



2023-2024 Academic Catalog

11400 Concordia University Drive
Austin, Texas 78726

Remember to note the Catalog year of your degree plan.

Catalogs specify degree requirements, policies, and procedures that govern your graduation. It is important that you discuss your degree requirements with your advisor and that you know your catalog year and communicate that to them. Failure to comply with the rules of your catalog can result in taking classes that will not count toward your degree.

Students have seven (7) years from the time of matriculation to complete their degree before the degree plan expires. In general, catalog eligibility is based on your first semester enrolled at Concordia University Texas or the year in which you petition to change catalog years.

Concordia University Texas is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award the associate, bachelor, and master degrees along with the Doctorate in Education (Ed.D). Concordia University Texas also may offer credentials such as certificates and diplomas at approved degree levels. Questions about the accreditation of Concordia University Texas may be directed in writing to the Southern Association of Colleges and Schools Commission on Colleges at 1866 Southern Lane, Decatur, Georgia 30033-4097, by calling 404-679-4500, or by using information available on SACSCOC's website (www.sacscoc.org).

Publication Date: August 2, 2023

Revised: August 11, 2023

Revised: August 14, 2023

Revised: September 7, 2023

Revised: September 19, 2023

Revised: September 27, 2023

Revised: November 29, 2023

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A Letter from the President

Greetings!

Welcome to Concordia University Texas, where teaching and learning hold center court – and student success is the goal of what we do. There are many places for students to learn and receive degrees and diplomas. What makes Concordia different is that we have a purpose for that learning, a purpose which serves the neighbor and gives glory to God. As an institution of Lutheran higher education, we believe that everyone has a vocation and calling. How that vocation is lived out makes a difference in people's lives. Students at Concordia are challenged to think deeply; to engage fully; to dialogue thoughtfully; and to bring their whole selves to the learning process...and that can make all the difference in the world.

This catalog is one of the tools you need to successfully navigate the learning process at Concordia. It is the official document of the university which puts forth the requirements needed for graduation and provides the policies and guidelines in which we ensure quality and remain compliant with our regulatory bodies. If you have questions, please be sure to consult your advisors and others who can answer them and help you in your journey toward the completion of your degree.

One of the unique aspects of our University is that we work hard to know our students as individuals; you will find this to be true in our classrooms, in co-curricular activities, and even among our alumni. I hope that you will find this to be a place of care and concern and a place that helps you take your gifts and talents to the next level. May God bless your journey in this place, Concordia University Texas.

Christ's Peace,

Dr. Donald Christian

President & CEO

Concordia University Texas

Academic Degrees

Bachelor's Degrees

The purpose of the baccalaureate degree, as defined and implemented by CTX, is to prepare graduates for their future career and vocation (referring to those callings to work and serve by God given to Christians within the secular world) in keeping with our mission statement.

General Bachelor Degree Requirements

Each student seeking a Bachelor Degree from CTX must:

- Earn a minimum of 120 credit hours,
- Complete the Concordia Common Experience Curriculum,
- Complete a major or program that provides an appropriate baccalaureate emphasis,
- Complete a three credit-hour course, or the equivalent, that integrates the Christian elements of Concordia's mission,
- Complete 20% of total degree-required credit hours with upper-division coursework, which includes the minimum requirements within their chosen major or program
- Meet the following residency requirements through coursework offered by and registered through CTX:
 - At least 25% of all degree-required credit hours must be completed in residence at CTX,
 - with at least 18 credit hours earned in residence at CTX counting toward the major (or program for degrees with no separate major), and
 - if a minor is designated, at least 9 of those required credit hours completed in residence at CTX,
 - The student must be in residence, meaning formally registered (no minimum credit hour load), in the semester in which any degree award is conferred,
- Attain a minimum 2.00 overall cumulative GPA and a minimum 2.25 GPA in all courses in the specified major or program
 - except students in the College of Education, who must earn a 2.75 cumulative GPA if in a teacher certification preparation program, calculated based on all college coursework used to complete the degree requirements, including transferred coursework.

Double Major

When a student decides to pursue a second major, the two disciplines or fields must be distinct or substantially different; however, there is no limit to how many hours can be shared between majors.

Due to the significant amount of overlap in course content between Behavioral Sciences major and Psychology major, students may not:

- Complete majors in both Behavioral Sciences and Psychology
- Complete a major in Behavioral Sciences and a minor in Psychology
- Complete a major in Psychology and a minor in Behavioral Sciences

Due to the significant amount of overlap in course content between Behavioral Sciences major and Sociology major, students may not:

- Complete majors in both Behavioral Sciences and Sociology
- Complete a major in Behavioral Sciences and a minor in Sociology
- Complete a major in Sociology and a minor in Behavioral Sciences

Second Bachelor Degree

Students may earn multiple Bachelor degrees, distinct from multiple majors within a single degree, as long as the following criteria are satisfied for the awarding of a second Bachelor degree:

- All requirements for each degree and the selected majors/programs must be fulfilled, including the residence requirement, applied separately to each degree plan of study
- The major or program for each degree must be distinct and separate, allowing for an overlap of only 12 credit hours of coursework (i.e. a B.A. and B.S. can't be earned in the same discipline unless the curriculum plan is distinctly different). In the event two majors or programs require overlapping course elements beyond this the Director of Academic Operations will work with the Program Chairs of each program to specify replacement courses to fulfill the requirements and maintain this distinctiveness
- A minimum of 32 credit hours must be completed beyond the higher of the minimum credit hour requirements for the degrees sought.

