supersede any obligations we might otherwise have to respect national borders? Are critics right to worry that the idea of human rights can itself be misused to promote injustice?

PEAC 301 [2 cr]**Migration, Refugees, and Citizenship: Ethical Foundation**

This is a 2-credit course on migration, refugees, and citizenship. We will study these issues through a critical examination of recent literature, as well as through working directly with the affected populations. SNC students will engage in meaningful service by providing mentorship and tutoring for refugees and immigrants as they prepare to take their citizenship exam. This learning environment will encourage SNC students to recognize their personal and social responsibilities by raising their awareness of the experience of immigrants and refugees, as well as their own capacity to address these needs in an impactful way.

Note: This is part one of a two-part course (301 & 302). Students can take either or both parts (and in any order). Part one focuses on foundational ethical questions regarding immigration, refugees, and citizenship. Part two will focus on important contemporary discussions of these topics that arise in philosophy, political science, law, sociology, history, and literature. Spring, annually.

PEAC 302 [2 cr]**Migration, Refugees, and Citizenship: Contemporary Discussions**

This is a 2-credit course on migration, refugees, and citizenship. We will study these issues through a critical examination of recent literature, as well as through working directly with the affected populations. SNC students will engage in meaningful service by providing mentorship and tutoring for refugees and immigrants as they prepare to take their citizenship exam. This learning environment will encourage SNC students to recognize their personal and social responsibilities by raising their awareness of the experience of immigrants and refugees, as well as their own capacity to address these needs in an impactful way.

Note: This is part two of a two-part course (301 & 302). Students can take either or both parts (and in any order). Part one focuses on foundational ethical questions regarding immigration, refugees, and citizenship. Part two will focus on important contemporary discussions of these topics that arise in philosophy, political science, law, sociology, history, and literature. Fall, annually.

PEAC 400/THRS 460 [4 cr]**Capstone in Peace and Justice**

PEAC 400 is the capstone course for the Peace and Justice minor at St. Norbert College. In this seminar, students will deepen their knowledge of peace and justice through reading, active discussion, and in-depth research. In discussion and written work, students will be challenged to integrate knowledge accumulated throughout the minor (i.e., from coursework, service, and community engagement).

PHILOSOPHY**PHIL 120 [4 cr, Core: PF]****Philosophical Foundations in the Study of Human Nature**

This course provides a thematic and historical introduction to basic philosophical issues regarding human nature utilizing primary texts from established figures in the philosophical tradition. Topics include the moral dimension of human experience, the fundamental nature of the world, the nature of truth and knowledge, and justice. Readings include dialogues of Plato, authors from at least three of the four philosophical epochs (ancient, medieval, modern and contemporary), and at least one author from the Christian philosophical tradition. Emphasis will be placed on methods of logical inquiry including Socratic dialectic, deductive and inductive inference, and other forms of philosophical discourse with the goal of developing the student's skills in written and oral communication.

PHIL 200 [4 cr, Core: DD]**Philosophy of Sex and Love**

In this course, we'll engage both historical and contemporary philosophical work to interrogate a variety of questions concerning the nature of love and sex, including: What is love? What is sex? What makes it the case that X loves Y? Is there, or should there be, an ethics of love and sex? What is moral, what is normal, and who gets to decide? How do our understandings of masculinity and femininity inform what we believe about love and sex? The course will be divided into five units: (1) Reasons for Love; (2) Historical

Perspectives on Sex and Love; (3) Sexual Preferences; (4) Sex and Gender; and (5) Consent, Coercion, & Violence. Fall semester, even-numbered years.

PHIL 205 [4 cr, Core: WT]

Existentialism and Film

An introduction to the central themes of existentialism through a study of philosophical writing, literature, and film. We will examine the meaningfulness of human life and the way that it is threatened by nihilism and suffering; we will consider the existentialist account of human nature that is characterized by freedom, creativity, and responsibility; and we will critically examine the possibility of living an authentic life with others in modern society.

PHIL 207 [4 cr]

Greek Philosophy

A study of the ancient Greek thinkers who initiated Western philosophy. The course begins with the pre-Socratic philosophers and then focuses on Plato and Aristotle. Fall semester.

PHIL 208 [4 cr]

Philosophy of Sports

This course is based on the premise that talking about the nature and purpose of sports is one of the best things about sports. We will consider questions like: Could it be that winning really is the only thing? Can (or should) politics be left out of sports? Are combat sports ethical? Is it irrational for fans to take pride in the accomplishments of their favorite team? Where do the unwritten rules of a sport come from? What is the point of sports?

PHIL 210 [4 cr]

Logic

A study of the principles of correct reasoning. The course covers informal fallacies and the fundamentals of symbolic logic, including quantification theory. Spring semester.

PHIL 211 [4 cr]

Food Ethics

Eating is among the most primal of human activities. Yet the question of what we should eat becomes increasingly complicated as we learn more about the effects of our choices on animals, the environment, our communities and ourselves. When, if ever, is it ethical to eat animals? Should we eat locally or should we take a more cosmopolitan approach? Can mindful eating contribute to a more just world? What is a healthy body? The course will culminate with a final project that analyzes our food practices from several ethical frameworks, informed by scientific, humanistic, and economic perspectives. Designed for non-philosophy majors. Prerequisite: PHIL 120.

PHIL 213 [4 cr, Core: CI]

Medieval Philosophy

A survey of the philosophy of the medieval period (c. 400-1400 AD), focusing on a few of the philosophical themes medieval authors were especially concerned with, such as how to live happily, the problem of evil, the relationship between human freedom and divine predetermination of the future, the alleged conflict between rationality and religious belief, the origin of gender and gender roles, and the ethics of wealth and poverty. Attention will be given to Christian, Muslim, and Jewish authors. Spring semester, odd-numbered years.

PHIL 227 [4cr]

Ethics of AI

An overview of ethical and legal issues involved in both the design and use of AI systems, with a focus on questions of reliability, privacy, bias, transparency, and accountability through such case studies as driverless cars, autonomous weapon systems, algorithmic parole boards, environmental impacts, and more.

PHIL 235 [4 cr, Core: WT]**Self-Knowledge, Skepticism, and Self-Deception**

This course will examine what (if anything) distinguishes knowledge of the self from other kinds of knowledge. In so doing, we'll consider: (i) what is valuable about self-knowledge; (ii) what distinguishes self-knowledge from self-understanding; (iii) whether or not authenticity has distinctive epistemic or moral worth; and (iv) what conditions of both the human mind (e.g., our cognitive biases and heuristics) and our social circumstances may undermine our attempts to know ourselves. Spring semester, alternate years.

PHIL 250/THRS 255 [4 cr, Core; WT]**Philosophy of Religion**

A study providing a rational assessment of religious beliefs and concepts and of arguments used in their support. The course considers contemporary challenges to the belief in God and the responses to these challenges.

PHIL/THRS 265 [4 cr, Core: BB]**Asian Philosophy and Religion**

A study of the major philosophical and religious traditions of South and East Asia. The course emphasizes the Hindu and Buddhist traditions. The ethical, metaphysical, and epistemological aspects of each major tradition are covered. Prerequisite: PHIL 120. Fall semester.

PHIL/PEAC 266 [4 cr]**Human Rights and Responsibilities**

A critical examination of the ethical, political, and religious foundations of human rights. We will trace the development of the idea of human rights historically and globally while asking a number of central questions, including: do we discover human rights or do we invent them? How are human rights distinct from civil rights? Does our responsibility to respect human rights supersede any obligations we might otherwise have to respect national borders? Are critics right to worry that the idea of human rights can itself be misused to promote injustice?

PHIL 275 [4 cr]**Bioethics**

A study of ethical issues associated with health and medicine. The course will begin with an overview of major positions in ethical theory and of fundamental concepts and principles in medical ethics. Issues may include, but are not limited to, the relation between health care providers and patients, human reproduction, conflicting definitions of mental illness, the use of biotechnology for human enhancement, balancing individual liberty with public health, withholding and withdrawing of life-sustaining treatment, research ethics, and social justice and health policy. Catholic teachings on some of these issues will be considered. Spring semester.

PHIL 282 [4 cr, Core: WT]**Law, Morality and Punishment**

Do we have a moral obligation to obey the law? Are unjust laws still laws? Does self-defense make any sense as a legal excuse? Students will investigate the validity and authority of legal systems with special attention to the historical evolution of key concepts within the Western philosophical tradition. Topics include the relation of law to morality, the conditions of responsibility and the justification of punishment. Prerequisite: PHIL 120.

PHIL 300 [4 cr]**Modern Philosophy**

A study of the major movements and figures in European philosophy from the 16th to the 19th century. The focus of the course is the rise of skepticism in relation to developments in science and religion, the study of the nature of the mind, and the knowing process and claims about the nature and existence of the self, of the external world and of God. A number of thinkers and philosophers will be surveyed with principal emphasis on Descartes, Locke, Hume and Kant. Restriction: junior standing or instructor consent. Fall semester.

PHIL 302 [4 cr]**Minds, Brains, and Computers**

An investigation of the nature of minds and mentality, surveying both historical and contemporary accounts. Topics covered may include the relationship between the mental and the physical, theories of mental content and mental representation, the nature of consciousness, the capabilities of artificial intelligence, and the existence of free will.

PHIL 303 [4 cr]**Kant & 19th Century Philosophy**

This course examines Kant's writing and the remarkable and challenging century of philosophy that followed in its wake. Our central themes will include: the power and limits of human reason; our ethical and political obligations and the source(s) of their authority; the significance of human culture and historical transformation in shaping the values that we presently hold; philosophy's relationship to art, science, and religion; and the threat of ideology and nihilism to our self-understanding and sense of meaning. In addition to Kant, featured authors may include Hegel, Marx, Mill, Kierkegaard, and Nietzsche. Prerequisite: PHIL 120.

PHIL 305 [4 cr, Adv Core: WT]**American Philosophy**

A study of the major movements and figures in American philosophy and intellectual history. The course will examine the diverse philosophical themes in the American tradition, including idealism, 18th century political theory, transcendentalism and pragmatism. Figures studied include Edwards, Adams, Jefferson, Emerson, Thoreau, James and Dewey. Spring semester.

PHIL 308 [4 cr, Adv Core: WT]**Philosophy of Religion**

A study of the philosophy of religion in European, British, and American thinkers such as Hume, Kierkegaard, Nietzsche, William James, Edith Stein. Inquiry will be made into the possibility of rational proofs for God, the nature of faith and religious experience, and the role of faith and reason in science.

PHIL 315 [4 cr]**Ethics**

How ought we live? This course will help students develop their ability to answer this question by introducing them to three major ethical traditions: consequentialism, deontology, and virtue theory. We will use these theories to examine pressing issues about the path of our own lives, as well as the path of our society. Past topics have included: Are some careers more ethical than others? Is it ever wrong to bring children into the world? Are national borders unjust or are they a moral necessity?

PHIL 316 [4 cr, Adv Core: WT]**Modern Political Thought**

A critical examination of the political theories of major thinkers of the modern period and the development of these ideas in contemporary political thought. We will investigate such issues as the origin and purpose of political societies, the nature of political power, and the concepts of authority and sovereignty, law, liberty, civil disobedience and revolution. We will consider the writings of Hobbes, Locke, Rousseau, Mill, Marx, Martin Luther King Jr. and Rawls, among others. Fall semester, alternate years.

PHIL 322 [4 cr, Adv Core: CI]**Aquinas' Philosophy and Theology**

A critical study of the philosophical theology of St. Thomas Aquinas. Topics covered may include the existence and nature of God; the efficacy of religious language; the origin, order, and purpose of created beings; the interplay between intellect and will in human actions; the relationship between virtue and the good life for human beings; the species of vice and their causes; and the metaphysical accounts of Christian doctrines such as the Trinity, Incarnation, and Eucharist. Fall semester, alternate years.

PHIL 333 [4 cr, Adv Core: WT]**Moral Epistemology**

This course concerns the status of moral intuitions, moral emotions, and moral learning. We evaluate each other. A lot. What, if anything, gives us the authority to do so? How should we determine which are the best criteria for moral evaluation? Is evaluation an important practice that we should conserve? Is shaming ever an appropriate tool for a moral community to use? How do communities make moral progress? We'll address these questions deploying naturalistic approaches to moral inquiry, including empirical moral psychology and social dimensions of moral epistemology.

PHIL 334 [4 cr, Adv Core: EI]**Tragedy and Philosophy**

A study of tragedy as a dramatic and literary form and the different Western philosophical theories of tragedy inspired by that art form. One half of the course will concentrate on Greek tragedy (Aeschylus, Sophocles, Euripides) and its commentators, both ancient (Plato and Aristotle) and modern. The second half will examine both Renaissance and modern examples of the tragic tradition with contemporary philosophical readings on the significance of that tradition. Spring semester, alternate years.

PHIL/WMGS 344 [4 cr, Adv Core: DD]**Feminist Philosophy**

This course provides a survey of topics in contemporary feminist philosophy, and it will be divided into four units: (1) Oppression, Gender, & Misogyny; (2) Objectification & Self-Objectification; (3) Consent & Sexual Violence; and (4) Feminist Epistemologies. In our first unit, we'll discuss concepts that are fundamental to feminist theory, including oppression, gender, and misogyny; and then we'll consider how sexist and racist oppression relate to and augment each other. In our second unit, we'll ask questions like: what does it mean to be objectified? Who/what can be objectified and who/what can objectify? Then, in our third unit we'll turn our attention to the nature of consent and sexual violence. We'll ask: what is consent? What role does consent play in an ethical sex life? What is rape? How does rape relate to other sexual wrongs? And, finally, we'll survey some of the recent literature in feminist epistemology, focusing largely on the phenomenon of hermeneutical injustice. Prerequisite: PHIL 120. Fall semester, odd-numbered years.

PHIL 352 [4 cr, Adv Core: EI]**Labyrinths of Time**

The course will examine different ideations and representations of time throughout history and through the framework of different cultures with special attention to the collision of these ideations in the work of Latin American fiction writers. Students will study and discuss representations of time in literature, art and film. The course will culminate in a final creative project through which students will present their new understanding of time. J-term, odd-numbered years.

PHIL 389**Special Topics**

A study of a single philosophical topic of special interest to students. When the course is offered, the topic will be listed in the timetable of courses.

PHIL 490**Independent Study**

A course allowing staff and students to explore together philosophical topics of special interest. Prerequisite: instructor consent and approval by dean of arts and sciences

PHIL 495 [2 cr]**Thesis Research**

In this course, the student will work together with a faculty advisor from the Philosophy discipline to produce a proposal for the student's senior thesis project (which will be written in PHIL 496), along with an annotated bibliography of research sources for the project. This course may be taken prior to or concurrently with PHIL 496. In ordinary cases, the student will have the same advisor for PHIL 495 and PHIL 496. Graded as pass/ fail only.

PHIL 496 [2 cr]**Thesis Writing**

Students will work with a member of the Philosophy faculty to produce a senior thesis on a philosopher, topic, or theme of their choosing, and to revise the thesis based on instructor feedback. Pre / co-requisites: instructor approval and PHIL 495. Graded as pass/ fail only.

PHYSICAL EDUCATION

All PHED courses are offered with a Satisfactory/Unsatisfactory grading format, and may not be taken on an independent study basis. Physical Education courses cannot be repeated for credit.

PHED 037 [2 cr]**Curling**

This course will give students the basic skills and knowledge of curling. Content will include history, terminology, equipment, team composition and learning of the fundamentals.

PHED 039 [2 cr]**Conditioning and Training for Road Races**

Learning the fundamental principles required to successfully train for a 3K, 5K, 10K, half-marathon and marathon are the fundamental topics in this course. Aerobic and anaerobic training will be conducted through track workouts and longer road runs. The goal of this course is to gain an understanding of different training programs, why they are used, and how to develop and personalize an individual plan for different road races.

PHED 043 [2 cr, \$30 fee]**Bowling**

This course will give students the basic skills and knowledge of bowling. Content will include history, terminology, equipment, approaches, releases, aiming and starting positions.

PHED 044 [2 cr, \$35 fee]**Recreational Ice Skating**

This course is designed for students interested in learning the proper techniques and methods involved with ice skating. The class will emphasize both forward and backwards skating and will cover all other aspects involved with ice skating. This class is open to all levels of ice skaters.

PHED 045 [2 cr]**Basketball**

This course will give students an opportunity to participate in and enjoy the recreational play of basketball. Emphasis will be on basic skills, knowledge of rules and strategies necessary for participation in the sport.

PHED 046 [2 cr]**Red Cross Lifeguarding**

Provides entry-level participants the knowledge and skills to prevent, recognize and respond to aquatic emergencies and to provide care for breathing and cardiac emergencies, injuries and sudden illnesses until EMS personnel take over. Participants who successfully complete the Lifeguarding course receive an American Red Cross certificate for Lifeguarding/First Aid/CPR/AED both valid for 2 years.

PHED 060 [2 cr]**Beginning Weight Training for Men**

An introduction to the fundamentals, techniques, safety concerns, and surveys of programs and concepts of weight training.

PHED 061 [2 cr]**Beginning Weight Training for Women**

An introduction to the fundamentals, techniques, safety concerns and surveys of programs and concepts of weight training.

PHED 063 [2 cr]**Pickleball**

This course gives students the basic skills and knowledge of Pickleball. Content will include basic skills, strategies, rules and game play.

PHED 065 [2 cr]**Yoga Practices**

This course will give students an opportunity to participate in and enjoy the recreational practice of yoga. Emphasis will be on basic mind and body practice, build strength and flexibility, manage stress, breathing techniques and meditation.