If a student elects to complete a new major or program of the same degree type as one already earned at CTX, a new degree will not be awarded, but the new major/program will be added to the transcript.

For students pursuing multiple degrees, majors, and minors, once the requirements are fully met for one degree, that degree must be conferred. If both programs are not completed during the same term, student will have only one more semester to finish remaining program. A new degree, major or program may not be added during the student's final semester of their degree program.

Graduate Degrees

CTX offers advanced coursework at the masters and doctoral level designed to develop mastery in a specific discipline, field, or area of professional practice. Completion of a designed curriculum and demonstration of the required mastery results in the awarding of a master degree. Mastery in the broad sense can be construed as demonstrated working advanced knowledge of the designated specialized discipline or field, be it as theoretical, experimental and/or applied; high order cognitive skills, such as in analysis, critical evaluation and/or professional applications; and the ability to solve complex problems and think rigorously and independently within the selected discipline or field or at its interface to other areas. As such, acceptable program outcomes may be those

generally acceptable for the first graduate degree or for a first professional degree to be designated as a master degree at CTX. Each program has unique characteristics and offers opportunities for advanced study, personal growth, and career enhancement.

Academic Majors, Minors, and Special Programs

Modalities

Concordia University Texas is proud to offer degrees and programs in three main delivery methods for our students: traditional, online, and hybrid. Traditional programs are offered during the day, face-to-face, synchronous, and usually in a 16-week session. Hybrid programs are offered in the evenings face-to-face, synchronous, and have an online asynchronous component. Most Hybrid courses meet in eight-week sessions. Hybrid programs may also be predominantly online with some intense face-to-face residency requirements. Finally, fully online programs have no face-to-face requirements and are completely asynchronous. Most online classes are delivered in 8-week sessions. Modality options are included in major requirement sections.

Majors

A major is a course of study generally developed at the advanced course levels for a particular degree that develops both depth and breadth within an identified discipline, or a recognized field that meets established criteria associated with the selected degree. For more information on specific major requirements, click on the name of the major.

Applied Business (BAAS)

The Applied Business BAAS degree provides the necessary skills to advance into supervisory and entry-level management positions, as supported by the AAS training already achieved. The BAAS business program provides a selection of business courses in which students learn how to apply core business skills within their own career field or business environment (BAAS degree only). This major is offered in the traditional and online delivery formats.

Behavioral Sciences (BA)

The Behavioral Sciences major provides students with the exciting study of the "person in environment." Through scientific education in Psychology and Sociology, students will be equipped to think critically and holistically about human behavior in different social contexts, enabling them to help individuals grow in psychological health, use research to solve problems, and work for justice for all people. Graduates will be well-prepared to enter a broad range of careers in government, non-profit organizations, businesses, and ministry settings as well as a variety of competitive graduate or professional school programs. This major is offered in the traditional delivery format only.

Biology (BA)

The mission of the Biology Major (BA) is to cultivate in students those capabilities necessary for them to promote stewardship of the biotic environment and provide Christian leadership in careers related to biology. This major is offered in the traditional delivery format only.

Biology (BS)

The Biology Major (BS) is designed to give students a strong foundational understanding of the subject matter encompassed by the biological and associated physical sciences. This degree is ideal for students wishing to have professional careers in the sciences or pursue graduate degrees in medical or biological fields. Through critical thinking, hands-on experience, research, and investigation, students will develop an understanding of the field of Biology and gain a strong foundation for entry into a broad spectrum of graduate programs and careers in the biological sciences. This major is offered in the traditional delivery format only.

Business Administration (BBA)

The Bachelor of Business Administration (BBA) is offered in the traditional, hybrid, and online formats focusing on a broad understanding of business with a specialized focus of study. Students graduating with a BBA degree from the traditional program will choose from five concentration areas: Accounting & Financial Management, Human Resources & Management, Marketing, Global Healthcare Policy and Management, or Sports Administration. There are four micro concentrations that can be added to the four concentrations listed above: Communication, Entrepreneurship, Finance, and International Business. The four optional micro concentrations students may add to their degree plan cannot take the place of a full concentration.

Business Administration (MBA)

The Concordia MBA is designed for professionals with a sincere desire to become leaders who will change the world around them. As an MBA graduate student, you will master core business concepts, analytical tools, and leadership skills to build a better future for yourself and your community. Guest speakers, computerized simulations, case studies, learning teams, and a capstone project will expose students to real-world business situations that impact the organization and the wider community. This major is offered in the traditional and online delivery formats.

Chemistry (BS)

The Chemistry Major promotes student's ability to develop analytical reasoning through an integrated curriculum of classes and labs that use modern techniques, and undergraduate research. Chemistry is a problem solving discipline central to other sciences, and a degree in Chemistry prepares students for a career in industry or entry to graduate school or medical/pharmacy school. This major is offered in the traditional delivery format only.

Communication (BA)

The Communication major provides three concentrations: Interpersonal Communication, Visual Communication, and Public Relations and Advertising. The mission of the Communication Major at Concordia University is to develop effective public speakers, versatile writers, digital creatives, and healthy relationship partners. This major is offered in the traditional and online delivery formats.

Computer Science (BA)

The Computer Science major (BA) allows the flexibility to develop fundamental knowledge and marketable programming skills while giving students the valuable breadth of education typical of a BA degree. With an interdisciplinary approach, the program integrates a foundation in Computer Science with an intentional emphasis on the development of a student's communications and presentation skills. This major is offered in the traditional and online delivery formats.

Computer Science (BS)

The Computer Science major is modeled after the Association for Computing Machinery (ACM) recommendations. With an interdisciplinary approach, the program integrates a foundation in both Computer Science and Mathematics with an intentional emphasis on the development of a student's communications and presentation skills. Students develop skills to design computer systems, write software, perform mathematical analysis of algorithms and performance studies; and to think analytically, and solve problems. Students pursuing a BS in Computer Science have the option to pursue a Data Science concentration.

Criminal Justice and Criminology (BA)

The Criminal Justice and Criminology major is designed to offer a strong theoretical and practical foundation in the related fields of criminal justice and criminology, with equal emphasis on viewing both fields through a Christian lens. We desire to prepare students for entry into careers across a broad array of positions with diverse employers and to prepare those who desire to further their studies for entry into graduate or professional programs. We integrate restorative justice concepts into our studies while developing Christian leaders and servants whose vocation it will be to deal with crime in all of its forms, on all of its levels, with all of its participants, and with all of its consequences. This major is offered in the traditional and online delivery formats.

Interdisciplinary Studies (BA)

Concordia University Texas College of Education offers a BA in Interdisciplinary Studies with a focus on early childhood education (ECE) through grade 6 or grades 4 through 8. The goal of the program is to provide students with a foundation in research validated teaching and learning strategies in the self-contained classroom. Upon completion of the Interdisciplinary Studies Major paired with an approved concentration and successful completion of the state certification

examinations (TExES), a graduate may be recommended for the appropriate Texas Teacher Certification.

Education Content Curriculum (BA)

Concordia University Texas College of Education offers a BA in Education Content Curriculum with a focus on an individual content area across a span of grades (K-12, 4-8, or 7-12 depending on the concentration). The goal of the program is to provide students with a foundation in research validated teaching and learning strategies for their chosen content area. Upon completion of the Education Content Curriculum Major paired with an approved concentration and successful completion of the state certification examinations (TExES), a graduate may be recommended for the appropriate Texas Teacher Certification.

Education (M.Ed.)

Concordia University Texas College of Education offers a Master's Degree in Education (MEd) with specializations. The goal of the MEd program is to prepare educational practitioners who exemplify ethical, value-centered leadership in education. Candidates will grow in their ability to serve as change agents in educational reform utilizing "best practices" in teaching and learning. Each candidate will have a solid foundation in the practical application of theory, research, and assessment in education.

Education (Ed.D.)

Concordia University Texas College of Education offers a Doctor of Education degree (EdD) with two areas of specialization: Educational Leadership (with Texas Superintendent Certification option for qualified candidates) and Curriculum and Instruction. The degree is ideal for education professionals and organizational trainers who are looking to advance in their careers and assume leadership roles. The ultimate goal of the Concordia EdD is to develop your skills and understanding, so that you can empower your students to do amazing things.

English (BA)

The English major emphasizes clear, concise, careful, and correct writing. Studying expository and creative writing in order to explore and understand the human condition prepares students to enter a range of professions. English majors may work as corporate or government public information officers and publication directors, nonprofit directors, grant writers, journalists, policy writers, and research specialists in law, medicine, and government. English is an excellent preparation for law school and graduate school in a variety of Humanities disciplines. English majors with a passion for sharing the themes, events, and people of literature with others enter the teaching profession and are able to join university faculties after completing their masters and doctoral degrees.

Environmental Science and Conservation (BA and BS)

The Environmental Science and Conservation major requires students to examine the relationship between humans and the environment and prepares them to minimize human impact on environmental systems. The program follows a project-based curriculum and emphasizes field experiences, many of which take place in Concordia's nature preserve. Majors have numerous opportunities to work with local government agencies and volunteer groups solving critical environmental problems. Students interested in field work and technological solutions should consider the Bachelor of Science, which has a greater emphasis on the sciences. Students interested in communication and collaborative problem-solving should consider the Bachelor of Arts, which emphasizes the humanities and social sciences.