PHED 075 [2 cr]**Organization and Administration of Athletic Programs**

This course is designed to provide students with administrative techniques and procedures in the administration of athletic programs with a concentration on the collegiate field. Emphasis on theories and philosophies of administration, policies and practices, leadership, management, budgeting, planning, facilities and legal liabilities.

PHED 090 [2 cr]**Strength Training and Conditioning**

This course focuses on the practical and evidence-based application of strength training and conditioning principles for enhancing athletic performance and general fitness. The curriculum covers essential program design variables, including volume, intensity, and frequency, alongside periodization strategies, proper exercise technique and safety protocols, and performance testing methods. Students develop competency in creating individualized training programs for diverse populations, such as youth, competitive athletes, and special populations.

PHYSICS**PHYS 100 [4 cr, Core: PN]****Physics in the Arts**

This course will examine the underlying physics involved in photography and music. Main topics will include waves, reflection and refraction, lenses, the eye, oscillations and resonance, the ear, and musical instruments. Lectures and one laboratory period per week. Basic algebra and geometry knowledge will be assumed.

PHYS 111 [4 cr, Core: PN]**Fundamentals of Physics 1**

An introductory course that presents students with the fundamental concepts of physics. This algebra-based course assumes no previous physics experience and will include the study of kinematics (including vectors), Newton's laws, mechanical energy, rotational motion and waves. Consists of lectures and one laboratory period per week. Working knowledge of basic trigonometry and advanced high school algebra will be assumed. Fall semester.

PHYS 112 [4 cr]**Fundamentals of Physics 2**

Continuation of PHYS 111, completing a full-year introductory sequence on the fundamental concepts of physics. Topics include thermodynamics, electricity and magnetism, optics, and introduction to modern physics, including quantum concepts and radioactivity. Lectures and one laboratory period per week. Prerequisite: PHYS 111. Spring semester.

PHYS 121 [4 cr, Core: PN]**General Physics 1**

Intended mainly for Physical Science majors, this introductory course presents a unified view of the fundamental principles of physics. Conceptual development and problem-solving skills are emphasized. Topics include vectors, kinematics, Newtonian dynamics, the conservation laws, oscillatory motion and

waves. Lectures and one laboratory period per week. A working knowledge of trigonometry and completion of advanced high school algebra will be assumed. Co-requisite: MATH 131 or equivalent. Fall semester.

PHYS 122 [4 cr]

General Physics 2

Continuation of PHYS 121, completing a full-year introductory sequence. Topics include thermodynamics, electric and magnetic fields and their interaction with matter, electro-magnetic waves, physical and geometrical optics, and radioactivity. Lectures and one laboratory period per week. Prerequisite: PHYS 121 and MATH 131. Spring semester.

PHYS 141 [4 cr, Core: PN]

Astronomy

This course is designed to provide a survey of astronomy with emphasis on the underlying physical principles. Students will learn about the scientific method and developments that have enabled our current understanding of the dynamic universe. Main topics include the cycles of the sky, the history of astronomy, the stars, the Milky Way galaxy and the solar system. Group projects will cover additional topics such as galaxies, cosmology and details of the solar system planets. Laboratories with hands-on activities will be an important component of the course. Some lab periods will meet in the evening for astronomical observations. No mathematical background beyond basic high school algebra will be assumed.

PHYS 211 [4 cr]

Classical Mechanics

An intermediate treatment of Newtonian mechanics. Topics include equations of motion and their solutions, conservation laws, systems of particles, central force motion, and an introduction to Lagrangian and Hamiltonian mechanics. Lectures and one laboratory period per week. Prerequisites: PHYS 122 and MATH 132. Fall semester, alternate years.

PHYS 225 [4 cr]

Electronics

An introductory course in circuit analysis, including DC and AC circuits, semiconductor devices, and digital logic circuits. Lectures and one laboratory period per week. Prerequisites: PHYS 122 and MATH 132. Fall semester, alternate years.

PHYS 241 [4 cr, Core: WT]

Modern Physics

A survey of the essential experimental and theoretical development of 20th-century physics. Topics include special relativity, wave-particle duality, Bohr atom, basic quantum mechanics, radioactivity, nuclear reactions and particle physics. Lectures and one laboratory period per week. Prerequisites: PHYS 122 and MATH 132. Fall semester, alternate years.

PHYS 250 [4 cr]

Advanced Laboratory

An advanced course in experimental design and analysis intended to replicate the activities of a professional research project through the precision measurement of several of the fundamental physical contacts of the universe. Additional topics will include the calculation of statistical and systematic uncertainties, computer-based modeling and analysis, written and oral presentation of results, and research ethics. Prerequisites: PHYS 121 and PHYS 122. Spring semester, alternate years.

PHYS 300 [4 cr, Adv Core: PN]

Science and Public Thought

This course will develop important aspects of our physical understanding of the world, and then examine how they are understood in the context of public thought. Intersections between science, philosophy, religion, and politics will be examined, as well as how they are communicated between scientists and

non-scientists. Specific topics such as climate change, the history of the universe, vaccinations, and others will be explored.

PHYS 311 [4 cr]

Thermal Physics

An intermediate treatment of thermodynamics and statistical mechanics from a modern point of view. Topics include temperature, heat, entropy, irreversible processes, the general laws of thermodynamics, canonical distribution, equipartition theorem, the ideal gas law and an introduction to quantum statistics. Co-requisite: PHYS 241. Fall semester, alternate years.

PHYS 321 [4 cr]

Electricity and Magnetism

A study of the classical electromagnetic theory. Topics include electrostatics, magnetostatics and an introduction to electrodynamics. Vector calculus will be introduced and extensively used. Prerequisites: PHYS 122 and MATH 233. Spring semester, alternate years.

PHYS 352 [4 cr]

Optical and Atomic Physics

An introduction to the current fields of Optical and Atomic Physics. The foundations of modern optics will be laid, including the electromagnetic and quantum mechanical theory of light, geometric and wave optics, instrumentation, polarization, lasers, and modern optical components. The interaction of light with atoms will be introduced, including the fundamentals of atomic structure and numerous applications. Prerequisite: PHYS 241. Co-requisite: MATH 310. Spring semester, alternate years.

PHYS 411 [4 cr]

Quantum Mechanics

An advanced treatment of the principles and methods of quantum mechanics. Topics include the Schrodinger equation, the harmonic oscillator, the hydrogen atom, quantum statistics, and applications to atomic and nuclear physics. The operator method will be introduced and used. Prerequisite: PHYS 241. Co-requisite: MATH 310. Spring semester, alternate years.

PHYS 489 [4 cr]

Special Topics

Designed for the study of subject material of special interest. The organization, methodology and objectives of the course will be determined by the instructor. Restriction: junior or senior standing and instructor consent.

PHYS 490 [2 or 4 cr]

Independent Study

This course is designed to allow students to pursue, on an individual basis, an area of study such as solid state physics or astrophysics. The methodology and objectives will be mutually agreed upon by a faculty member and the student. Restriction: junior or senior standing, prior consultation with and consent of the instructor and approval of the dean of arts and science.

PHYS 492 [2 or 4 cr]

Independent Research

An independent study course involving laboratory research carried out under the direction of a faculty member in physics or astrophysics. The methodology and objective will be mutually agreed upon by a faculty member and the student. Restriction: junior or senior standing, prior consultation with and consent of the instructor and approval of the dean of arts and science.

PHYS 494

Internship (Physics)

Appropriate work experiences with businesses, governmental agencies, non-profit organizations, or schools may be undertaken for course credit, when directly related to the educational goals of the student. The work done or a description of the field experience is not sufficient for academic credit; there

must also be evidence of reflective analysis and interpretation of the experience which relates it to the basic theory in related areas. This course will allow students pursuing Physics, Engineering and Robotics to complete internships for credit while also developing career readiness skills. Instructor permission is required. Graded as pass/ fail only.

PHYS 499 [0 cr]

Senior Examination

This course consists of a comprehensive examination covering the various areas of physics in the undergraduate curriculum. The results of this examination will help the physics discipline assess achievement and improve the program. Restriction: senior standing. Spring semester. Graded as pass/ fail only.

POLITICAL SCIENCE

POLI 130 [4 cr, Core: IS]

United States Politics and Government

This course is a survey of the United States political system at the national, state and local levels; including examination of constitutions, social and political ideology, mass political behavior, parties and interest groups, the Congress, the presidency, the courts, and the development of national public policy. It focuses on the problems of policy-making in a pluralistic democratic system.

POLI 131 [4 cr, Core: DD]

American Politics Transformed

The U.S. Census Bureau estimates that by 2044, whites will make up less than half of the nation's population as new communities of people find a place in American society. The transformation of the population over the last century has had a significant impact on politics in the nation. But this change is nothing new. From the drafting of the American Constitution through contemporary politics, the struggle for emancipation, and the pursuit of inclusion and equality by different groups within society have shaped the debates over how we should govern ourselves. This course helps students understand the structure, function, and impact that political institutions have on American life and politics through the analysis of race, ethnicity, gender, and other populations that have often been outsiders in the political process.

POLI 132 [4 cr, Core: IS]

Public Policy

Why do some public policies succeed in handling public problems, while others are ineffective? How do we decide which social problems need government intervention and at which level of government should they be handled? We will address these core questions in this course with 3 modules: 1) an introduction to the policy-making process, from problem definition, to agenda setting, all the way through to the implementation and evaluation stages of the policy process; 2) basic public policy analysis and evaluation skills; and 3) applying policy process knowledge and analytical skills to the examination of major public policy areas such as health, environment, education, welfare and social security, budgeting and economic policy, and foreign policy/homeland security.

POLI 200 [4 cr]

Research Methodology and Techniques

Examines the fundamental methods and techniques used in political science research. Emphasis on concept formation and measurement, hypothesis development, research design, data collection, hypothesis testing, statistical association, theory construction, and ethics in political science research. Prerequisites: POLI 130 or POLI 131 or INTL 150.

POLI 231 [4 cr]

State and Local Politics

Students will be able to examine state and local politics focusing on the legal and theoretical bases of state and local government. Discussions will also include intergovernmental relations, government institutions and comparative public policy. Emphasis is placed on understanding state and local politics

within a framework of competition among state and local governments. Prerequisite: POLI 130. Fall semester, alternate years.

POLI 232 [4 cr, Core: DD]

Red State Blue State: American Political Polarization

The media is full of Chicken Littles saying, “the sky is falling, the sky is falling,” about how bad American politics is these days. Every day the news covers congressional gridlock and fighting. Some even question whether American democracy will survive. But, how bad is it really? The answer to that is actually quite complex and is the cornerstone of this course. We will first define and measure the current era of political polarization by examining how various societal groups and regions differ from one another on a multitude of political and social issues. While this will give us a sense of “how bad” things are currently, we cannot fully appreciate the severity of current polarization without putting it in the larger context of comparing it with historical U.S. examples and examples from other countries. Finally, we will learn about the origins of this current era of polarization: “how did we get here?” in order to discuss potential solutions and forecast the future health of American democracy. This course is based on the assumption of no prior knowledge about American politics. Political polarization is used as a frame to enter into learning about current events and the structure and culture of American politics and government. Prerequisites: POLI 130 or POLI 131.

POLI 237 [4 cr]

Courts and Justice in the U.S.

This course provides an introduction to the system of courts in the United States and the actors and institutions that attempt to provide justice under criminal and civil law. The politics and the policy produced by the American legal system will help structure the review of primary and secondary source material. Prerequisite: POLI 130, POLI 131 or permission of the instructor. Fall semester, alternate years.

POLI 238 [4 cr]

Introduction to Public Administration

An examination of the growth of the public sector in the U.S. and the consequences and challenges resulting from that growth. Emphasis is placed on the politics of bureaucracy, the relative roles of the public and private sectors in providing goods and services, and past and present controversies over the appropriate method of organizing the public sector. Prerequisite: POLI 130 or POLI 131. Spring semester, alternate years.

POLI 248 [2 cr]

Trial Advocacy

This course provides an introduction to civil and criminal litigation in the context of the American judicial system with a focus on courtroom procedures, evidence, witness preparation and examination, and the art of advocacy. Although intended for the training of students who hope to compete with the St. Norbert mock trial team, the course is open to any student interested in learning more about the courts and the legal process. Fall semester.

POLI 249 [0 or 2 cr]

Mock Trial

This course exposes students to the process of presenting a criminal or civil case in the context of an intercollegiate competition. Students will adopt roles as attorneys and witnesses for both the prosecution plaintiff and defense. Prerequisites: POLI 248 or instructor consent, sophomore standing. Spring semester. Graded as pass/ fail only.

POLI 310 [4 cr, Adv Core:WT]

Fascism & Socialism

This course examines the political ideologies which have influenced the Western world and been extended to the Non-Western world as well. Ideology means a body of political thought or belief which motivates groups to take political action. The course begins with an overview of the philosophical roots of political ideology in Western political thought and focuses on the development of political ideas and movements in the 19th and 20th centuries. The course includes studies of nationalism, liberal democracy,

democratic socialism, Marxism, Soviet and Chinese communism, fascism, national socialism, anarchism and various radical and traditionalist movements.

POLI 317 [4 cr]

American Political Thought

This course provides students with an introduction to the writings of the American founding, including the Federalist Papers and the thinkers who helped develop the American political tradition. In addition, students will explore the transformation of American thought during the course of the nation's history, reviewing authors who wrote at the time of the Civil War, the Industrial Revolution and the transformative periods of the 20th century. Spring semester, alternate years.

POLI 332 [4 cr]

Political Parties and Elections

Students will examine the role of political parties and elections at the state and national level in the U.S. The course will focus on elections as a linkage mechanism between the citizens and the institutions of government in a democracy. There will also be an emphasis on important issues such as nomination processes, the role of the media, campaign advertising, campaign strategy, citizen participation and voting behavior. Prerequisite: POLI 130. Fall semester, alternate years.

POLI 333 [4 cr, Adv Core: IS]

American Conspiracy Theories

This course will examine the content, causes, and effects of conspiracy theories in the US from the colonial times to the present. Primary questions to be addressed in this course are: why do people believe conspiracy theories? Are some more prone to belief than others? Does belief in conspiracies lead to violence? What have been some of the major conspiracy theories in US history and how have they affected social movements, elections, and public policies? How are conspiracy theories affecting current political discourse? Has our belief in conspiracies grown over time? Assignments for the course will include reading reviews of the textbook chapters, internet searches and mini presentations on US conspiracies from which students will select a few for fact-checking and analysis. Summer sessions.

POLI 341 [4 cr]

Constitutional Law: Institutional Powers

This course examines how the United States Constitution both empowers and limits the state and federal governments. Legal doctrines that define federalism, the separation of powers, the regulation of commerce and economic rights will be examined through the decisions of the U.S. Supreme Court. These writings will be used to understand the impact of the Court on the nation's social, economic, and political systems. Prerequisites: POLI 130 or permission of the instructor, sophomore standing. Fall semester, alternate years.

POLI 342 [4 cr]

Constitutional Law: Civil Rights/Liberties

This course examines the manner in which the United States Supreme Court has defined rights and liberties that are protected by the Bill of Rights and the Constitution. Students will learn the extent of their speech, religious, and privacy rights as well as protections afforded the criminally accused. Decisions of the United States Supreme Court will be examined and the impact those decisions have on the politics and culture of the nation. Prerequisite: POLI 130 or permission of the instructor, sophomore standing. Spring semester, alternate years.

POLI 343 [4 cr]

Administrative Law & Politics

This course investigates the relationship of government agencies to legislative and legal institutions and the manner in which government regulates through the bureaucracy. The course also makes students aware of the impact agencies have on citizens, businesses, industry and interest groups through the development and enforcement of legal rules. The course evaluates the political, social and economic impact of bureaucracies on the operation of various institutions that regulate and influence American life. Prerequisites: POLI 130, POLI 131, or instructor consent.

POLI 345 [4 cr]**Congress and the Presidency**

In this course the structures and politics of Congress and the Presidency will be analyzed. Students will be exposed to the foundations and institutional arrangements of each branch and will review congressional and presidential procedures in lawmaking and policy-making. The course will also assess congressional and presidential power over time and the manner in which both branches interact institutionally as well as how they interact with the American public and society in electoral processes.

POLI 346 [4 cr]**Policy Analysis**

This course consists of two parts. The first part examines the policy process in American government, the content of contemporary policy and the impact of policy on society. Case studies will illustrate the nature of policy-making and problems of implementing public policy. The second part of the course will introduce various tools and methods which will enable students to analyze public policy. Prerequisites: POLI 130 or POLI 131, SSCI 224 and POLI 200, sophomore standing. Spring semester, alternate years.

POLI 348 [4 cr]**Environmental Politics**

Students will examine the social and political trends that have contributed to the environmental hazards we now face. Various theoretical approaches that discuss human relations with the environment will be examined in the context of critical issues such as global warming, setting of toxic waste facilities and the pollution of the Fox River. Prerequisite: POLI 130. Fall semester, alternate years.

POLI 349 [4 cr, Adv Core: BB]**Global Environmental Politics**

Global Environmental Politics will focus on the environmental ethics that undergird international environmental treaties, the international policy making process and international environmental legal structures, the content of the treaties themselves, the enforcement mechanisms, and the outcomes. Emphasis will be on global issues such as endangered species, climate change, the ozone layer, fishing and the regulation of the seas, as well as on transboundary conflicts such as air pollution, and water supply and quality.

POLI 350 [4 cr, Adv Core: BB]**International Relations**

This course examines the main theories of international relations, including realism, neo-realism, liberalism, the English School, economic structuralism, IR feminist theories, critical theory, constructivist theories and normative theories. Students will acquire the intellectual tools necessary to understand, criticize and apply these theories and others of international relations. Prerequisite: POLI/INTL 150.

POLI 352 [4 cr, Adv Core: BB]**International Law and Human Rights**

This course critically reviews and analyzes the meaning, definitions, history and development of human rights in world politics. It approaches the subject matter both from a political science and law perspective, which see human rights as ascribed rights that come from birth, and from a sociological perspective which takes into account the power relationships that are built into the understandings and differential usage of the concept of human rights. While the legal and political theory has a lot of explanatory power in terms of tracing the evolutionary trajectory of international human rights law after World War II, sociology accounts for the cultural, societal and historical context in which the discussion of human rights arises. In this framework, the course looks at alternative views regarding the definitions, history and development of human rights in the Western and non-Western contexts.

POLI 353 [4 cr, Adv Core: BB]**Foreign Policy**

This course examines the formulation, content, and impacts of foreign policy. Students will learn about the role and impact of various governmental actors in the formulation of foreign policy, examine theories of foreign policy decision-making, and analyze the perspectives that other countries have of the intentions and impacts of a country's policies abroad. This course will take a global perspective in terms of how different countries make foreign policy as well as how different countries perceive the actions of other countries.

POLI 355 [4 cr]**International Organizations**

This course examines the role of international organizations in world politics. It focuses on the historical development of international organizations and their increasing impact on a wide range of global issues, including peacekeeping, human rights, the world economy and the environment. The course provides students with the theoretical tools and concepts they need to understand the dynamics of the institutional structures and political processes of international organizations in an increasingly interdependent world. Prerequisite: POLI/INTL 150.

POLI 362 [4 cr, Adv Core: BB]**The Global South in the 21st Century**

This course explores the impact of globalization on the political institutions of developing nations. It addresses the complex political, economic and social challenges and opportunities that the Global South faces in an increasingly interdependent world. Students will focus on the political histories of developing nations, the makeup of their political structures and institutions, the proliferation of domestic and international political actors and the emergence of diverse forms of democratic regimes. Students will be encouraged to explore the legitimacy and efficacy of national, subnational and supranational forms of governance in the 21st century.

POLI 368 [4 cr, Adv Core: BB]**Latin American Politics through Film, Art, Poetry and Music**

This course provides an overview of the governments and politics of Latin American countries from a comparative perspective. The course examines the structure, functioning and interaction of political institutions in Latin American countries. Students will be exposed to various topics including political and economic development, globalization and social movements and competing political ideologies.

POLI 389 [2 cr]**Special Topics**

This is a seminar course that is offered whenever a mutual interest in a more specialized topic in political science exists for a member of the faculty and a sufficient number of students. Restriction: instructor consent.

POLI 410 [4 cr, Adv Core: BB]**Global Political Extremism**

This course will focus on political extremism around the world. Different countries will be compared, allowing students to examine commonalities in the origins of political extremism between vastly different cultures. While the emphasis of the course will be on current manifestations of extremism, historical examples will also be used for comparison. Primary questions to be addressed in the course will be: what are the causes of extremism; what commonalities can be seen across different cultures and historical eras; what are the unique cultural and historical features that manifest in different forms of political extremism; how does political extremism affect different societies; how does political extremism affect current global political discourse and policy; and what can be done to try to prevent violence caused by political extremism.

POLI 489 [4 cr]**Special Topics**

This is a seminar course that is offered whenever a mutual interest in a more specialized topic in political science exists for a member of the faculty and a sufficient number of students. Restriction: instructor consent.

POLI 490**Independent Study**

Individual study of an approved topic in political science under the direction of a political science faculty member, permitting faculty and students to explore together some subject of special or personal interest. Reading and tutorial discussion are required, written work is optional. Restriction: instructor consent and approval of the dean of arts and science.

POLI 492**Directed Research**

Qualified students may perform political science research projects under the supervision of a political science faculty member. Restriction: instructor consent and approval of the dean of arts and science.

POLI 494 [4 cr]**Internship**

Appropriate work or active political experience with government agencies or partisan political groups may be undertaken for course credit when directly related to the educational goals of the student. Restriction: instructor consent and approval of the dean of arts and science. Graded as pass/ fail only.

POLI 499 [0 cr]**Political Science Senior Assessment**

This course consists of a single three-hour session during which students complete a standardized test of knowledge of the major field and/or other measures of the intended learning outcomes of the political science program. The data gathered during the session assists members of the political science faculty in their efforts to monitor and improve the program. Students should register for the assessment as part of their final semester of coursework at the College. Graded as pass/ fail only.

PLAW 499 [0 cr]**Pre-Law Senior Assessment**

This course consists of a single three-hour session that will be required of all students seeking the Pre-Law Certificate. The course requires all students to complete an exit survey for those enrolled in the program during their final semester prior to graduation to determine student satisfaction with the program and their assessment of program assets. This instrument will also be utilized to assess the manner in which the program aided students in the decision to attend law school. Fall or spring semester. Graded as pass/ fail only.

PSYCHOLOGY**PSYC 100 [4 cr, Core: IS]****Introductory Psychological Science**

This course provides a survey of the many aspects of behavior which are of interest to psychologists. This includes a survey of the nervous system and biological bases of behavior, mental processes, human development, learning theory, personality, mental health and abnormality, interaction and group dynamics, and other aspects of social behavior. The course introduces the scientific methods used in all the basic fields of modern psychology and covers alternative ways of understanding the human experience. The focus of the course is on the complex interplay between external and internal stimuli and the environmental, individual, social and cultural factors affecting human behavior and relationships.

Note: Some sections of this course are writing intensive (Core: WI). These sections may be particularly helpful for students majoring/minoring in psychology and/or the other social or natural sciences.

PSYC 210 [4 cr]**Social Psychology**

The influence of others on the thoughts, feelings and actions of the individual is examined. Major topics in social cognition (person perception, attribution), social evaluation (attitudes, prejudice), social influence (obedience, conformity) and social interaction (altruism, aggression) are surveyed. Differing theoretical perspectives and research methodologies are analyzed. Prerequisite: PSYC 100.

PSYC 212 [4 cr]**Adult Psychopathology**

Examines the diagnostic criteria for a range of mental disorders, encouraging students to consider the similarities and differences across forms of psychopathology. Although emphasis is placed on the symptoms and features of disorders, the prevalence, causes, and treatments for disorders are also discussed. A priority is also placed on developing and practicing critical awareness skills in relation to mental health and illness. Prerequisite: PSYC 100.

PSYC 220 [4 cr]**Lifespan Human Development**

The course provides an examination of the physical and psychosocial factors which influence human development from birth until death. The work of various scholars, both historical and contemporary, is considered in an attempt to provide several perspectives on the process of development throughout the human lifespan. Emphasis will be on the normative social, cognitive, emotional, and physical development of people across the lifespan, while acknowledging the important role of biological and cultural factors.

PSYC 221 [4 cr]**Industrial and Organizational Psychology**

Psychological principles and research methods are used to understand individuals' work-related thoughts, feelings and actions. Major topics in human resources (e.g. selection and training), organizational psychology (for example, leadership and motivation) and workplace characteristics (e.g. safety and health and workplace technology) are surveyed. Prerequisite: PSYC 100 or instructor's consent. Spring, odd-numbered years.

PSYC 270 [4 cr]**Health Psychology**

This course is designed to examine the interrelationship of psychological and physical well-being. It will explore the main ideas of health psychology from a biopsychosocial model, which accounts for the complex ways that biology, behavior, beliefs, emotions, the social environment, and culture all interact to increase our risk of illness or help us to remain healthy. Topics covered include health-promoting behaviors and primary prevention, health-compromising behaviors, stress and coping, and behavioral factors that contribute to a variety of diseases. Different research methodologies in conducting health research will also be analyzed. Prerequisites: PSYC 100.

PSYC 281 [4 cr]**Environmental Psychology**

Students in this course will examine how we affect the built and natural environments and how they affect us. Topics include cognitive mapping, personal space, territoriality and environmental design (e.g. residential, learning, work and leisure environments). The course concludes with a discussion on how we might promote more harmonious and environmentally constructive interactions with our planet. Prerequisite: PSYC 100 or instructor consent.

PSYC 289 [2 or 4 cr]**Special Topics**

A course on a special topic in psychology designed primarily for first- and second- year students. Offered whenever a mutual interest exists for a member of the faculty and a sufficient number of students. Prerequisite: PSYC 100.

PSYC 301 [4 cr]**Basic Principles and Methods of Psychological Research**

This course provides an introduction to many of the basic principles involved in research, including hypothesis formulation and testing, experimental control, measurement issues and research ethics. The course also addresses a variety of basic research methods and issues in data collection and analysis. Laboratory experiences will provide students with an opportunity to practice relevant skills. Prerequisites: PSYC 100 and SSCI 224.

PSYC 310 [4 cr]**Psychopharmacology**

This course is designed to provide a broad, general introduction to behavioral pharmacology by examining the neurological, physiological and psychological mechanisms of drug action. Topics covered include tolerance, side effects, drug interactions, and abuse potential of both recreational and therapeutic drugs. In addition, societal issues associated with drug use and abuse will be examined (for example, decriminalization and public costs of drug dependence). Prerequisites: PSYC 100 or BIOL 121 and sophomore standing.

PSYC 312 [4 cr]**Personality Psychology**

Provides an introduction to the theories, research methods, and assessment approaches in personality psychology, addressing questions such as: What is personality? How does personality develop? Can personality change? What does personality “do” in people’s everyday lives? Historical and contemporary perspectives are described and critiqued. Active student participation during frequent in-class discussions and in partner/group work is essential.

Prerequisite: SSCI 224. Prior completion of PSYC 301 is recommended.

PSYC 331 [4 cr]**Sensation and Perception with Laboratory**

Students in this laboratory course will explore how humans sense and perceive the world via visual, auditory, chemical and skin senses. Physiological, psychophysical and cognitive approaches will be used to help explain how perceptions arise from the conversion of physical energy in the environment to electrochemical signals and how the brain then processes these signals. Topics include perceptual development, clinical aspects of vision and audition, music, speech, and pain perception as well as applications with respect to art, education and health. Prerequisite: PSYC 301 or instructor consent.

PSYC 337 [4 cr]**Memory and Cognition with Laboratory**

Examines historical and contemporary research in the study of human cognitive processes, with particular emphasis on the area of memory. Topics covered include attention, perception of symbolic material, mental imagery, problem-solving and language. The course includes labs which provide in-depth applications of course concepts. Prerequisite: PSYC 301 or instructor consent.

PSYC 345 [4 cr]**Psychological Interventions with Laboratory**

Focuses on intervention (i.e. psychotherapeutic treatment and psychological assessment) as an ongoing scientific process, often focused on single or small groups of individuals. Prominent theoretical orientations used in clinical psychology today are described, and principles of testing are discussed in relation to these orientations. Students will “try on” each orientation’s goals, techniques, and assessments via weekly skills practice activities; effective collaboration with partners and willingness to engage in critical self-reflection is essential. Prerequisite: PSYC 301.

PSYC 370 [4 cr]**Behavioral Neuroscience**

The purpose of this laboratory course is to relate behavior to bodily processes, especially the working of the brain. Topics covered include functional neuroanatomy, neurophysiology, brain evolution, motor control and neural plasticity, regulation of internal states, sexual behavior, emotions, memory and

cognition, and neurological disorders. Different research methodologies employed to investigate the biological underpinnings of behavior are also analyzed. Prerequisite: PSYC 301.

PSYC 395 [2 cr]

Professional Issues

This course is offered concurrently with PSYC 495 (Internship & Professional Issues). Whereas students in PSYC 495 must secure and complete an internship, this course only requires participation in the class meetings; students who plan to complete an internship when taking this course should instead enroll in PSYC 495. Class meetings focus on professional development (e.g., professional networking, ethical conduct), evidence-based practices, and topics relevant to the practice of psychology in real-world settings. There are limited spots available in PSYC 495/395 each year; priority will be given to students enrolling in PSYC 495. Restriction: junior or senior standing and instructor consent.

PSYC 400 [4 cr]

Motivation

This course explores the many ways that psychologists use the concept of “motivation” in the study of human behavior. Students will learn theories and measures of motivation, and understand the implications of using different motivational approaches. We will also apply our understanding of motivation to various facets of students’ lives, such as school, work, and leisure. Restriction: senior standing.

PSYC 410 [4 cr]

Cross-Cultural Psychology

This course situates psychology within a larger cultural context. Students will examine how Western culture has shaped the field by influencing psychologists’ theories and research. Approaches in cross-cultural psychology, as in the study of people across ecological settings and sociocultural contexts, will be introduced as a means of assessing the universality of psychological theories, i.e., whether such theories can be generalized to all human beings. Students will also be exposed to cross-cultural research so that they may better appreciate the effects of culture on psychological processes. Restriction: senior standing.

PSYC 489 [2 or 4 cr]

Special Topics

An advanced-level course for junior and senior students on a special topic in psychology. Offered whenever a mutual interest exists for a member of the faculty and a sufficient number of students. Prerequisite: PSYC 301.

PSYC 490 [2 or 4 cr]

Independent Study

Individual study of an approved topic in psychology under the direction of a psychology faculty member. Permits faculty and students to explore together some subject of special or personal interest. Reading and tutorial discussion are required, written work is optional. Restriction: instructor consent and approval of the dean of health and human development.

PSYC 492 [2 or 4 cr]

Directed Research

Qualified students may perform psychology research projects under the supervision of a psychology faculty member. Restriction: instructor consent and approval of the dean of health and human development.

PSYC 494 [4 cr]

Internship

Appropriate work or volunteer experience may be undertaken for course credit when it is directly related to psychology and to the educational goals of the student. Student interns must have junior or senior standing, have a minimum 2.50 cumulative GPA, complete a Special Course Registration Form, and also complete an Internship Course Learning Agreement Form (see Academic Internships on the College

website). Students may seek out any Psychology faculty member to serve as their instructor. Restriction: instructor consent and approval of the dean of health and human development. Graded as pass/ fail only.

PSYC 495 [4 cr]

Internship & Professional Issues

This course requires both class meetings and work activities at local internship sites. Class meetings focus on professional development (e.g., professional networking, ethical conduct), evidence-based practices, and topics relevant to the practice of psychology in real-world settings. The internship should offer an opportunity to practice some or all of the following skills: evaluation/assessment of group and individual psychosocial functioning, plan/policy development and implementation, intervention, referral, advocacy, collaboration, cultural competence and application of professional ethics. Students are responsible for obtaining placement at an internship site (approved by instructor), with the student onsite within the first two weeks of the course. Students are expected to work 8 to 10 hours per week at the internship site throughout the semester. Note: internship sites will likely be “off-campus” and thus require that students have a means of transportation. Restrictions: junior or senior standing, cumulative GPA of at least 2.50, and instructor consent. Applications due in October.

PSYC 499 [0 cr]

Senior Assessment

This course consists of a single three-hour session during which students complete standardized tests of knowledge of the major field and/or other measures of the intended learning outcomes of the psychology program. The data gathered during the session assists members of the psychology faculty in their efforts to monitor and improve the program. Students should register for the assessment as part of their final semester of coursework at the College. Graded as pass/ fail only.

SOCIAL SCIENCES

SSCI 103 [4 cr, Core: DD]

Difference, Diversity, and Power

This course provides foundational knowledge about difference and diversity across the various social identities in current U.S. society with specific focus on race, class, gender, sexual orientation, and (dis)abilities. It will also focus on the ways in which these identities intersect in people’s lives. A combination of readings, media, experiential exercises, dialogue and writing assignments will familiarize students with the main concepts, theories and empirical research related to social science understandings of diversity and social identity in the United States context.

SSCI 205 [4 cr, Core: DD]

Disability and American Society

This course provides an overview of several essential issues related to disability and its status, standing and treatment in American society – past and present. Topics covered include definitions of disability; an historical overview of social beliefs and practices related to disability in the United States; the impact of disability on schools and other educational institutions; the role of eugenics in social efforts to address disability; the disability rights movement; federal legislation pertaining to disability; and extensive exploration of the voices of persons with disabilities and their views on the treatment of the disabled in American society.

SSCI 224 [4 cr, Core: QR]

Basic Statistics

Introduction to the basic statistical concepts and techniques (including computer-based software programs) for data analysis in the non-business Social Sciences. Includes descriptive statistics, random sampling and probability, correlation, regression, hypothesis testing and parametric / nonparametric inferential statistics. Intended for students in education, political science, psychology and sociology; also appropriate for students in the natural sciences. Prerequisite: Advanced high school algebra. Recommended sophomore standing or above.

SSCI 301 [4 cr, Adv Core: PN]**Environment and Society**

This course familiarizes students with an array of environmental issues concerning human interaction with the natural world. Environmental problems are present at all scales ranging from local to global — and in our everyday lives. The course will examine, via lecture and discussion/lab sessions, varied examples of environmental issues — their causes, dimensions, and distributions. The course will explore proven or possible solutions, and “trade-offs” associated with these solutions. Topics include basic ecological principles, the value of biodiversity, human population issues, food production, air and water pollution, and energy resources and use. Offered each semester. Students may not take both SSCI 301 and ENVS 300 for credit.

SSCI 333 [4 cr, Adv Core: BB]**Issues in African Development**

SSCI 333 will focus on major current issues in Africa’s economic development. The course will highlight and explore the perspectives of what Cramer, et al (2020) call possibilism, a balance between pessimism and naïve optimistic perspectives. This approach professes a bias for hope rooted in a pragmatic appreciation of the state of African development trajectory. In this course, students will interrogate the effects of western interventional mechanisms in countries in the African continent— from colonialism to modern day foreign policies, aid, the role of “African experts”, democratization, and more. Finally, we shall highlight the often neglected African and Africanist voices in African economic development scholarship. Fall semester.