History (BA)

The History major fosters students' ability to understand the origin and impact of major political and cultural developments, economic trends, and social movements of the world around them. Students come to appreciate and respect the diversity of their own rich heritage, as well as that of others, and responsibly interpret the world around them through the use of critical thinking and communication skills.

Kinesiology (BS)

A study of the mechanics and anatomy of human movement, kinesiology has direct applications to fitness and health. With three tracks Generalist, Pre-Physical Therapy, and Sports Administration, students in this major select the track best suited to their career goals.

Law and Policy (BA)

The Law and Policy major is designed to provide students with a basis of understanding related to the areas of law and policy. Designed with future law students and policy practitioners in mind, the program provides an interdisciplinary approach that leads to the understanding and appreciation of the concepts, perspectives, challenges and opportunities faced by those wishing to participate in the legal and political realms.

Mathematics (BA)

The Mathematics major (BA) emphasizes skill in problem solving, analytical thinking, use of technology in mathematics, and communicating and making connections within and outside the discipline.

Mathematics (BS)

The Mathematics major (BS) emphasizes analytical thinking in scientific topics, skill in problem solving, quantitative representation of ideas, use of technology in mathematics, and communicating and making connections within and outside the discipline.

Multidisciplinary (BA)

The Multidisciplinary major allows students to focus on two areas of academic study, giving them an opportunity to customize their field of study by bringing together disparate academic disciplines. Examples of this might be the pairing of music and marketing, or sociology and business. This major is offered in the following modalities: traditional (day-time, face-to-face), hybrid, and fully online. Not all concentrations are available in every modality.

Music (BA)

The music major involves rigorous and relevant musical experiences and education designed to equip and empower students for competitive music careers and music graduate studies. Students must choose a concentration in Music Education, Music Ministry, or Applied Music Studies. Music Ministry majors may choose to add a Director of Parish Music (DPM) LCMS certification. Music Education majors double major with Education Content Curriculum major in the College of Education. Upon completion of the Music Education major paired with the Education Content Curriculum and successful completion of the state certification examination (TExES), a graduate may be recommended for the Music All Level (EC-12) Texas Teacher Certification.

Nursing (BSN)

The Nursing major has two distinct parts: Pre-Nursing requirements and the Professional Nursing sequence. When a student has registered for and/or completed all the Pre-Nursing requirements, he or she may apply for the BSN professional sequence, which takes two years to complete. The Professional Nursing sequence [NUR courses] consists of nursing lectures, simulation and clinical courses that provide students the knowledge, skills, and attitude necessary to become competent and compassionate professional nurses. NUR courses are only available to students admitted to the professional nursing sequence.

Nursing Practice (DNP)

The Doctor of Nursing Practice (DNP) program at Concordia University Texas is a 36-month program focusing on the indirect care of populations and visionary leadership. It will prepare graduates to provide interprofessional leadership, coordinate and evaluate quality improvement and evidence-based practice, and advocate for social justice by critically analyzing health care policy. Students in the DNP program work through their coursework in a cohort model. The model facilitates collaboration, support, and peer learning communities through a shared experience. The Concordia DNP program is a Bachelor of Science in Nursing (BSN) to DNP degree program, and a Master of Science in Nursing (MSN) degree is not required. Rather, the DNP degree program is designed for BSN prepared nurses seeking a terminal degree in an advanced practice nursing role.

Psychology (BA)

The Psychology major is designed to provide students a Christian environment in which to gain knowledge of core tenets of the discipline, with special emphasis on writing proficiency and career preparation. The major also intentionally encourages students to take advantage of program offerings beyond the classroom such as symposia, informational workshops, internships, research experience, and study abroad opportunities. This major is offered in the traditional and online delivery formats.

Religious Education (BA)

The Religious Education major provides basic educational, religious, and interpersonal foundations for the student and provides specialized training to develop individual interests in areas such as youth ministry, children's ministry, music and the arts, theology, missions, and outdoor ministry. This major can lead to certification as a Director of Christian Education (DCE) in the Lutheran Church Missouri Synod.

Sociology (BA)

The Sociology major at Concordia University Texas provides students with a rigorous scientific education in Sociology which equips students to think critically about human social behavior and the social world and about ways to promote human well-being through their future vocations. In this major, students learn how to use research to solve societal problems, advocate for social change, and work for justice for all people. This major is offered in the traditional delivery format only.

Theatre Studies (BA)

The Theatre Studies major at Concordia University Texas encourages students to explore such topics as the relationship between theatre and community, theatre as a tool for social change, and the myriad ways in which theatre helps us to understand what it is to be human. From their first year, our students get hands-on experience in the classroom and in production, developing leadership, collaboration, and artistic skills. We present two main-stage productions a year, the fall play aligned with the Service Learning Week theme. Participation in production is open to all students and can be taken for academic credit. The major also encourages students to take advantage of program offerings beyond the classroom such as performances, workshops, internships, research experience, and study abroad opportunities.