SSCI 389 [2 or 4 cr]**Special Topics**

An interdisciplinary course which deals with topics involving two or more social sciences. May be team-taught by faculty from the academic areas from which the topic has emerged. Enrollment will normally be limited to upper-division students. This course may be repeated since the topics will vary.

SSCI 408 [4 cr, Adv Core: DD]**Social Inequalities: Race and Minority Relations**

The exploration of social inequality will move beyond the place of individuals in society and try to understand how social inequality is a feature of society. Students will see themselves in some of what they are studying and they will find much of the subject matter familiar. At the same time, the course is intended to encourage students to think in different ways about some of what is “known” and taken for granted in large sections of society. Students will read materials that may present perspectives far different from what they have heard before. It is expected that students will be surprised, perplexed, challenged and perhaps angered by some of the material. Moreover, because the course examines issues that affect us daily, this course will elicit more than intellectual growth. Since each person is a part of the world and occupies positions in systems of social inequality, students will find themselves dealing with emotional and spiritual questions about who they are and where they fit into the world.

SOCIOLOGY**SOCI 100 [4 cr, Core: IS]****Introduction to Sociology**

This course examines the basic nature of human relationships, customs, institutions, social structure and culture. It emphasizes how they affect our beliefs and behavior and how they express our fundamental concerns and values. The course teaches the basic concepts, methods and perspectives of sociology as a social science and it uses them to consider such topics as family life, groups and organizations, racial/ethnic, gender and class inequality, religious and political movements, and social problems.

SOCI 112 [4 cr, Core: IS]**Girls, Girls, Girls: Sociology of Girls and Girlhood**

What does it mean to be a girl? Who counts as a girl? What are girls supposed to be like? When does girlhood end? This course explores the cultural, structural, and individual forces shaping girls and girlhood. We will examine girlhood as a developmental period, a source of identity, and a social

performance. We will discuss the stereotypes and realities related to girl's identities (e.g., mean girls, girly girls, tomboys, good girls, bad girls, cool girls, ugly ducklings, nerdy girls, at risk girls, strong girls, rebel girls, boy-crazy girls, California girls, Indigo Girls, Spice Girls). Where do these stereotypes come from? How do they impact girls' lives? How do girls embody, resist, or transform these identities? Throughout our discussions, we will pay attention to how race, class, and sexuality affect the experience of girlhood. Fall semester.

SOCI 122 [4 cr]

Criminology

Criminology is the scientific study of crime and criminal behavior. This class will survey classic and contemporary theoretical and empirical scholarship dedicated to understanding the nature and extent of criminal actions, the social organization of efforts to control criminal behavior, and the effectiveness of such efforts.

SOCI 201 [4 cr]

Sociology of the Family

This course provides an overview of the family from a sociological perspective. We will work together to challenge and expand our own personal understandings of family. We will explore different stages of family life, including family formation (such as marriage and cohabitation), transition to parenthood, childhood, intergenerational relationships, divorce and remarriage, and inequality within families. As we proceed, we will interrogate diversity in family forms, considering how race, class, gender, and sexuality shape our experiences of family.

SOCI 211 [4 cr]

Bad Marriage and Good Divorce?

In this class, we will examine patterns of marriage, divorce, cohabitation, and other experiences of family formation/dissolution in the U.S. We will look at historical trends as well as contemporary data as we investigate how these experiences vary by race, social class, and sexuality. Then, we will consider questions such as: how are marriage and divorce gendered, and with what consequences? How do emerging forms of romantic relationships – such as polyamory or living apart together – both reflect and challenge contemporary notions of love, intimacy, and partnership?

SOCI 228 [4 cr]

Corrections in American Society

This course focuses on society's organized response to individuals accused or convicted of criminal offenses. Students in the course will study the philosophy, theory, and practice of corrections systems and strategies for adults and juveniles; empirical research on the effectiveness of various corrections strategies; and contemporary challenges and debates about corrections practices in the U.S.

SOCI 233 [4 cr]

Sociology of Education

Do schools matter? This course will seriously examine this question by investigating the complex ways in which schools and society interact. To do this, we will examine the historical development of schools in America, but our primary focus will be a close investigation of the ways in which schools are embedded in racial, economic, social, and geographic contexts. We will also turn our attention to how teachers, parents, and students interact within the classroom. In the end, our primary goal is to understand when and how schools contribute to inequality and stratification, and how public policy and culture influences when and how schools matter.

SOCI 236 [4 cr, Core: IS]

Introduction to Public Health

This course provides an introduction to and overview of the field of public health. In addition to investigating how the field of public health has evolved over time, topics will cover the design and evaluation of public health programs; analytical methods; key components of morbidity and mortality; contemporary challenges in the field; environmental health factors; the role of biological and social determinants in public health outcomes; how ideas about health reflect broader cultural attitudes and

values. The course will serve as a broad foundation for students interested in pursuing a career in public health. Spring semester.

SOCI 237 [4 cr]

Children and Childhood in American Society

This course explores two interrelated topics: the social construction of childhood and the everyday lives of children. Taking a new sociology of childhood approach, the course pays attention to culture, structure, and agency in understanding children's lives and the diversity of experiences among children living in the United States. Students in this course will study: continuity and change in ideas about children and childhood over the course of U.S. history; classic and current sociological theory about childhood and children; research methods for studying children; and empirical studies of children's lives, past and present.

SOCI 238 [4 cr]

Human Behavior in the Social Environment

This course examines theories and knowledge of human biological, sociological, cultural, psychological, and spiritual development across the lifespan. Individual, family, group, organizational, and community social systems are explored to assess the ways these social systems promote or deter people in maintaining or achieving health and well-being.

SOCI 239 [4 cr]

Social Welfare Policy and Services

The history and current state of social welfare policy and services is the major focus of this course. Various frameworks and methods used by policy scholars to analyze social welfare policy will be introduced and applied. Past and present examples of social welfare policy at federal, state, county, city and agency levels will be studied in terms of the historical and contemporary factors that shaped them; the political and organizational process that influenced them; their impact on social welfare services, practices and practitioners; and the extent to which they help or hinder the general health and well-being of people. This course will also study the history, mission and philosophy of the social work profession.

SOCI 240 [4 cr]

Social Work Practice: Individuals and Families

This course presents the generalist model of social work practice, which uses the strengths perspective and empowerment approach. Students will understand the knowledge and values and demonstrate the skills necessary for bachelor's level social work competencies. Individual practice assessment is focused on the examination of client's strengths and problems in the interaction among individuals and between people and their environments. Students will also learn to develop a contract and how to plan and carry out intervention and evaluation techniques. The course is also designed to provide instruction and practice in interaction skills necessary for interviewing social work clients and ethical dilemmas that may arise in social work practice. Working with clients in a culturally sensitive way is emphasized. Information is provided in the development of professional relationships that are characterized mutuality, collaboration, and respect for the client system.

SOCI 241 [4 cr]

Social Work Practice: Organizations, Communities, and Institutions

This course focuses on generalist social work practice with groups, organizations and communities and developing cultural competence in social work practice. Students will learn about organizational culture, agency policy, developing and managing agency resources and implementing agency change. The course will also cover approaches to community change, evaluating macro practice, advocacy and social action. Content will emphasize professional relationships that are characterized by mutuality, collaboration, respect for the client system and incorporate use of social work supervision within macro practice. The course will also cover the knowledge, values and skills to enhance human well-being and amelioration of the environmental conditions that affect people adversely. Emphasis is placed on practice skills by working with clients of differing social, racial, religious, spiritual and class backgrounds and with systems of all sizes, including an understanding of differential assessments and intervention skills to serve diverse at-risk populations.

SOCI 242 [4 cr]**Social Work Practice: Groups and Families**

This course presents the generalist practice approach in social work focusing on groups and families. An introduction to family systems theory, family social work, group dynamics, and group work practice will be explored, along with techniques in assessment, intervention, and evaluation in the family and group context. Information will include the development of professional relationships that are characterized by mutuality, collaboration and respect for the client system. Content on social work values and ethics and cultural competence will be discussed.

SOCI 243 [4 cr]**Social Work Practice: Individuals**

This course presents the generalist practice approach in social work focusing on individual practice methods. Students will learn the evidenced-based approach, generalist intervention model, and develop skills to engage with, assess, intervene with, and evaluate individuals, with particular emphasis on client strengths and problems in the interaction among individuals and between people and their environments. Content will include social work values and ethics, including the application of the standards of the National Association of Social Workers code of ethics, and cultural competence in social work practice.

SOCI 250 [4 cr]**Immigration and Migration in the United States**

In this course we will use the insights of sociology to understand migration and, more specifically, immigration. Recognizing that migration is a global phenomenon, students will focus mainly on migration and immigration in the context of the United States, while also attending to how patterns observed in the U.S. context are part of wider, global patterns with local manifestations. They will study key population movements to and within the U.S., past and present. They will explore the multiple factors that influence the migration/immigration experience for migrants and their families and that shape the short and long-term outcomes of the experience. The impact of migration on sending and receiving communities, and the history and current state of immigration policy will also be addressed.

SOCI 265 [4 cr]**Friendship and Social Support**

We know friendship is important, but it's also a neglected area of study. This course explores friendships, social bonds, and connections with an emphasis on understanding how a variety of belief systems and cultural practices influence friend-making, bond maintenance, and community building. We will examine how friendship works in the modern world and the role social bonds play in understanding individual outcomes and social cohesion.

SOCI 289**Special Topics**

A seminar course primarily designed for freshmen, sophomores and juniors on a special topic in sociology. It may be proposed by either students or an interested faculty member. Prerequisite: instructor consent.

SOCI 300 [4 cr]**Social Research Methods**

In this class, students learn how social scientists conduct research to test their assumptions and develop scientific accounts of patterns of human action, attitudes, and social life. This course provides a general overview of scientific methods of analysis —both quantitative and qualitative — and gives students opportunities to try them out. They will develop and implement a research project and learn how to be conscientious consumers of research. The core concepts of sociological research are powerful tools even for those who never do social science professionally. The skills learned in this class — asking good questions, finding relevant data sources and literature, understanding ethical issues associated with research — will last long after the semester ends. Prerequisite: SSCI 224.

SOCI 303 [4 cr]**Juvenile Delinquency**

The focus of this course is juvenile delinquency and the juvenile justice system. In this class we will (1) explore the history of juvenile delinquency and the juvenile justice system in the United States; (2) read and discuss current scholarship on how youth become involved in deviant/delinquent behavior; (3) identify and evaluate policy and practice efforts at preventing and addressing juvenile delinquency; and (4) engage with debates about the current state of the juvenile justice system. Spring semester.

SOCI 320 [4 cr, Adv Core: DD]**Culture and Consumption**

This course uses a sociological perspective to explore cultural production and consumption in the United States. It examines the relationship between culture and society with a focus on how cultural consumption is linked to status, boundaries, inclusion, exclusion, and inequality. In what ways are cultural norms, values and objects associated with status, class, race, gender, sexuality, and/or other intersecting identities? How is American culture impacted by global changes? Course readings and assignments will encourage students to question their cultural environments. We will treat culture as a serious and measurable topic of academic inquiry, not something merely associated with entertainment and leisure or an abstract concept that cannot be scientifically analyzed. Summer sessions.

SOCI 340 [4 cr, ADV Core: CI]**Religion & Inequality**

Religion in the United States has been used both to uphold social inequality and to inspire social change. In this class, we will focus primarily on Christianity; as the most widely practiced and influential religion in the U.S., understanding how Christian organizations reproduce and/or challenge inequality is imperative. After investigating how sociologists define and study religion, we will examine how religious beliefs can be used to make sense of racism. We then build on this work as we consider the questions of: gender and women's agency in a patriarchal religion; the persistence of social class divisions within religion; how politics and religion intersect today; and what we gain by putting Catholic Social Teachings in conversation with sociology.

SOCI 344 [4 cr]**Social Movements**

This course investigates the people who have mobilized to change the shape of their society, often at great personal risk. We will consider what has motivated these activists and what has sustained them through hard times and difficult odds. We will look at their successes as well as their mistakes made along the way. We will examine how the contours of society today are different as a result of their activism. The course traces the development of major movements of the 20th and 21st centuries, including labor, civil rights/Black Power, student, feminist, gay/queer activism, and environmental/human rights struggles by indigenous peoples. We will look at what set these movements into motion, structured their form, and affected what they have achieved. We will investigate the role of resources, strategy, culture and biography in protest.

SOCI/WMGS 346 [4 cr, Adv Core: DD]**Intersections of Privilege**

This course engages in an interdisciplinary and multi-media examination of social inequality, focusing on the complex and intersecting ways that social groups gain advantage over and marginalize others. Students will examine topics including race (whiteness), sexuality (heterosexuality), gender (masculinity), class (economic and cultural capital), and nationality (global privilege associated with first-world status). This course will integrate perspectives on how privilege is reinforced in day-to-day interactions as well as in larger social structures.

SOCI 348 [4 cr]**Socialization and the Life Course**

This course will draw on the psychological, sociological, and biological theories and evidence to develop a clear understanding of how social institutions and elements of the social environment — especially race, ethnicity, gender, and social relationships — influence development and social inclusion and exclusion.

This course will pay special attention to the nature/nurture debate, families and schools as agents of socialization, and death as a life course stage.

SOCI 352 [4 cr, Adv Core: WT]

Foundations of Social Theory

This course traces the development of social theory from the Enlightenment to the 21st century. Topics examined include: the nature of science and other forms of knowledge; the relationship between self and society; how social order is maintained; how power is exercised; how meanings emerge; and how change occurs. Running through the course is the question of what social theory offers to us individually and collectively in understanding and acting in a world that is complex and multi-layered.

SOCI/WMGS 361 [4 cr]

Gender, Sexuality and Society

While gender and sexuality often appear natural, this course investigates their social roots. Throughout the semester students will explore the diverse ways in which gender and sexuality have been conceptualized, embodied, shaped, policed, and transformed. Additionally, we will examine the relationship between gender, sexuality, inequality, and major social institutions including education, media, work, and family. Finally, we explore the intersections of gender, sexuality, race, and class as they relate to a variety of contemporary issues and controversies, including “hooking up,” marriage laws, gender reassignment surgery, and sex education.

SOCI 380 [4 cr]

Sociology of the Gang

In 1928, sociologist Frederick Thrasher published *The Gang*, a study of 1,313 gangs in Chicago. Today, more than 80 years later, gangs are still part of the American scene and sociologists are still trying to understand the young people who form and join them and the “elemental social processes” that are part of gang phenomena. In this course, we will survey the general theories and findings of sociologists and criminologists who have studied gangs in the U.S., read monographs and articles reporting findings from contemporary studies of gangs and gang behavior, and learn about various approaches to gang prevention and intervention. Prerequisite: SOCI 100 or SOCI 122. Alternate years.

SOCI 403 [4 cr]

Mass Incarceration in the United States

The United States imprisons more people per capita than any other nation. What are the causes and consequences of incarceration on such a large scale? Renowned scholar and activist Angela Y. Davis argues that a prison industrial complex has emerged to surveil, police, brutalize, and imprison people deemed “criminals.” In this course, we will interrogate mass incarceration in the United States from a sociological perspective, paying special attention to complex and intersecting inequalities. Prerequisite: SOCI 100 or 122. Spring, odd-numbered years.

SOCI 444 [4 cr]

Health, Illness and Society

Health, just like wealth, is stratified across society. In country, state, city or neighborhood some people or groups are healthy while others are disproportionately sick. In an effort to answer “why,” this course focuses on the socio-behavioral determinants and population distribution of health disparities of the United States. In this class students will examine articles, narratives, charts and graphs, to not only understand disparities in mental and physical health, but to critique them, forming opinions along the way. This course intends to provide answers to three central questions: How do health disparities emerge and propagate? How do social institutions and elements of the social environment – especially race/ethnicity, class, gender, and social relationships – influence health? How does health influence education, income and occupational status? Fall semester, alternate years.

SOCI 481/SOCI 482

Human Service Internship

The seminar format of Human Service Internship is organized around the student working in the human service field and the supervision received in the field. The combination of the internship, field supervision

and reflection in seminar is focused on developing student application of knowledge of major social competencies and values necessary for generalist social work practice. An internship should offer the student an opportunity to practice these skills: evaluation and assessment of group and individual psychosocial functioning, plan/policy development and implementation, intervention, referral, advocacy, collaboration, cultural competence and application of professional ethics. Students are expected to locate the internship, with the assistance and approval of the instructor, before the beginning of the semester and should be on site within the first two weeks of school. Internships should meet the state of Wisconsin regulation and licensing requirements which can be obtained from the instructor. Often placements will require the student to have their own transportation with a clear driving record (in order to transport clients or drive to see clients in their homes), pass drug and background tests, and have some flexibility in their schedule. Students are expected to work 10 to 12 hours per week for the academic year, with a break between semesters. Restriction: instructor consent. Year long course.

SOCI 489
Special Topics

This is a seminar course offered whenever a mutual interest in a more-specialized topic in Sociology exists for a member of the faculty and a sufficient number of students. Restriction: instructor consent.

SOCI 490
Independent Study

Individual study of an approved topic in Sociology under the direction of a Sociology faculty member. Permits faculty and students to explore together some subject of special or personal interest. Reading and tutorial discussion are required, written work is optional. Restriction: instructor consent and approval of the dean of health and human development.

SOCI 492
Directed Research

Qualified students may perform sociology research projects under the direction of a Sociology faculty member. Restriction: instructor consent and approval of the dean of health and human development.

SPANISH

SPAN 101 [4 cr]
Elementary Spanish 1

An introduction to the Spanish language and the diverse cultures of the Spanish-speaking world. Emphasis on the four language skills: listening, speaking, reading and writing. Fall and spring semesters.

SPAN 102 [4 cr, Core: SL]
Elementary Spanish 2

Continuation of SPAN 101. Prerequisite: SPAN 101 or formal placement. Fall and spring semesters.

SPAN 205 [4 cr, Core: SL]
Intermediate Spanish 1 and 2

This course provides a comprehensive study of intermediate-level Spanish through an integrated approach that combines the content and goals of Intermediate Spanish 1 and 2 into a single learning experience. Students strengthen their command of grammar and vocabulary while developing skills in conversation, cultural and literary analysis, and written composition. Emphasis is placed on oral and written expression through active engagement with authentic materials and meaningful communication. Prerequisite: SPAN 102, formal placement, or instructor consent. Fall and spring semesters.

All SPAN 300- and 400-level courses emphasize correct and fluent oral expression through conversation as well as presentation and discussion of assigned topics. In addition, literature courses require written literary analysis of the assigned readings.

SPAN 300 [4 cr]**Making Connections: Conversation, Composition and Culture**

This course builds on the language skills and cultural knowledge acquired at the elementary and intermediate levels and guides students toward a higher level of creative expression, reading comprehension, textual analysis, and grammatical and cultural understanding. Through such relevant themes as love and relationships, society and the individual, drugs and violence, and media and politics, students will explore the dynamic intersections of language, society and artistic expression. Prerequisite: SPAN 205, formal placement, or instructor consent. SPAN 204 or formal placement. Fall and spring semesters.

SPAN 301 [4 cr, Adv Core: EI]**Introduction to Spanish and Spanish American Literature and Film**

This course surveys major Spanish and Spanish American literary works spanning from the medieval period to contemporary times, along with significant films produced from the 20th century onward. Through close reading, class discussions, and analytical writing, students will explore foundational and influential texts of poetry, prose, and drama, as well as cinematic representations that reflect and shape their cultural, religious, political, and historical contexts. Literary genres studied may include epic poetry, mystic writings, the picaresque novel, romanticism, modernism, magical realism, and contemporary narrative forms.

Representative authors may include Gonzalo de Berceo, Cantar de Mio Cid, El Inca Garcilaso de la Vega, Santa Teresa, Miguel de Cervantes, María de Zayas, Tirso de Molina, José de Espronceda, Rubén Darío, Emilia Pardo Bazán, Federico García Lorca, Gabriela Mistral, Pablo Neruda, Jorge Luis Borges, Julio Cortázar, Gabriel García Márquez, and Isabel Allende. Selected films complement and enrich the literary works, addressing key themes such as empire, identity, faith, gender, resistance, political conflict, historical memory, and evolving cultural identities. Prerequisite: SPAN 300, formal placement, or instructor consent. Spring semester, alternate years.

SPAN 370 [4 cr, Adv Core: BB]**Latin American Civilization**

This course introduces students to the history and cultures of Latin America, with emphasis on Mexico, Central America, South America, and the Caribbean. Students explore major historical periods, including the pre-Columbian era, the Spanish conquest, the colonial period, independence movements, major revolutions such as the Mexican and Cuban Revolutions, military dictatorships, and processes of democratization. Historical study is complemented by analysis of cultural expressions such as literature, music, visual arts, film, and architecture. Students will consider the interconnectedness of Latin American experiences and their relevance to contemporary global and local contexts. Prerequisite: SPAN 300. Spring semester, alternate years.

SPAN 375 [4 cr, Adv Core: BB]**Spanish Civilization**

This course introduces students to the culture and history of Spain. Topics include the Muslim conquest in the 8th century; the Christians' centuries-long effort to "reconquer" the peninsula; the cultural struggle between "enlightened" progressives and Spanish traditionalists which began in the 18th century and eventually culminated in civil war; the repressive Franco dictatorship of the 20th century; and the successful transition to democracy. Historical readings are supplemented by an examination of literary works, paintings and film. Prerequisite: SPAN 300. Fall semester, alternate years.

SPAN 389 [2 or 4 cr]**Special Topics**

This course explores topics of special interest in Hispanic literature, culture, or film. Topics may include Hispanic cinema, Hispanics in the U.S., the Spanish Golden Age, medieval and early modern women writers of Spain, contemporary Hispanic theatre, recent Latin American narrative or poetry, or gender, violence, and Latin American film. The course may be taken more than once for credit if the topic is different. Prerequisite: SPAN 300. Fall semester, alternate years.

SPAN 490 [2 or 4 cr]**Independent Study**

A course allowing students and faculty to explore topics of special interest together. Prerequisites: instructor consent and approval by the dean of arts and sciences.

THEATRE STUDIES**THEA 101 [4 cr, Core: EI]****Introduction to Live Performance**

This course introduces students to first identify, describe and analyze various ways in which they encounter live performance in their daily lives (sporting events, church attendance, school assignments, party games, rock concerts, etc.) in order to begin to understand and develop standards of criticism. Additionally, basic theatrical forms will be introduced as a way of describing and expanding students' awareness of how live performance influences recorded media.

THEA 102 [4 cr, Core: EI]**Visual Storytelling**

This course is an introduction to both the process of creating symbolism as well as critically analyzing how signs and symbols are used in our culture. Students will learn to evaluate, on both a visual and intellectual level, how we use imagery to create ideas and convey messages through the use of visual media.

THEA 105 [4 cr, Core: EI]**Introduction to Creativity**

This course is an introduction to the creative process. We will endeavor to discover how creativity works through experimental projects geared toward exploring the process of making. This course will cover various topics, such as communication and creativity, collaboration, creativity and time, the art of self-critique, flexibility and the creative process, and the joy of failure. It is geared towards all disciplines but will use an artistic/theatrical based approach to these concepts.

THEA 200 [4 cr, Core: EI]**American Musical Theatre History**

This class is designed to examine the birth of musical theatre, as well as follow how musicals evolved from a form of mere entertainment to a vehicle to explore social issues.

THEA 201 [4 cr]**Design for Performance**

This course is a practical studio course that, utilizing a broad definition of performance, covers the fundamentals of three-dimensional design in space and time. Covers research, concepting and presentation of design solutions. Will deal with scenic design, clothing, light and sound as elements of performance. Prerequisites: THEA 101 and THEA 102.

THEA 232 [4 cr]**Basic Acting**

This course will deal with the fundamentals of acting. Techniques for developing self-awareness, imagination, observation, concentration and sensory recall will comprise the basic approach. Employment of voice and body in developing characterization will also be studied.

THEA 237 [4 cr, Core: EI]**History of Clothing and Fashion**

This class is a survey of the history of clothing and its relationship to culture and society. It will familiarize the student with the period styles from pre-historical to modern times and how these styles are a reflection of individual communication and cultural expression.

THEA 250 [2 cr]**Performance and Production Labs**

One purpose of the P/P labs is to employ the unique opportunity of working on productions to advance the synthesis of theory and practice. The P/P labs also give students the opportunity to experience the creation of theatre holistically and in a critically self-reflective manner. The process of producing theatre can too often induce students to jump into production without the ability to discuss the process or learn from others. Students are mentored during this process, requiring a formalized class structure in order to frame their experience as a learning tool. All student members of any theatre production will be required to enroll in a P/P lab as a class. Students learn the roles of stage and house manager, props master, master electrician, scenic artist, costume manager, and acting roles. All production running crews.

THEA 301 [4 cr]**Technical Theatre**

This course is an introduction to the practical skills that go into the creation of theatre with a focus on the behind-the-scenes aspects of production. It will cover information on costume and scenery construction, implementation of lighting and sound designs, properties collection and creation, scene painting and finishing, and the application of makeup for the stage. This course is both theoretical and practical and will require participation in the theatre program's production laboratory.

THEA 333 [4 cr]**Directing**

A course in the fundamentals of script analysis, blocking and interpretation. An investigation of the director's role as artist and coordinator augmented by practical directing lab assignments. Prerequisites: THEA 101 and THEA 102.

THEA 335 [4 cr]**Advanced Acting**

A continuation, in depth, of the elements covered in THEA 232 with special emphasis on role study and interpretation. Prerequisite: THEA 232.

THEA 337 [4 cr, Adv Core: WT]**Contemporary Theatre**

This course is a study of dramatic literature and theater practice in 20th- and 21st-century western civilization. The course explores aesthetic movements, significant personalities and artistic styles along with their interaction with the political, social, economic and philosophical realities of their specific cultures. Restrictions: Sophomore Standing or above.

THEA 387 [4 cr, Adv Core: WT]**History of Architecture and Décor**

This class is a survey of the history of architecture/decor and its relationship to culture and society. It will familiarize the student with the period styles from pre-historical to modern times and how these styles are a reflection of individual and societal communication and cultural expression. Summer sessions.

THEA 389**Special Topics**

This course concentrates on a topic pertaining to the current needs and interests of faculty and students. The topics covered will vary from semester to semester and will be announced in the course listings whenever the course is offered.

THEA 450 [4 cr]**Senior Capstone**

One purpose of the P/P labs is to employ the unique opportunity of working on productions to advance the synthesis of theory and practice. The P/P labs also give students the opportunity to experience the creation of theatre holistically and in a critically self-reflective manner. The process of producing theatre can too often induce students to jump into production without the ability to discuss the process or learn from others. Students are mentored during this process, requiring a formalized class structure in order to

frame their experience as a learning tool. All student members of any theatre production will be required to enroll in a P/P lab as a class. Students learn costume / scenic / light / sound design, major roles and directing. This segment is comparable to a senior capstone. The goal is for the student to create their own work of theatre as a culmination of their education at SNC.

THEA 490

Independent Study

This course allows staff and students to explore together topics of special interest.

THEA 494 [4 cr]

Internship

This internship experience allows students to apply their studies in a supervised work situation. Students benefit from an inside look at different kinds of organizations, a chance to work in their field of study, and gain experience using state-of-the-art equipment and practices. Restriction: junior or senior standing. Graded as pass/ fail only.

THEOLOGICAL STUDIES

For descriptions of undergraduate THRS courses, see Theology and Religious Studies section

THEO 501 [3 cr]

Systematic Theology and Theological Method

This course examines the foundations of theology and theological method. It explores the role of scripture, doctrine, ecclesial practice, philosophy and the sciences in theological reflection. It examines the distinctive and diverse methods that are employed in contemporary Christian thought with special emphasis on practical theology. The central themes of faith, revelation, God, creation and eschatology are addressed.

THEO 502 [3 cr]

Historical Development of Christian Tradition

This course studies the development of Christian theological tradition in its unity and diversity, through the contributions of major theological figures, critical movements within the Christian community and the social context in which theology is formed. It explores a variety of approaches to theological inquiry from classical tradition to modern revisions in interpretation, diversity and the research skills necessary for studying theology today.

THEO 503 [3 cr]

Scripture and Biblical Interpretation

This is an introduction to contemporary exegetical methods of interpretation through a study of particular biblical texts. The course will also investigate related biblical topics such as inspiration, canonicity and the place of scripture in the Christian community.

THEO 504 [3 cr]

Christian Ethics

Christian ethics will examine the basis of a Christian response to moral questions. The study will include the development of a method consistent with the role of a disciple of Jesus and attempt to apply the method to specific issues such as nuclear war, bioethical issues and economic social justice.

THEO 505 [3 cr]

Christology

The central question of all Christian theology is Jesus' challenge, "Who do you say that I am?" The Christian community in every age has explored the question and attempted to answer it in light of scripture and human experience. The course will study both past answers and contemporary positions.

THEO 506 [3 cr]**The Nature and Mission of the Church**

This course is a historical theological study of the origins, nature and mission of the Church: basic images and themes in scripture and tradition; the relation of the kingdom to the Church; the relation of the Church to the world.

THEO 509 [0 cr, \$100 fee]**General Comprehensive Exam**

The general exam is a take-home exam based on readings covered in the core area courses. Questions are based on those readings and will examine the student's knowledge of the core areas and also test their ability to integrate the different areas. The student will be required to address four of the six test questions. Three questions will require the student to synthesize material between various core courses; the fourth question will require the integration of specific core material with the student's area of concentration. Students are allowed a maximum of six weeks to complete and return the exam. Review of notes and material from the courses is useful in preparing for the exam. Students must submit the registration form and fee as well as contact the program coordinator to request the exam. Prerequisites: all core courses (THEO 501 to 506) and a minimum of three of the five elective courses. Graded as pass/fail only.

THEO 510 [2 cr]**Integrative Colloquium**

The colloquium engages students in a learning experience that fosters an integration between theology and the practice of Church ministry (i.e., religious education, liturgy, pastoral ministry, parish administration or youth ministry). The case study method is used to examine contemporary Church issues and to develop appropriate responses in a process which promotes critical theological reflection, collaborative models of work and intellectual and personal self-criticism. Prerequisites: all core and elective courses and THEO 509.

THEO 512 [1 cr]**Master's Thesis Project 1**

The students develop and, under the supervision of the thesis director, writes the master's thesis. The director of the Master of Theological Studies program must approve directors of the master's thesis. Enrollment and registration of this course is typically available in the fall semester (De Pere) and spring semester (New Mexico) of each academic year. Graded on a S/U basis.

THEO 513 [1 cr]**Master's Thesis Project 2**

Continuation of work that began in THEO 512, culminating in a discussion of the thesis and submission of the finalized, approved work. Prior to final approval, a discussion of the work occurs between the student and a panel of three people (i.e., thesis project director and two readers) at which time the thesis project is either approved, disapproved or conditionally approved with recommendations for improvement. Enrollment and registration in this course is typically available in the spring semester (De Pere) and the summer semester (New Mexico) of each academic year. Graded on a S/U basis.

THEO 520 [2 cr]**History and Models of Catechesis**

This course will explore the foundations of catechesis through the major movements, principles and people who influenced today's approaches to catechesis. Students will investigate historical forms of catechesis and the ways they impact how we teach and evangelize today. The object of this course is to discover the reasons "we do what we do" and to recognize the foundational principles for judging the effectiveness of catechetical movements today. The course will examine methods and models of catechesis, addressing the practical issue of how to teach religion and theology, including the Sacraments.

THEO 522 [2 cr]**Faith Development**

This course offers perspectives on the contributions of theology and developmental psychology to an understanding of faith development through the lens of modern developmental psychology. Students will discuss ways to encourage the development of a spiritual life across the life cycle.

THEO 531 [3 cr]**Spiritual Skills 1**

Spiritual Skills I introduces the student to the realm of Spiritual Care ministry in a health care setting and all that it encompasses. Students will become acquainted with the role of professional chaplaincy, the ethical standards and competencies by which chaplains are called to abide. The art of active listening skills, boundary setting, initiating and concluding pastoral encounters will be emphasized throughout the course. Students will encounter opportunities to minister to people of various faith and no faith backgrounds and understand the importance of ministering to the spiritual needs, and when appropriate, the religious needs of patients, families and staff including partnering with patient's clergy as requested by patients. Students will be exposed to ministering to patients/families in the beginning of life, during health challenges and at crisis and end of life experiences. Didactic attendance dates are non-negotiable and students must be present. Under rare and emergency circumstances, clinical date changes may be considered following pre-approved conversation with the instructor and must be completed before the next scheduled didactic class session.

THEO 532 [3 cr]**Spiritual Skills 2**

Spiritual Skills II will build on the foundations laid from the Pastoral Skills I pre-requisite class and develop a deeper understanding of the role Spiritual Care plays in a person's health and well-being. Students will take a deeper dive into ethical issues Spiritual Ministers encounter as they accompany patients facing issues at the beginning of life, issues at the end of life and the importance of understanding the professional/patient relationship. The Spiritual Skills II class is built upon the competencies of professional chaplain organizations. Didactic attendance dates are non-negotiable and students must be present. Under rare and emergent circumstances, clinical date changes may be considered following pre-approved conversation with Instructor and must be completed before the next scheduled didactic class session. Prerequisite: THEO 531.

THEO 540 [2 cr]**Principles of Liturgy**

This course considers the principles of Christian liturgy as the primary expression of the Church's life and spirituality. It will provide a basic overview of the history of Christian liturgy and an exploration of the concepts of ritual action, time, space and the relationship of liturgy and mission. The course will address the current pastoral need for a broader development and understanding of music, environment and art, language and enculturation.

THEO 541 [2 cr]**Sacramental Theology**

This course is an examination of sacramental theology. This examination includes a brief survey of the development of sacramental practices and theologies in Christian history. Particular attention is given to contemporary Christian theological understandings of sacramentality and sacraments and of their inherent anthropological, ecclesial and liturgical dimensions. The intimate connection between sacramental celebration and the transformation of the individual, the Christian community and the world is also explored.

THEO 560 [2 cr]**Models of Ministry and Leadership in the Church**

This course will investigate the theoretical basis for the practice of ministry in the contemporary church. It will examine the collaborative role of leadership and authority within that focus of ministry and servant leadership. After exploring the theological understanding and history of ministry in the community,

students will come to an appreciation of the psychological and sociological influence and impact on ministry.

THEO 576 [variable credits]

Theology and Practice of Pastoral Care

This course examines major theological models related to pastoral care. It investigates the implications of these different approaches for ministry and for the psychology of pastoral counseling. Self-understanding, biblical and theological teachings, basic psychological theory and helping skills, and working with different populations are the main topics of the course.

THEO 578 [2 cr]

Theologies of Ecumenical and Interreligious Dialogue

The task of ministry today has been impacted greatly by the reality of cultural and religious diversity. Promoting mutual understanding and empathy between different Christian traditions as well as between Christian and non-Christian faiths has become of paramount importance. This course examines the historical and theological contexts of recent developments in ecumenism and interreligious dialogue. Special attention is paid to the pastoral and socio-political implications of such developments.