Minors

A minor is a program of study generally offered by a department or interdisciplinary program. The purpose of these minor programs is to designate a set of courses to provide some degree of content mastery in an area of academic specialization that will complement the student's academic major.

Minors approved to complement a Baccalaureate degree must meet the following requirements:

- complete a minimum of eighteen (18) credit hours and a maximum of twenty-four (24) in a given subject area as designated by a course prefix (i.e. ENG, KIN, SOC, etc.),
- at least nine of the hours for the minor are upper-level,
- at least nine (9) hours of the minor must be earned in residence,
- maintain a cumulative GPA of 2.0 or higher, and
- a selected minor may not be in the same general discipline as the selected major.

If a subject area does not offer at least eighteen (18) hours of courses of which at least nine (9) are upper-level, then a minor is not possible in that subject area.

A student may choose to use a course required to fulfill major requirements to fulfill minor requirements. A student can choose any subject area to minor that meets the qualifications listed above.

The following subject areas have a prescribed set of courses required to earn a minor in subject area:

- Accounting and Financial Management
- Art
- Sports Administration
- Behavioral Sciences
- Biblical Languages
- Chemistry
- Criminal Justice and Criminology
- Digital Humanities + eSports
- Education
- Environmental Science and Conservation
- Global Healthcare Policy and Management
- Hispanic Studies
- Human Resources and Management
- Interpersonal Communication
- Leadership Studies
- Legal Studies
- Marketing
- Mathematics
- Music
- Political Science
- Pre-Seminary Studies
- Public Relations and Advertising
- Religious Education
- Visual Communication Minor
- Writing

- Worship and the Arts

Special Programs

Honors Program

The mission statement of the Honors Program is “to challenge and engage the curiosity of a community of outstanding students.” The vision statement is “The Concordia University Texas Honors Program offers motivated students a supportive, cohort community of intellectually curious, creative, driven students of the highest integrity.” The program is geared towards engaging the student with a transformational, alternative general education curriculum that is challenging, fun, and experiential. As a community of scholars, these students engage in academically rigorous, interdisciplinary, enriching courses towards the pursuit of developing into Christian leaders. Particular emphasis is given to the exploration of self within local and global communities. Graduates of the program are prepared to excel in their chosen vocation while serving their communities as responsible local and global citizens. The flexibility of this program allows students to combine it with any major or program that the college offers. Characteristics of the Honors Program and courses: Small group discussion based and experiential learning, chances to build relationships with peers and professors, and freedom to fail.

Admission Requirements

New freshmen, continuing students, and transfer students are eligible to apply for admission to the Honors Program. While oriented primarily toward students who have achieved a certain level of academic success, the Honors Program is open to any student interested in committing to this challenging and rewarding program. All students who wish to enroll in the Honors Program must be accepted to Concordia University Texas and are required to submit the following materials:

For new freshmen:

- High school GPA of 3.0 on a 4.0 scale and SAT/ACT scores 1220/25
- Resume
- Essay in response to the prompt: Describe an instance in which you changed your mind about a previously held belief. What led you to hold this belief in the first place and how did you come to change your view?

For continuing and transfer students:

- College GPA 3.5 on a 4.0 scale
- Resume
- Essay in response to the prompt: Describe an instance in which you changed your mind about a previously held belief. What led you to hold this belief in the first place and how did you come to change your view?

Admission to the Honors Program will be determined by a committee composed of the program’s co-directors, as well as the Dean of Teaching and Learning. Admission will be conducted on a

rolling basis until all slots are filled. Upon review of your application, you might still be eligible for admission even if you don't meet the GPA requirements.

Requirements to maintain Honors Program Admission

To continue in the Honors Program, a student needs to maintain a cumulative GPA of 3.25 and at least a 3.50 GPA in Honors Program seminars. A grade of C in any Honors course will be grounds for immediate dismissal from the Honors Program.

Honors Courses (26 hours)

- ENG 2371H Great Texts: Classic & Contemporary
- FA 2301H Honors Arts Experience
- MTH 1370H Honors Mathematics and Effective Thinking
- LDR 1101 Honors Life and Leadership
- PSY 1311H Honors Intro to Psychology
- COM 1371H Communication for Social Change
- ESC 1102H Honors Environmental Science Lab
- POLS 2371H American Politics
- PHL 3302 Ethics in the Christian Tradition
- REL XXXXH Honors Religion

Pre-Law Program

Concordia University Texas has a strong track record of getting students into the law school of their choice. Our personalized program offers a variety of opportunities for students who plan to attend law school after they complete their undergraduate education. The university provides the following services for students wanting to attend law school after graduation from Concordia:

- Assistance finding a law school that best fits a student's interests and abilities
- Assistance finding the best off-campus LSAT preparation course
- Assistance with personal statements, recommendation letters, and addendums
- Membership in the Concordia Legal and Political Society
- Directed community service efforts to enhance law school applications.
- Law related internships and competition opportunities
- Personalized four-year advising
- Law related coursework and an optional directed minor in Legal Studies that is designed specifically for pre-law students.