THEO 579 [2 cr]

Enculturation and Evangelization

This course explores the dynamic relationships between Christianity and contemporary culture and societies. It focuses on the development of contextual theologies and the unique challenges and opportunities of postmodern society for shaping a distinct Christian identity. Theories and methods of evangelization and of the "New Evangelization" will be examined in light of these new cultural and global realities.

THEO 580 [2 cr]

Foundations of Spirituality

This course is an historical survey of various forms of Christian spirituality and mysticism. These spiritualities are examined both in terms of their distinct place in Christian history and for their use in the development of contemporary spirituality that addresses the needs of the Church and the world.

THEO 589

Special Topics

See program schedule for upcoming special topics courses.

THEO 590

Independent Study

This course provides the opportunity to investigate, through independent inquiry and critical analysis, educational theories, practices and agencies that influence the work of teachers. Restriction: consent of instructor and approval of M.T.S. director and the academic dean.

THEO 594 [2 cr]

Theological Practicum

This course is an action/reflection experience for the development of particular pastoral knowledge and skills. Students are placed in a ministerial setting that is appropriate to their area of concentration. Restriction: approval of the director of the Master of Theological Studies program.

THEO 599 [0 cr]

Master's Portfolio

The MTS Portfolio is a collection of work that documents the student's learning and development in each of the areas that the MTS program aims to help our students achieve. The Portfolio showcases selections of work that demonstrate competency in and facility with program goals. The Portfolio will be housed digitally in a Google Drive folder shared with faculty. For each assignment, students draft a brief statement explaining why the assignment was chosen for inclusion. The MTS Portfolio is ongoing work. Graded as pass/ fail only.

THEO 600 [0 cr, \$100 fee]**Continuing Master's Thesis**

If a student does not complete the thesis project while enrolled in THEO 513, students are required to register for this course every semester thereafter until the project is completed. Graded as pass/ fail only.

THEOLOGY AND RELIGIOUS STUDIES

For descriptions of graduate THEO courses, see Theological Studies section

THRS 114 [4 cr]**The New Testament in Catholic Theology and Practice**

This course invites students to engage with the New Testament as both a snapshot of the early Church's faith and as a timeless source of further theological reflection. Students will come to know the key figures, events, and concepts of the New Testament through reading of both primary and secondary sources. Finally, the course will also explore the place of the Christian Scriptures in the life of the Church and also for the individual believer. Available only through the College Jumpstart Program.

THRS 116 [4 cr]**Catholic Theological Explorations**

This course equips students to seek answers to fundamental questions: What are the benefits of faith, and what role might the Church play in an individual's faith journey? What does Catholic doctrine suggest about the human person? How does Catholicism work, and has it always been the way it is? Available only through the College Jumpstart Program.

THRS 117 [4 cr, Core: TF]**Theological Foundations**

This course will introduce students to the principal elements of Christian theology, particularly in the Catholic tradition, including biblical studies, historical and systematic theology, and ethics. It will address foundational theological questions, including: what does it mean to study God, and why do we do it; what sources are available for the investigation of God and how do we evaluate these sources; what images and metaphors have been and continue to be used for God; and what implications does belief in God have on ethical behavior and the building of communities?

THRS 201 [4 cr, Core: CI]**the Bible Yesterday and Today**

The Bible plays a greater role in American culture than in any other Western society, a fact demonstrated by the current debates surrounding the teaching of evolution in public schools or the legalization of same-sex marriage. This course explores the following questions: what are the historical reasons for the Bible's present influence; what were the social, political, literary and religious beliefs of the biblical authors; how has the biblical text been interpreted by both Jews and Christians for the past 2,000 years; and how have these interpretations influenced modern beliefs about the Bible.

THRS 203 [4 cr, Core: CI]**The Quest for God**

In its most basic sense, theology talks about God. This course investigates the Christian tradition's quest to speak rightly about God by exploring the historical development of the Trinitarian doctrine as well as engaging contemporary understandings of God. It gives attention to currents of feminist, liberationist, and process models for God as well as concepts of God in a post-modern, religiously plural world. Theology and Religious Studies majors/minors should take THRS 209: Doctrine of God for major/minor requirement.

THRS 209 [4 cr]**Doctrine of God**

In its most basic sense, theology talks about God. This course investigates the Christian tradition's "God talk" by exploring the historical development of doctrines of God as well as engaging contemporary

images and concepts of God, giving attention to currents of feminist, liberationist, process, and post-modernist understandings of God.

THRS 210 [4 cr, Core: CI]

Death and Dying

From the perspective of Christian theology, death is not the ultimate end. But dying is also the final transition that a human body can make. How are we to understand the process of dying and the fact of death? How do we best care for those who are dying, for dead bodies, and for those who loved the one who is gone? And how do notions of the afterlife assuage, intensify, or complicate the grieving process? This course investigates the reality of death from a variety of perspectives: medical, social, historical, and theological. Prerequisite: THRS 117.

THRS 221 [4 cr, Core: CI]

Religion in America

Examines the historical development of religious movements in America, both mainstream and peripheral groups, and analyzes the religious perceptions by which Americans have viewed themselves as a nation and culture, including a contemporary assessment.

THRS 242 [4 cr]

Liturgy and the Sacraments

This course examines the nature of the liturgy and the sacraments as the forum in which the Church expresses and forms its identity and mission in the world. The course examines the historical evolution of the seven traditional sacraments as well as the other major rites of the Church. Finally, the course explores the implications of the reformed liturgy for Christian life and ministry in the contemporary world.

THRS 255/PHIL 250 [4 cr, Core: WT]

Philosophy of Religion

This course examines the rational assessment of religious beliefs and concepts and arguments used in their support. The course considers contemporary challenges to belief in God and the responses to these challenges.

THRS/PHIL 265 [4 cr, Core: BB]

Asian Philosophy and Religion

A study of the major philosophical and religious traditions of South and East Asia. The course emphasizes the Hindu and Buddhist traditions. The ethical, metaphysical, and epistemological aspects of each major tradition are covered. Fall semester.

THRS/WMGS 268 [4 cr]

Sexuality, Intimacy and God

This course explores the meaning and significance of sexuality and sex for human fulfillment. It examines the ethics of intimate and sexual relationships in light of Christian theological and scriptural traditions as well as reason (including social and scientific sources) and contemporary human experience. Specific topics under examination include the “hookup culture” on contemporary college campuses; the social construction of gender and sexual expression; unmarried sexuality; same-sex relations; contraception; abortion; and sexual violence. Students engage various theological, philosophical, natural and social science sources, including imagery in the popular media, traditional Roman Catholic teaching, “revisionist” theological perspectives, and feminist insights regarding the body, sex, and human relationships more generally.

THRS 280 [4 cr]

Introducing Christian Traditions

This course examines the history of Christianity in its theological, social and institutional dimensions, from the New Testament era to the present. This development is studied in a variety of historical and cultural contexts, presenting through representative figures and issues both continuity and diversity in Christian thought and life in the midst of society. This course prepares theology and religious studies majors/minors for more advanced courses in the theology and religious studies curriculum.

THRS 301 [4 cr, Adv Core: CI]**Make a Joyful Noise**

The Bible contains music, has been set to music, and has inspired music. This course explores both the music within the Bible and how the text of the Bible has inspired music for over two millennia. While looking at the musical traditions of Judaism and Christianity through the centuries, the course will focus on the Bible's musical legacy in the United States in both religious and secular contexts, e.g., hymns, spirituals, jazz, blues, hip-hop, folk, pop.

THRS 302 [4 cr, Adv Core: BB]**Forgotten and Found Sacred Texts**

This course examines the fascinating stories surrounding the loss and rediscovery of significant text collections in the history of Judaism and Christianity, for example, the Cairo Genizah, the Oxyrhynchus Papyri, the Aleppo Codex, and the Dead Sea Scrolls. Each of these collections played a significant role in their respective communities and their rediscovery in the modern era reveals much about contemporary scholarship in general and particularly the impact of colonialism and orientalism in the encounter between Western scholars of Judaism and Christianity and Middle Eastern cultures. Prerequisite: THRS 117.

THRS 309 [4 cr]**Biblical Exegesis and Research**

This course introduces students to both historical-critical and post-modernist methods in academic biblical research. Students will learn the assumptions behind these methods, their usefulness to biblical interpretation, and how to use them. Theology and religious studies majors/minors only.

THRS 310 [4 cr, Adv Core: CI]**Marriage and Family as Vocation**

This course explores the moral and religious dimensions of marriage and family, with particular attention to resources within the Catholic Christian tradition. It will address such questions as: what does it mean to place the marriage commitment and the wider commitment to the family in the context of a relationship to God; what does it mean to consider marriage a vocation and sacrament; how does the vocation of marriage develop over time; how do careers, children, aging parents and other obligations affect the marriage relationship; what does it take to sustain a lifelong marital commitment in our culture; and what are the distinct characteristics and responsibilities of Christian family life. Prerequisite: THRS 117.

THRS 311 [4 cr]**Interfaith Leadership in America**

This course prepares students to consider and develop their own place as leaders in the interfaith landscape of the United States. We begin by mapping the interreligious history and landscape of America, exploring some of the world's prominent religious traditions through the lives of their practitioners within our own borders—including on-site visits to various communities. We then define the concept of “interfaith leadership” through investigating the work of prominent interfaith leaders in America's history. The third portion of the class asks students to consider the role of interfaith cooperation in some of the most prominent social issues of contemporary America. Prerequisite: THRS 117.

THRS 312 [4 cr, Adv Core: CI]**Church: Power, Controversy, Future**

This course explores the nature and mission of the Church from the early Christian communities to the present day. Special attention will be given to the theology of the Church that emerged from the Second Vatican Council, especially the essential communal nature of Christianity. Attention will also be given to challenges that confront the Church today, including issues of sexuality, women in the Church, celibacy, and how the Church is called both to witness to and to be challenged by society. Prerequisite: THRS 117.

THRS 314 [4 cr, Adv Core: CI]**The Origins of Biblical Monotheism**

The course will trace the development from the polytheistic religions of the ancient Near Eastern and Mediterranean worlds and the multiple origins of ancient theological and philosophical critiques of those

beliefs which in turn led to the belief in a single deity, understood in various ways. Careful attention will be given to the rationales used to both support and undermine long-held religious systems along with the ongoing development in the understanding of a single supreme being. Prerequisite: THRS 117.

THRS 315 [4 cr]

Mary Through the Ages

This course will be an examination of the figure of the Virgin Mary, as she has been experienced by Christians (and some non-Christians) for the last two millennia. We will study the development of her cult by examining canonical and non-canonical scripture, Mary in art, the development of Marian doctrine and dogma in the Catholic Church, Mary's role in Protestantism and Islam, Marian apparitions, and Mary as a figure of liberation and oppression. The course will also include a field trip to the recently approved Marian apparition site in Champion, Wis. As a major focus of Christian life and devotion, examining the figure of Mary and the role she has played in the lives of believers is an important part of understanding the Christian tradition.

THRS 316 [4 cr, Adv Core: CI]

Who is Jesus?

An attempt to answer the biblical question "And who do you say that I am?" is a central issue of theology. This course looks at today's answers formulated in continuity with scripture and tradition but shaped in the light of contemporary culture and experience. Prerequisite: THRS 117.

THRS 317 [4 cr, Adv Core: CI]

U.S. Latinx Theologies

This course will engage the contributions of U. S. Latinx Catholic thinkers in the field of theology connected to specific issues, concerns, and beliefs unique to the Hispanic/Latinx communities. The context of U.S. Latinx catholicity will be contextualized within the pre-colonial Indigenous communities and the Spanish colonial project that inflicted trauma-violence against indigenous and African communities in the newly named Americas. In forming responsible citizens and deepening spiritual values in an increasingly interdependent and diverse world committed to dismantling all structures of oppression. Prerequisite: THRS 117.

THRS/WMGS 318 [4 cr, Adv Core: CI]

Feminist Theology

This course introduces students to feminist theology as a theology of liberation, examines its foundations in feminist theory and Christian revisionist sources and explores its contributions to the Christian, especially the Catholic, faith tradition. Prerequisite: THRS 117.

THRS 320 [4 cr, Adv Core: CI]

The Christian Tradition

This course examines the history of Christianity in its theological, social and institutional dimensions, from the New Testament era to the present. This development is studied in a variety of historical and cultural contexts, presenting through representative figures and issues both continuity and diversity in Christian thought and life in the midst of society. For non-Theology and Religious Studies majors/minors only. Prerequisite: THRS 117.

THRS 322 [4 cr, Adv Core: CI]

Survey of the Hebrew Bible

The Hebrew Bible is an intriguing mix of unity and diversity, due mostly to the fact that it is a composite literary collection that draws together numerous independent tales and narrative fragments. Beyond this, in the pages of the Hebrew Bible one also finds three important relationships. First, because the Old Testament is both ancient Near Eastern literature and a Scripture for present day Jews and Christians, there is the relationship between the past and the present. Second, because the Hebrew Bible is the object of scholarly study and an integral part of religious belief, there is also the relationship between the academy and communities of faith. Third, because the Hebrew Bible, although part of the Christian Bible, was written by non-Christians many years before the birth of Jesus and today functions as the sacred

scriptures of two distinct religious traditions, there is the relationship between Judaism and Christianity. Prerequisite: THRS 117.

THRS/WMGS 324 [4 cr, Adv Core: CI]

Women in the Bible

This course uncovers the untold and often troubling stories about women in the world of biblical literature. The material provokes thought and dialogue regarding the biblical writers' perspectives on gender, sexuality and personhood. Students will be encouraged to think honestly and courageously about their own assumptions regarding authority and identity and participation in unjust social systems. Students will learn new methodologies to analyze gender and sexuality in order to rethink long-held social norms. Throughout the course, students will regularly reflect on how biblical representations impact the roles of women and men in contemporary society. Prerequisite: THRS 117.

THRS 325 [4 cr, Adv Core: CI]

Providence, Suffering and Freedom

This course examines various possibilities for making sense of the traditional Christian belief in an omnipotent, all-loving, providential God in light of the contemporary awareness of the immensity and tragedy of human suffering and the growing recognition of the depth and radicalness of human freedom. Prerequisite: THRS 117.

THRS 327 [4 cr, Adv Core: CI]

Ancient Wisdom and the Modern Search for Meaning

What is the good life? What can a person truly know? Is there justice in the world? These are some of the fundamental, universal questions of the human condition. This course will raise these questions and look at how the biblical wisdom literature answers them along with similar writings from elsewhere in the ancient world as well as modern literature and film. As a result of this analysis, students will have the opportunity to construct a coherent and viable structure of meaning for their own life journeys. Prerequisite: THRS 117.

THRS 329 [4 cr, Adv Core: CI]

The New Testament

This course examines the writings of the New Testament and the creation of those texts within the context of Second Temple Judaism and the larger Greco-Roman world. Students will consider the canonical New Testament, in addition to select non-canonical writings, and the larger question of why certain texts were canonized and others were not. Students will develop skills in close reading of biblical texts, engagement with the traditions and contributions of critical biblical scholarship, including the principles of Catholic biblical interpretation, and the process of contextualizing biblical texts in the social, political, and religious environment of the Greco-Roman world. Prerequisite: THRS 117.

THRS 331 [4 cr, Adv Core: CI]

Judaism and Christianity: The Holocaust

The examination of the historical and contemporary relation of Jews and Christians, through a study of critical events, comparative literature, and correlated theologies, in an analysis which recognizes both interrelated unity and tragic antagonism. In line with Catholic teaching on the Shoah, the course strives to create a deeper understanding of the interrelated causes of genocides in general, and the Holocaust in particular. Students should become more aware of the relationship between religious discourse and its political and social ties, as well as the complicity of all human beings in unjust social structures. Prerequisite: THRS 117.

THRS 333 [4 cr, Adv Core: CI]

Christian Ethics

This course explores the connection between being a Christian and being a morally responsible person. It addresses foundational questions of ethics in light of the Christian narrative, such as: what kind of people should we be; what should we do; and what sort of communities should we construct. It therefore focuses on three dynamic, interdependent dimensions of morality: character, choices and community. Some

applied ethical issues will be examined. Theology and religious studies majors/minors should sign up for THRS 433. Prerequisite: THRS 117.

THRS 337 [4 cr, Adv Core: CI]

Character and the Moral Life

This course examines the relationship between morality, happiness, and the good life by focusing on the qualities of character that are necessary for human flourishing, especially the virtues. Special attention is given to the cardinal virtues of prudence, justice, temperance and fortitude, as well as the theological virtues of faith, hope and charity. The second half of the course explores the seven capital vices that are most detrimental to human well-being: envy, vainglory, sloth, greed, anger, gluttony and lust. Prerequisite: THRS 117.

THRS 338 [4 cr]

Religion and Literature: Christian Mysticism

This course will involve reading mystical literature of the Christian tradition in order to understand this important dimension of Christian theology and experience. Through extensive reading of a wide range of primary documents across many eras, students will be able to explore this important, but often overlooked, dimension of the Christian tradition. Prerequisite: THRS 117.

THRS 339 [4 cr, Adv Core: BB]

World Scriptures

This course examines the role and content of normative religious texts in some of the major religions of the world (e.g., Judaism, Islam, Hinduism, Buddhism). Students will be introduced to the different ways that authoritative religious texts are viewed by their adherents, understand how their authority is exercised in their respective traditions, and read a good portion of primary sources from these different traditions. Prerequisite: THRS 117.