Students who are interested in Pre-law advising at Concordia University Texas should contact the Political Science Program Coordinator, Dr. Brent Burgess at Brent.Burgess@concordia.edu.

Reserve Officer Training Corps (ROTC)

The Air Force Reserve Officer Training Corps (AFROTC) and the Army Reserve Officer Training Corps (AROTC) provide courses of military instruction which will permit volunteer, selected, male

and female college students to prepare themselves for commissions as second lieutenants in the United States Air Force, Air Force Reserve, or Air National Guard and the United States Army, Army Reserve or Army National Guard while they pursue academic courses leading to baccalaureate or advanced degrees. The specific courses listed below are available to Concordia students through concurrent enrollment arrangements at the University of Texas at Austin. These courses may be taken without military obligation. ROTC courses will be treated as hours in residence at Concordia and the grades earned will be calculated in the Concordia GPA.

For further information, contact the Department of Military Science at the University of Texas at Austin at (512) 471-5639 or the Department of the Air Force Science at the University of Texas at Austin at (512) 471-1776

Study Abroad and Travel Courses

Study abroad and travel courses are some of the best investments a student could make during their university years. Cross-cultural, real-world experiences are without equal in helping students develop leadership skills, think critically and creatively, master foreign languages, apply classroom content, mature spiritually and take responsibility for their neighbors' wellbeing.

General tuition is not charged for travel courses taken at or through Concordia University Texas. Students pay a fee that equals the cumulative cost of the trip along with a \$500 administrative fee. Concordia has high academic standards, and we expect the same of the off-campus experiences we provide to our students.

We have selected and vetted approved programs and providers that we know offer rigorous academics and culturally grounded academic experiences. International travel coursework comes in as transfer credit and will not impact your GPA but you can get content credit for CTX courses. Only travel courses taught by CTX faculty are considered CTX courses and only those travel course grades count in your GPA.

Concordia Travel Courses

These unique courses are developed and taught by Concordia faculty around the country and internationally. Travel Courses are usually less than one month long and typically take place in the summer or on breaks in the academic calendar. Below is a list of recurring Travel Courses, but others may be available. See your Student Academic Planner or your Faculty Academic Advisor for additional courses available.

- BIO 3302 Tropical Biology. Every spring break we conduct a nine-day trip to a Central American and/or Caribbean country. Additional fees apply.
- BADM 4311 International Business Management. A four-day trip usually scheduled during the fall term, to Eagle Pass/Piedras Negras, which explores the economics, politics and

culture of doing business on the Texas/Mexico border. Additional fees apply. Not offered every year.

- ENG 3307 Drama at Stratford. Held each August, this one-week trip to Stratford, Ontario, Canada, covers eight plays during the Stratford Festival and additional plays at the Shaw Festival at Niagara-on-the-Lake. Additional fees apply.
- SCI 3304 Geology and Ecology of Hawaii. Every third summer, Concordia students travel on a two week trip to the Big Island and Kauai. Additional fees apply.
- BIO 3370 Ecosystems of the Pacific Northwest. Every third summer, students may travel for two weeks to Mt. St. Helens and other ecological sites in the Pacific Northwest. Additional fees apply.
- SCI 3303 Geology and Ecology of the Southwestern US. Every third summer, students have the opportunity to travel to the Grand Canyon and other desert sites in the Southwest. Additional fees apply.
- BIO 1101 - 1106. These courses visit different geographical regions (six total) of Texas each term. The regions include East and Southeast, Rio Grande Valley, Southwest, Panhandle and Northwest, Central, and the Guadalupe Mountains. Additional fees apply.

Study Abroad Programs

All students seeking to participate in an off-campus study program must first meet with their Student Academic Planner and complete an Off-Campus-Study Enrollment Packet. The packet must be completed by April 1, for summer or fall travel, and October 1, for spring travel. This deadline is independent of any application requirements established by the program/provider.

Through our approved providers, nearly the entire globe is available to our students. Students should pick up an Enrollment Packet for Off-Campus Study in Student Central from your Student Academic Planner. For more information, visit the Student Central and speak to your Student Academic Planner

Students who have completed 24 credit hours, (transfer students note: at least 12 hours must have been completed through Concordia Texas prior to travel), maintain a 2.0 cumulative GPA, and are in good academic, behavioral and financial standing with the University are eligible to participate in an off-campus study program.

Concordia Common Experience

Undergraduate General Education Overview

All undergraduate baccalaureate degrees require the completion of the following general education curriculum, known as the Concordia Common Experience curriculum. The Concordia Common Experience curriculum complies with both regional and state accreditation standards for general education and is required of all Concordia University Texas (CTX) baccalaureate degrees regardless of delivery (i.e., traditional, adult, and online).

The Concordia Common Experience curriculum has four primary goals:

- Exposure to a range of academic disciplines central to a liberal arts education;
- Development of foundational academic skills;
- Exploration and formation of personal identity; and
- Learning through application and experience.