THRS 340 [4 cr, Adv Core: BB]

World Religions in Dialogue

This course offers a critical and comparative introduction to the world's non-Christian and mostly non-Western religious traditions. Focusing on Hinduism, Buddhism, Taoism, Confucianism, Judaism, Islam and several indigenous religions as well as new religious movements, the course investigates and compares these traditions with special attention given to context. A key component of this course involves examining the phenomenon of globalization and the issues of diversity and interaction between traditions. Prerequisite: THRS 117.

THRS 343 [4 cr, Adv Core: CI]

Muslim-Christian Dialogues

This course introduces students to Islam and the rich field of Muslim-Christian relations, both historically and theologically, and also prepares students for interreligious encounters in the world today. To that end, the course has four units: (1) an introduction to Islam and Muslims; (2) a brief historical overview of Christian-Muslim relations; (3) a discussion of key theological differences and similarities between Christianity and Islam; (4) a look at the importance of Christian-Muslim dialogue today, especially as it relates to the experiences of Muslims in America and contemporary issues such as migration and refugees. Prerequisite: THRS 117.

THRS 350 [4 cr, Adv Core: CI]

Christianity and Religious Diversity

In what ways is Christian, theological self-understanding informed by encountering non-Christian religions? This course gives particular attention to themes such as cosmopolitanism, hybridity, pluralism and relativism. First, students examine Christian theological resources — both traditional and emerging — for understanding religious diversity. Secondly they explore the development, beliefs, and practices of the Hindu, Buddhist and Islamic traditions. Students draw on the Christian theological framework to answer constructively questions about the relationship between Christianity and these religious groups. Prerequisite: THRS 117.

THRS 355 [4 cr, Adv Core: CI]**Theology of Spirituality**

This course is an introductory exploration of the theology of prayer and the spiritual life, it explores the realm of religious faith and the various means by which humans enter into an explicit relationship with God. Students will be exposed to the various schools of Christian spirituality as they have arisen in the history of the Christian community. In addition, class sessions will be devoted to discussing the relationships of spirituality with the human condition. Prerequisite: THRS 117.

THRS 360 [4 cr, Adv Core: CI]**Exploring Catholic Theology**

This course is an introduction to Catholic theology in light of the Second Vatican Council. It will examine developments in Catholic theologies of God, Christ, the Church, the sacraments and especially the fundamental elements of Catholic morality. Prerequisite: THRS 117.

THRS 361 [4 cr, Adv Core: CI]**Catholic Intellectual Tradition**

This course identifies the central distinguishing characteristics of the Catholic intellectual tradition. It examines the impact of the tradition in art, literature, philosophy and science. Finally, the course entails a critical appraisal of the distinctiveness of the Catholic intellectual tradition and an evaluation of its unique accomplishments and shortcomings. Prerequisite: THRS 117.

THRS 389**Special Topics**

This course is an in-depth study of one or more major issues confronting contemporary religion. Students are challenged to make concrete applications of the role of theology and religious practice in issues of the early 21st century and to evaluate the impact of the heritage and tradition on their own thinking and on society in general. Topics will change from semester to semester but may include such issues as the Holocaust, nuclear weapons, abortion, racism and church-state relations. Prerequisite: THRS 117.

THRS 433 [4 cr, Adv Core: CI]**Christian Ethics**

This course explores the connection between being a Christian and being a morally responsible person. It attends to foundational questions of ethics in light of the Christian narrative, such as: What kind of people should we be? What should we do? What sort of communities should we construct? It therefore focuses on three dynamic, interdependent dimensions of morality: character, choices and community. Some applied ethical issues will be examined. Restriction: Theology and Religious Studies major/minor.

THRS 460/PEAC 400 [4 cr]**Advanced Seminar**

This course offers senior theology and religious studies majors and minors the opportunity to engage in a research project on a special topic, theme or theologian. Spring semester.

THRS 490 [2 or 4 cr]**Independent Study**

A course allowing staff and students to explore together topics of special interest. Restriction: instructor consent and approval of the dean of arts and science.

THRS 494 [4 cr]**Internship**

This course is an action/reflection experience for those seeking skills in ministry. Students are placed in the local community. In addition to regular weekly service, students are required to meet each week in a supervised class with an instructor from the Theology and Religious Studies faculty. In those meetings, students explore the bases of practical theology, as that science reflects on the pastoral experience. Graded as pass/ fail only.

WOMEN'S and GENDER STUDIES

WMGS 110 [4 cr, Core: DD]

Introduction to Women's and Gender Studies

This introductory course will focus on one central question: What difference does gender make? By examining a variety of texts (articles, novels, film, popular culture), we will learn not only how to analyze issues of power, gender and identity, but we will also relate those issues to the wider world around us. Specific thematic units include socialization, violence, work, the female body, language, sexuality, motherhood and the family, race, globalization, and voices from the third wave of feminism.

WMGS 201 [4 cr]

Men and Masculinities

What does it mean to "Man up!" or "Be A Man!"? Do these expressions have consequences for men and women? Why do men occupy the majority of positions in government leadership and CEO positions in Fortune 500 CEO companies? Is any of this changing? When people say that, "men aren't what they used to be!" do these people have a firm grasp of history, and what point in history are they referring to? This course will explore these questions and more through an introduction to the sociology of masculinity. While typically, conversations about gender have focused on women, this course will focus on men, their relationships with one another, their relationships with women, and their position in the gendered order. As a women's and gender studies course, this course will explore systems of inequality that advantage some, and disadvantage others because of their identities. In addition to gender, we will also consider the construction of masculinities along with other identity categories like race, class, religion, dis/ability, age, and sexuality. This course will introduce students to major themes in social justice movements, women's and gender studies, feminist studies, and sexuality studies within the United States and around the world.

WMGS 205 [4 cr, Core: DD]

Race and Ethnicity in the Lives of US Women

This course is an introduction to the study of race and ethnicity in the lives of U.S. women, providing students with a conceptual vocabulary for investigating questions of race, ethnicity, gender, sexuality, and class, and an analytical framework within which they can extend their critical thinking on these and related topics. We will explore the ways these intersecting factors of identity have been understood in U.S. culture, fostering both division and unity. We will examine how social institutions such as motherhood, family, the beauty industry, advertising, and education perceive women who identify themselves from various ethnic and racial groups, and how such women construct themselves through language and other means of "talking back" to the institutions in which they live and work. Ultimately, the course analyzes the ways that institutions can be the means of both oppression and empowerment for women, and imagines the opportunities for resisting oppression and organizing for social change. Course materials are interdisciplinary—drawing on sociological, historical, and literary readings, as well as films and music, to reflect a range of cultural experiences.

WMGS/ENGL 206 [4 cr, Core: DD]]

Queer Literature

This course explores queer storytelling in a range of genres and media, including fiction, memoir, poetry, performance, and film. As we investigate how literature shapes the way we understand our relationship to sex, desire, and embodiment, we also engage with a growing body of queer and transgender scholarship in order to think about how our experiences of our bodies are conditioned by our position in the social/political world.

WMGS 225 [4 cr, Core: DD]

Gender in Text and Imagery

This course provides students the opportunity to explore how messages about gender and ethnicity are communicated in the United States via multi-media avenues (e.g., literature, imagery, movies, commercials, art, video games) through the employment of content analysis. The discussion of feminist theory and the intersections of gender, sexuality, ethnicity/race, and socio-economic class throughout this

course will assist students in deducing how the multi-media avenues they analyze can effectively (or ineffectively) socially condition people's attitudes and perceptions at any age.

WMGS/THRS 268 [4 cr]

Sexuality, Intimacy and God

This course explores the meaning and significance of sexuality and sex for human fulfillment. It examines the ethics of intimate and sexual relationships in light of Christian theological and scriptural traditions as well as reason (including social and scientific sources) and contemporary human experience. Specific topics under examination include the "hookup culture" on contemporary college campuses; the social construction of gender and sexual expression; unmarried sexuality; same-sex relations; contraception; abortion; and sexual violence. Students engage various theological, philosophical, natural and social science sources, including imagery in the popular media, traditional Roman Catholic teaching, "revisionist" theological perspectives, and feminist insights regarding the body, sex, and human relationships more generally.

WMGS/ENGL 310 [4 cr, Adv Core: DD]

Race and Sex in Contemporary U.S. Texts

This course examines race and ethnicity in American-Indian, Latino, African-American and Asian-American texts in the contemporary United States (1960s to present). The course investigates recurrent issues like immigration, memory and identity, and the legacy of slavery, as we understand the political and cultural underpinnings of the texts. Writers include Louise Erdrich, Sherman Alexie, Junot Diaz, Sandra Cisneros, Toni Morrison, Walter Mosley, Gish Jen and Don Lee. This course meets the Literature and Cultural Diversity requirement for English majors with secondary education certification. Spring semester.

WMGS/ENGL 311 [4 cr]

Women and Literature

Through exploring literary texts by women, this course analyzes how the construction of "woman," sex and gender has changed over time and investigates how it intersects with issues of race, class, sexuality and nation. By using feminist literary theory, the course engages the most pressing issues in the field from ideas of women's literary voice to claims that challenge female authorship altogether. Special topics may include contemporary women writers, gender and 19th century novel, and ethnic women writers. Authors may include Virginia Woolf, Adrienne Rich, Gloria Anzaldua, Margaret Atwood, Bharati Mukherjee, Leslie Feinberg, Edwidge Danticat or Marjane Satrapi.

WMGS/THRS 318 [4 cr, Adv Core: CI]

Feminist Theology

This course introduces students to feminist theology as a theology of liberation, examines its foundations in feminist theory and Christian revisionist sources and explores its contributions to the Christian, especially the Catholic, faith tradition.

WMGS/THRS 324 [4 cr, Adv Core: CI]

Women in the Bible

This course uncovers the untold and often troubling stories about women in the world of biblical literature. The material provokes thought and dialogue regarding the biblical writers' perspectives on gender, sexuality and personhood. Students will be encouraged to think honestly and courageously about their own assumptions regarding authority and identity and participation in unjust social systems. Students will learn new methodologies to analyze gender and sexuality in order to rethink long-held social norms. Throughout the course, we will regularly reflect on how biblical representations impact the roles of women and men in contemporary society.

WMGS/HIST 327 [4 cr]

Women and Gender in United States History

This course will explore women and gender in American history from colonial America to the present. We will examine how gender norms changed throughout history, and how individuals interacted with those norms. We will analyze how women and notions about gender shaped American politics: through cultural

trends like fashion; through family and daily life; and through social movements like suffrage, temperance, and welfare rights. We will ask, when did gender constrict the choices that individuals faced, and when did individuals expand and even disassemble gender norms? Alternate years.

WMGS/COME 331 [4 cr, Adv Core: DD]

Gender and Media

Why are some genres of media labeled as feminine or masculine? How are men and women represented in media? What impacts do these representations have on media viewers? This course will explore these questions and more from multiple scholarly perspectives. Various forms of media such as advertising, television, movies, video games, and news will be considered. Fall semester.

WMGS/HIST 335 [4 cr]

Women and Work

This course examines the topic of women and work historically, with attention to change over time in the work histories of African and American women. Throughout this course, students will explore women's working lives in the context of the gendered social norms within which they have lived. Within this general framework, the course will examine types of occupations such as domestic work, prostitution, farming, agricultural work, market trading and professional/managerial work. The course will also explore the intersections of work with marriage and parenting and the effects of race and class upon women's working lives. Alternate years.

WMGS/PHIL 344 [4 cr, Adv Core: DD]

Feminist Philosophy

This course provides a survey of topics in contemporary feminist philosophy, and it will be divided into four units: (1) Oppression, Gender, & Misogyny; (2) Objectification & Self-Objectification; (3) Consent & Sexual Violence; and (4) Feminist Epistemologies. In our first unit, we'll discuss concepts that are fundamental to feminist theory, including oppression, gender, and misogyny; and then we'll consider how sexist and racist oppression relate to and augment each other. In our second unit, we'll ask questions like: what does it mean to be objectified? Who/what can be objectified and who/what can objectify? Then, in our third unit we'll turn our attention to the nature of consent and sexual violence. We'll ask: what is consent? What role does consent play in an ethical sex life? What is rape? How does rape relate to other sexual wrongs? And, finally, we'll survey some of the recent literature in feminist epistemology, focusing largely on the phenomenon of hermeneutical injustice. Prerequisite: PHIL 120. Fall semester, odd-numbered years.

WMGS/SOCI 346 [4 cr, Adv Core: DD]

Intersections of Privilege

This course engages in an interdisciplinary and multimedia examination of social inequality, focusing on the complex and intersecting ways that social groups gain advantage over and marginalize others. Students will examine topics including race (whiteness), sexuality (heterosexuality), gender (masculinity), class (economic and cultural capital), and nationality (global privilege associated with first-world status). This course will integrate perspectives on how privilege is reinforced in day-to-day interactions as well as in larger social structures.

WMGS/HIST 351 [4 cr, Adv Core: BB]

Women, Gender and Imperialism

Western women played significant roles in British colonies in Africa and India in the fields of education, public health and missionary work. These women believed that they could improve the lives of non-Western women by acculturating them to middle-class, Western and Christian norms. The course will explore how these women tried to reshape key social institutions in Africa and India such as marriage, parenting, medical practices and religion. This course will also explore how the women and men these individuals came to "civilize" in turn shaped the cross-cultural encounter through their powerful reactions to the often unwelcome acculturating messages they received. Spring semester, alternate years.

WMGS 360 [4 cr]**Feminist Theory**

This course takes a sociology of knowledge approach to the development of feminist theory from the 18th century to the present. A variety of modern and postmodern feminist theories are placed in social, political and historical context. Primary source examples of each school of thought are read, applied and evaluated. Because feminist thought has been a response to the conditions of women throughout history, women's oppression at various points in history will be covered. Restriction: instructor consent. Alternate years.

WMGS/SOCI 361 [4 cr]**Gender, Sexuality and Society**

While gender and sexuality often appear natural, this course investigates their social roots. Throughout the semester, we will explore the diverse ways in which gender and sexuality have been conceptualized, embodied, shaped, policed, and transformed. Additionally, we will examine the relationship between gender, sexuality, inequality, and major social institutions including education, media, work, and family. Finally, we explore the intersections of gender, sexuality, race, and class as they relate to a variety of contemporary issues and controversies, including "hooking up," marriage laws, gender reassignment surgery, and sex education.

WMGS/ART 375 [4 cr, Adv Core: DD]**Race and Gender in Contemporary Art**

A survey of how artists explore and express personal identity, unique bias and social marginalization and how contemporary art reflects society's evolving and changing attitudes toward matters of life, love and death.

WMGS 289/389/489 [2 or 4 cr]**Special Topics**

A study of a single topic of special interest to students. When the course is offered, the topic will be listed in the timetable of courses.

WMGS 490 [2 or 4 cr]**Independent Study**

This course allows staff and students to explore together topics of special interest. Restriction: approval of the women's and gender studies advisory committee.

WMGS 494 [4 cr]**Internship in Women's and Gender Studies**

This internship experience allows students to apply their studies in a supervised work situation. Students benefit from an inside look at different kinds of organizations by having a chance to work in their field of study and by gaining experience with state-of-the-art equipment and practices. Restriction: junior or senior standing and instructor consent. Graded as pass/ fail only.

Discontinued Majors - Minors - Masters Programs

The following majors, minors, and master's programs have been approved for discontinuation by the St. Norbert College Board of Trustees. While these programs will no longer be offered, please note that courses within these disciplines may still be available.

Program	Type		Last catalog active	Sunset Period
Studio Art	Major	MInor	2024 2025	6 years
Art Education	Major		2024 2025	6 years
General Chemistry	Major		2024 2025	6 years
Classical, Medieval & Renaissance Studies		Minor	2024/2025	6 years
Computer Science/ Business Information	Major		2024/2025	6 years
Computer Science/ Graphic Design	Major		2024/2025	6 years
Computer Science/ Secondary Education	Major		2024/2025	6 years
Data Analytics	Major	Minor	2025/2026	6 years
Media Studies		Minor	2025/2026	6 years
Earth Science- Geology	Major		2024 2025	6 years
Earth Science - Environmental Geology	Major		2024 2025	6 years
Earth Science	Minor		2024 2025	6 years
French	Major	MInor	2024 2025	6 years
History	Major		2024 2025	6 years
International Studies - All areas	Major		2024 2025	6 years
Interdisciplinary Arts	Major		2024 2025	6 years
Theoretical Mathematics	Major		2024 2025	6 years
Applied Mathematics	Major		2024 2025	6 years
Physics	Major	MInor	2024 2025	6 years
Engineering Physics	Major		2024 2025	6 years
Spanish	Major		2024 2025	6 years
Theatre Studies	Major	MInor	2024 2025	6 years
Theology and Religious Studies	Major	MInor	2024 2025	6 years
Theology and Religious Studies - Youth Ministry	Major		2024 2025	6 years

Master of Liberal Studies	Masters		2023 2024	6 years
German	Major	Minor	2023 2024	6 years
Humanities	Major		2023 2024	6 years
International Business	Major		2023 2024	6 years
Integrative Studies	Major		2023 2024	6 years
Japanese		Minor	2023 2024	6 years

Discontinued Majors and Minors

- Declared students in a discontinued major or minor have up to a maximum of six years from the program's discontinuation to complete it.
- Stop-out students (those who leave and later return to the College) must choose a new major/minor and follow the academic catalog in effect at the time of readmittance.
- Students admitted in 2025–2026 or later may not declare discontinued programs under any circumstances.