Summary of Requirements

Students are required to complete 43-45 credit hours in courses certified to meet The Concordia Common Experience curriculum goals, including:

- 10-11 credit hours in the Concordia Distinctive
- 18-19 credit hours across six Liberal Arts disciplines and
- 15 credit hours of Foundations coursework.

Concordia Common Experience: Concordia Distinctive

- | | |
|---|-----------|
| ● LDR 1100 Life & Leadership | 1 hour |
| ● LDR 2201 Leadership Theory or LDR 3301 Peer Leadership | 2-3 hours |
| ● LDR 4101C/4101G/4101E Leadership Career | 1 hour |
| ● Religion courses in residence at CTX
(usually satisfied by REL 1301 and 1311 hours*) | 6 hours |

Students cannot transfer credit for courses in the Leadership Series (LDR 1100, LDR 2201, LDR 3301, LDR 4101). Leadership courses are distinctive to CTX and must be taken in residence.

* Similarly, students cannot transfer in New Testament History and Reading (REL 1301) nor History and Literature of the Old Testament (REL 1311). Students who have credit for New or Old Testament from another Concordia or other accredited college may transfer in credit but will still be required to take six hours of REL courses in residence at Concordia University Texas. Students who by previous study have acquired a comprehensive knowledge of the Christian understanding of the Old Testament and/or the New Testament may take an exemption examination (one for each testament). A successful score on the examination will allow the student to skip that particular course and advance to another REL course to satisfy this Concordia Distinctive requirement.

(Successful scores on these tests do NOT grant college credit; they merely allow the student to advance to a higher-level course.) The student who desires to attempt this exemption should request the Theology faculty to administer these examinations.

Concordia Common Experience: Liberal Arts

The Concordia Common Experience Curriculum Liberal Arts course sequence (18-19 hours) introduces students to a variety of disciplines offering diverse perspectives on the world around us.

The following are required of all CTX students.

- Behavioral Sciences (ANT 1301, PSY 1311, or SOC 1301) 3 hours
- Political Science (POLS 1303) 3 hours
- English Literature (ENG 1317) 3 hours
- Fine Arts (FA 2301H, 2310; any MUS, ART, or THEA course) 3 hours
- History (HIS 1301 or HIS 1302, 2303, 2311, 2312, 2360) 3 hours
- Natural Science with Lab (BIO, CHE, ESC, PHY, OR SCI) 3-4 hours

Concordia Common Experience: Foundational Competencies

The Concordia Common Experience Curriculum Foundational Competencies require 15 credit hours of designated courses that develop foundational academic skills.

- Written Communication (ENG 1316) 3 hours
- Verbal Communication (COM 1300) 3 hours
- Quantitative Reasoning (any MTH college level or higher) 3 hours
- Technology (ENG/HIS 1318, CIS 1300, ESC/CSC 1410, BADM 3371, COM 2314, NUR 4386/4386S, OR EDU 2323) 3 hours
- Wellness (KIN 1301, NUR 3535, PUBH/BADM 1303, KIN 3333/EDU 3331, any KIN activity, including collegiate sports) 3 hours

Experiential Learning Graduation Component

The experiential learning component is designed to support students' personal and academic growth by direct engagement with the community. Each student must complete one or more of the following options totaling three credit hours or more:

- Internship course (30+ hours), must be taken in residence
- Practicum course (30+ hours), must be taken in residence
- Travel course (4+ days), must be taken in residence
- Semester abroad* (10+ weeks)
- Approved experience-based course (such as SOC 1301), must be taken in residence
 - EDU 4312, EDU 3333, EDU 4307
 - RDG 3342
 - SPED 3301
 - REDU 3398
 - ENG 3307
 - SOC 1301

- BIO 1101, BIO 1102, BIO 1103, BIO 1104, BIO 1105, BIO 1106, BIO 3302, BIO 3370, BIO 4410
- HRM 4315
- SCI 3303, SCI 3304
- COM 3398
- SVL x1xx: Service learning field Experience course attached to course of student's choice (coordinated through student advisor and course instructor), must be taken in residence
- Comparable documented service learning (coordinated through student advisor, student must petition for this in advance to count in place of one of the courses listed above)

**For the purpose of Experiential Learning credit, "abroad" is defined as anywhere outside the continental United States including Hawaii, Alaska, and all United States' territories. Programs shorter than 10 weeks could satisfy the requirement with approval from the General Education Committee.*

Outcomes

- Students will be able to demonstrate critical and creative thinking skills, recognizing and breaking down the parts of an idea/concept, process, or phenomena in order to understand the interrelationship of those parts as they contribute to the whole.
- Students will be able to communicate effectively, imparting or interchanging thoughts, opinions, or information by speech, writing, or signs.
- Students will be able to demonstrate competence in quantitative reasoning, applying mathematical concepts and skills to explore and solve real-world problems.
- Students will demonstrate proficiency in acquiring, recording, organizing, retrieving, displaying, and disseminating information, especially through computer/technology-based operations.
- Students will be able to express the understanding that their undergraduate experience and time at Concordia have helped shape their identities by giving them a clearer understanding of themselves and their relationships with others, as well as an awareness, recognition, and tolerance of cultural differences between groups or populations, especially those whose cultural, ethnic, social, and spiritual backgrounds are different from their own.
- Students will learn and practice healthy habits of mind, body, spirit, and emotions.
- Students will be able to express an understanding that their leadership skills have improved.