Directories

Current as of July 2026

FACULTY (Dates indicate year of initial appointment)

Akpa, Rev. Onwu, O. Praem. (2019), assistant professor of social sciences and economics; B.S., MPA, Enugu State University of Science & Technology; M.S., University of Southern Mississippi; M.A., Ph.D., Claremont Graduate University

Anderson, Deborah K. (1989), professor of biology; B.S., Alma College; M.S., Northeastern University; D.A., Idaho State University

Antos, Anna (2014), associate professor of communication and media studies; B.A., St. Norbert College; M.A., Ph.D., University of Wisconsin-Milwaukee

Arendt, Lucy (2016), professor of business administration; B.S., University of Wisconsin – Green Bay; M.S. University of Wisconsin – Green Bay; Ph.D., University of Wisconsin - Milwaukee

Bailey, David (2008), associate vice president for academic affairs and professor of biology; B.S., University of Wisconsin-Milwaukee; M.A., Ph.D., Michigan State University

Barnett, Erica (2015), associate professor of teacher education; B.A., University of Wisconsin-Stevens Point; M.A., Viterbo University of Wisconsin; Ph.D., University of Wisconsin-Milwaukee

Bauer, Brandon (2011), associate professor of art; B.A., Milwaukee Institute of Art and Design; M.A., M.F.A., University of Wisconsin-Milwaukee

Berner, Maverick (2025), Visiting Assistant Professor of Computer Science; Ph.D., M.S., Marquette University; B.S., Saint Norbert College

Bosko-Dunbar, Lindsey (2019) associate professor of mathematics; B.S., Elizabethtown College; Ph.D., North Carolina State University

Brekke, Erik (2011), associate professor of physics; B.A., Gustavus Adolphus College; M.A., Ph.D., University of Wisconsin-Madison

Bursik, Paul B. (1990), professor of business administration; B.S., University of Wisconsin-Stevens Point; Ph.D., Washington State University

Cervantes, Judy (2017), associate professor of Spanish; B.A., University of California, Riverside; M.A., Ph.D., U.C. Riverside

Choudhury, Anindo (2001), professor of biology and environmental science; B.S., University of Burdwan, India; M.S., University of New Brunswick, Canada; Ph.D., University of Manitoba, Canada

Clawson, AnaMaria (2016), associate professor of English; B.A., Creighton University; M.A., Ph.D., Rice University

Delano-Oriaran, Omobolade (1995), professor of education; B.A., M.P.A., Savannah State College; Ph.D., Penn State University

Dose, John M. (1996), professor of psychology; B.A., University of Northern Iowa; M.S., Ph.D., University of Kentucky

Dougherty, Fr. Matthew, O. Praem. (2022), assistant professor of biology; B.S., St. Norbert College; M.Div., M.A., Catholic Theological Union; M.S., Ph.D., Yale University

Dunbar, Jonathan (2019), associate professor of mathematics; B.S., Elizabethtown College; Ph.D., North Carolina State University

Egan-Ryan, Deirdre (2005), professor of English; B.A., College of Holy Cross; M.A., Ph.D., University of Wisconsin-Madison

Ellis, Bradford (2002), associate professor of Spanish; B.A., Bates College; M.A., Ph.D., University of Wisconsin-Madison

Falter, Michelle (2023), Associate Professor and Director of Teacher Education; B.A., St. Norbert College; Mount Mary University; Ph.D., University of Georgia

Fogeltanz, Kay (2026), visiting assistant professor. BS, National College of Chiropractic; BS, University of Wisconsin-Milwaukee; (DC) National College of Chiropractic

Giorgio, Taylor (2022) B.A., West Virginia University; M.A., Florida State University; Ph.D., Florida State University

Haen, Jason (2013), assistant professor of accounting; B.A., St. Norbert College; MBA, University of Wisconsin Oshkosh

Hagedorn, Eric (2012), associate professor of philosophy and computer science; B.S., Iowa State University; M.A., Ph.D., University of Notre Dame

Ham, Nelson R. (1994), professor of geology/environmental science; B.A., Augustana College; M.S., Ph.D., University of Wisconsin-Madison

Hammer, Marc (1994), instructor of business administration; B.A., University of Illinois at Urbana-Champaign; J.D., University of Missouri Columbia School of Law

Harris, James (2004), associate professor of business administration; B.S., Villanova University; MBA, University of Notre Dame; Ph.D., University of Illinois at Urbana-Champaign

Hennecken, John (2017), associate professor of music; B.A., Georgia College and State University; D.M.A., University of Georgia

Hintz, Christy (2025), visiting instructor in teacher education; B.S., University of Wisconsin-Eau Claire, M.S., Concordia University Wisconsin

Hunnicuttt, David (2007), professor of biology; B.A., Augustana College; M.S., Illinois State University; Ph.D., University of Wisconsin-Milwaukee

King, Ryan (2014), associate professor of biology; B.S., Ph.D., University of Wisconsin-Madison

Klickman, Philip (2017), associate professor of music; B.S., M.S., Ed.D., University of Illinois at Urbana-Champaign; M.M., University of Illinois

Kretz, Valerie (2015), associate professor of communication and media studies; B.S., Drury University; M.A., Marquette University; Ph.D., University of Wisconsin-Madison

Krull, Laura (2020), assistant professor of sociology; B.A., Grinnell College; M.A., University of North Carolina; Ph.D., University of North Carolina at Chapel Hill

Kuenzi, Tom (2025), visiting Instructor of finance and accounting. MA, University of Wisconsin-Whitewater

LaTurner, Jason (2026), visiting assistant professor; B.A., Purdue University; M.A., Bowling Green State University; Ph.D., University of Texas at Austin

Lewis, Amy (2025), visiting assistant professor; M.A., Illinois State University; Ph.D., University of Wisconsin, Milwaukee

Licht, John-Gabriel (2015), associate professor of business administration; B.A., University of North Dakota; Ph.D., University of Minnesota

Lynch, Jamie (2011), associate professor of sociology; B.S., Western Washington University; M.A., Ph.D., The Ohio State University

MacDiarmid, Laurie J. (2000), professor of English; B.A., Carnegie Mellon; M.A., Johns Hopkins University; M.F.A., Ph.D., University of Arizona

Mann, Joel (2007), professor of philosophy; B.A., Ph.D., University of Texas in Austin

Meyer, Seth (2012), professor of mathematics; B.A., Carleton College; M.A., Ph.D., University of Wisconsin-Madison

Neilson, Fr. James P., O. Praem. (2000), assistant professor of art; B.A., St. Norbert College; M.Div., Catholic Theological Union; M.F.A., Johnson State College

Ngo, Paul Y. L. (1996), associate professor of psychology; B.A., Rutgers University; M.A., Ph.D. University of Notre Dame

Ochsner, Cynthia (2004), associate professor of chemistry; B.A., Northern Michigan University; Ph.D., Washington State University

Osland, Julie (2026), visiting Assistant professor; B.A., Central College, Pella, IA, M.A., University at Albany -- State University of New York, Albany, NY; Ph.D., University at Albany -- State University of New York, Albany, NY

Pahl, Joy M. (1998), professor of business administration; B.S., MBA, Mankato State University; Ph.D., University of South Carolina-Columbia

Parks, Sarah (2009), associate professor of music; B.M., St. Olaf College; M.M., University of Wisconsin-Madison; Ph.D., University of Minnesota

Poister, David (1995), professor of chemistry and environmental science; B.S., St. Francis College; M.S., Ph.D., University of Wisconsin-Madison

Quinn, Kevin (2022), professor of economics; B.S., Loyola University of Chicago; MBA, Ph.D., University of Illinois at Chicago

Russel, Jonathon R. (2001), associate professor of chemistry; B.S., Texas Lutheran University; Ph.D., Dartmouth College

Sarnstrom, Todd (2019), assistant professor of business administration; B.S., University of Wisconsin River Falls; M.A., Ph.D., Western Michigan University

Scattergood, Wendy (2000), assistant professor of political science; B.A., Washington State University; M.A., Ph.D., Purdue University

Schoenleber, Michelle (2015), associate professor of psychology; B.A., Marquette University; Ph.D., University of Illinois at Urbana-Champaign

Schroth, Terri (2020), associate professor of modern languages and literatures; B.A., St. Norbert College; M.A., Arizona State University; Ph.D., Louisiana State University

Snieg, David (2026), Visiting Instructor of Sports Management | Business Administration; Ph.D., Concordia University - Chicago | Master of Science, Sport Administration, Cardinal Stritch University | Milwaukee, WI; Bachelor of Science, University of Wisconsin

Stollak, Matthew (2002), associate professor of business administration; B.A., Michigan State University; M.M.H.S., Brandeis University; Ph.D., University of Illinois, at Urbana-Champaign

Trumpy, Alexa (2012), associate professor of sociology; B.A., DePauw University; M.A., Ph.D., The Ohio State University

Vandenberg, Amy T. (1992), assistant professor of accounting; B.B.A., St. Norbert College; M.S., University of Wisconsin-Milwaukee

von der Ruhr, Marc (1999), professor of economics; B.S., M.S., Marquette University; Ph.D., Indiana University

Waroff, Jamie (2018), associate professor of music; B.M.E., University of Northern Colorado; M.M., University of Wyoming; D.M.A., University of North Texas

Faculty Emeritus

Abel, Donald C. (1984), professor emeritus of philosophy; B.A., Gonzaga University; M.A., Tulane University; Ph.D., Saint Michael's Institute; M. Div., Loyola University; Ph.D., Northwestern University

Adams, Mural F. (1968), professor emeritus of education; B.S., University of Wisconsin-Platteville; M.S., University of Wisconsin-Madison

Agar, Rev. Bartholomew A., O. Praem. † (1972), professor emeritus of music; B.A., St. Norbert College; M.A., Columbia University

Beane-Katner, Linda (1992), professor emerita of French; B.A., College of Wooster; M.A., Ph.D., University of Illinois

Benton, James S. (1981), professor emeritus of sociology; B.A., University of Michigan; M.A., Ph.D., University of California-Los Angeles

Berken, Bernadette A. (1982), professor emerita of natural sciences; B.S., M.S., University of Wisconsin; M.S., University of Wisconsin-Milwaukee

Blahnik, James R. (1983), professor emeritus of computer science; B.S., University of Wisconsin; M.S., University of Minnesota

Bockenbauer, Mark (1994), emeritus professor of geography; B.S., University of Wisconsin-La Crosse; Master of Applied Geography, Southwest Texas State University; Ph.D., University of Wisconsin-Milwaukee

Boyer, Robert H. (1968), professor emeritus of English; B.A., M.A., La Salle College; M.A., Marquette University; Ph.D., University of Pennsylvania

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Bunker, Eugene G. † (1963), professor emeritus of library science; M.S.L.S., University of Wisconsin, Michigan State University; Ph.D., Marquette University

Carpenter-Siegel, Cheryl L. (1992), emeritus assistant professor of sociology; B.A., Cardinal Stritch College; M.A., Marquette University; Ph.D., Syracuse University

Conner, Thomas S. (1987), professor emeritus of French; B.A., Davidson College; M.A., M.Phil., Ph.D., Yale University

Craghan, John F. (1986), professor emeritus of religious studies; B.A., M.R.E., Mount Saint Alphonsus Seminary; M.A., Columbia University; S.S.L., Pontifical Biblical Institute; Th.D., University of Munich

Day, John F. (1998), professor emeritus of Spanish; B.A., University of Utah; M.A., University of Northern Iowa; Ph.D., University of Texas at Austin

DeBoth, Gene A. (1966), professor emeritus of mathematics; B.A., St. Norbert College; M.S., Ph.D., Purdue University

De Wane, Abbot E. Thomas, O. Praem. † (1983), professor emeritus of education; B.A., St. Norbert College; M.Ed., Marquette University; Ph.D., University of Chicago

Duquette, David A. (1985), professor emeritus of philosophy; B.A., University of New Hampshire; M.S., Rensselaer Polytechnic Institute; M. Phil, Ph.D., University of Kansas

Elfner, Eliot S. (1971), professor emeritus of business administration; B.S., MBA, Ph.D., University of Wisconsin-Madison

Feirer, Russell P. (1989), associate professor emeritus of biology; B.S., University of Wisconsin-Eau Claire; M.S., Iowa State University; Ph.D., University of Wisconsin

Fresno, Rev. Leonides, O.S.A. † (1968), professor emeritus of Spanish; B.A., Universidad de Villanueva; M.A., The Catholic University of America; Ph.D., St. Louis University

Frohlinger, John A. (1983), professor emeritus of mathematics; B.A., Indiana University; M.S., Ph.D., Purdue University

Grassl, Wolfgang (2004), professor emeritus of business administration; M.S., University of Vienna; Ph.D., University of Graz

Hodgson, James R. (1970), professor emeritus of biology; B.S., University of Wisconsin-Platteville; M.A., Western Michigan University; Ph.D., Montana State University

Horn, Robert L. † (1968), vice president for academic affairs and dean of the college emeritus; professor emeritus of English; B.B.A., M.A., University of Notre Dame; Ph.D., University of Wisconsin

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Klein Cook, Linda (1993), professor emerita of music; B.M., M.M., D.M.A., University of Wisconsin-Madison

Klopotek, David L. (1968), professor emeritus of chemistry; B.S., St. Norbert College; Ph.D., Utah State University

Korshavn, Stuart (1985), associate professor emeritus of psychology; B.S., California Lutheran College; M.A., Ph.D., University of Michigan

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McAndrews, Lawrence J. (1985), professor emeritus of history; B.A., University of Notre Dame; M.A., Millersville University; Ph.D., Georgetown University

McCallum, George E. † (1967), professor emeritus of economics; B.A., Ph.D., University of California

McVey-Pankratz, Bonnie M. (2000), emeritus associate professor of computer science; B.A., St. Norbert College; M.S., Ph.D., Purdue University

Muhs, Katherine T. (1982), professor emerita of mathematics; B.A., St. Norbert College; M.A.T., Purdue University-Calumet

Neary, John M. (1985), professor emeritus of English; B.A., University of Notre Dame; M.A., Ph.D., University of California-Irvine

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O'Malley, Karina S. (1984), professor emerita of sociology; B.S., M.Ed., Northeastern University; M.A., M.Phil., Ph.D., Columbia University Teachers College

Pankratz, David C. (1974), associate professor emeritus of computer science; B.S., St. Norbert College; M.S., Ph.D., Purdue University

Paul, Marcella L. (1985), professor emerita of Spanish; B.A., Beloit College; M.A., Ph.D., University of Wisconsin-Madison

Pennington, John (1991), professor emeritus of English; B.A., St. Norbert College; M.A., Ph.D., Purdue University

Peterson, Charles R. (1969), professor emeritus of art; B.S., M.S., M.F.A., University of Wisconsin-Milwaukee

Phelan, Thomas W. † (1950), professor emeritus of philosophy; B.A., Regis College; M.A., St. Louis University

Poss, Richard L. (1970), professor emeritus of mathematics; B.S., St. Procopius College; M.S., Ph.D., University of Notre Dame

Quinn, Kevin (1994), professor emeritus of economics and founding dean emeritus of the Schneider School of Business and Economics; B.S., Loyola University of Chicago; MBA, Ph.D., University of Illinois-Chicago

Rawlings, Margaret (1967), professor emerita of humanities; B.A., M.A., University of North Carolina

Regan, James T. (1954), professor emeritus of philosophy; B.S., Regis College; M.A., St. Louis University

Riggle, Reid R. (1989), associate professor of education; B.A., Coe College; M.A., Ph.D., University of Iowa

Risden, Edward L. (1990), professor emeritus of English; B.S., Baldwin-Wallace College; M.A., John Carroll University; Ph.D., Purdue University

Ritter, Jeffrey D. (1983), professor emeritus of business administration; B.A., Denison University; MBA, Miami University; Certified Public Accountant

Rosewall, Michael P. (1992), professor emeritus of music; B.S., University of Minnesota; M.M., University of Minnesota; D.M.A., Stanford University

Rutter, Robert A. (1987), professor emeritus of education; B.A., Lawrence University; M.S., Ph.D., University of Wisconsin-Madison

Schmidt, Frederick O. (1981), professor emeritus of music; B.S., M.A., Ph.D., The Ohio State University

Shemky, Robert W.  (1966), professor emeritus of education; B.S., M.S., University of Michigan; Ed.D., Indiana University

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Thorsen, Arthur L., III (1979), associate professor emeritus of mathematics; B.A., Dartmouth College; M.S., The George Washington University; M.A., Ph.D., Duke University

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Vande Hey, Rev. Robert C., O. Praem.  (1961), professor emeritus of biology; B.A., St. Norbert College; M.S., Ph.D., University of Notre Dame

Vanden Burgt, Robert J. (1968), professor emeritus of philosophy; B.A., Holy Cross Seminary; M.A., Ph.D., Marquette University

Wadell, Paul J. (1998), professor emeritus of theology and religious studies; B.A., Bellarmine College; M.A., Catholic Theological Union in Chicago; Ph.D., University of Notre Dame

Wegge, David G. (1979), professor emeritus of political science; B.A., University of Minnesota; M.A., Midwestern State University; Ph.D., University of Wisconsin-Milwaukee

Westergan, Stephen R. (1992), professor emeritus of humanities; B.A., Princeton University; M.A., Yale University

Williamsen, Jack A. (1968), professor emeritus of psychology; B.S., St. Norbert College; Ph.D., University of Illinois

Wilson, Seoung Lee (1970), professor emerita of music; B.M., University of Louisville; M.M., Southern Methodist University; Ph.D., University of Wisconsin

Worley, John D. (1972), professor emeritus of chemistry; B.S., Hendrix College; Ph.D., Oklahoma University

Zahorski, Kenneth J. (1969), professor emeritus of English; B.S., University of Wisconsin-River Falls; M.A., Arizona State University; Ph.D., University of Wisconsin

† Deceased

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