College of Arts and Sciences

Mission and Overview

The College of Arts and Sciences supports the mission of Concordia University Texas where CTX empowers students of all backgrounds to lead lives of critical thought, compassionate action and courageous leadership. As a liberal arts university rooted in the Lutheran tradition and aligned with the Lutheran Church-Missouri Synod, Concordia develops the mind, heart, soul, and body, preparing leaders for lives of service.

We live in a dynamic world economy that demands creativity, flexibility, and change. Career opportunities for the future require adaptability, critical thinking, and the ability to make connections across disciplines. The best preparation for this type of career can be found in the arts and sciences. Through the arts and sciences, students immerse themselves in any one of several areas of interest while still gaining the versatility and flexibility they need for life in a rapidly changing world. A major in the arts and sciences also serves as excellent preparation for graduate study in almost any field, including business, humanities and social sciences, natural and applied sciences, pre-seminary, pre-medicine, pre-law, publishing, communications, and public relations.

The College of Arts and Sciences at Concordia University Texas provides a classical liberal arts education that promotes a broad base of knowledge and develops intellectual capacities. The College is committed to a collegial environment in which students and faculty work together to grow intellectually, spiritually, and morally as knowledgeable citizens of the 21st century. We are dedicated to an intellectual foundation based on a well-rounded and comprehensive education designed to meet the needs of responsible citizenship in an ever-changing world.

The majors, minors, and programs of the College, along with extracurricular activities, provide a multifaceted opportunity to teach, model, practice, and recognize Christian leadership. Program goals and outcomes are accomplished through scheduled classes, lectures and workshops by visiting scholars and guest lecturers, service-learning opportunities, a variety of arts activities and venues, and a study abroad program. Ultimately, programs in the liberal arts prepare students to lead rich and rewarding lives, recognizing the interdependence of varied disciplines and professions as they are shaped and given meaning through the application of Christian values.

School of Fine Arts

Dr. Kelly Gordon, School Director

Mission and Overview

The School of Fine Arts serves our university and local communities by offering opportunities to develop aesthetic expression, participate in world-class artistry, create and refine artistic technique, and share the love of Christ with our communities and the world. The School offers majors in Music and Theatre Studies and minors in Art, Music, and Theatre Studies.

Music Major

Program Coordinator: Whitney Crowley

Concordia University Texas offers a Bachelor of Arts degree in Music which involves a rigorous and relevant preparation for a future career and graduate study in music. Students experience performance and music courses relevant to the music field while maintaining the liberal arts core for a well-rounded and comprehensive curriculum. Students in this degree program will receive a comprehensive musical education, with a significant grounding in theory, history, conducting, performance, and other foundations of the discipline.

The major is designed to give each student the tools to succeed in a musical career. Students choose a specialization in Music Education, Music Ministry, or Applied Music Studies. Additionally, students pursuing a Music major in the Music Ministry specialization may add a Director of Parish Music certification (see below for coursework). Students pursuing the Music Education specialization may add a Lutheran Teacher Diploma (LTD), through the College of Education (see Education for requirements).

Students pursuing the Music Education concentration may add an EC-12 All Level Music Texas certification; this requires an Education major, including the benchmark process and other requirements for certification through the College of Education. Students interested in an introduction to this discipline are advised to take MUS 2334 Music Theory I. This course counts toward the requirements for the major.

Students interested in an introduction to the music discipline are advised to take MUS 2334 Music Theory I. This course counts toward the requirements for the major.

This major and each concentration are offered in the following modalities: traditional (day-time, face-to-face) only.

Requirements

Concordia Common Experience/General Education (43-45 credit hours)

Bachelor of Arts Degree Requirements (at least 9 credit hours)

3 hours from one of the following courses:

- ENG 2301 Survey of Classicism
- HIS 2311 World History to 1500
- HIS 2312 World History from 1500
- HIS 3308 Asian History and Culture
- HIS 3301 History of Mexico
- HIS 3314 Traditions/Values of Classical Civilizations
- PHL 3301 Survey of Western Philosophy
- PUBH 3314 Essentials of Global Health

Modern or Classical Language:

- Complete two consecutive terms (at least six credit hours) of a non-English language.

Courses Required for the Major (25 credit hours)

NOTE: Aural Skills and Music Theory are generally taken as concurrent courses

- MUS 1332 Music Fundamentals
- MUS 2118 Aural Skills I
- MUS 2119 Aural Skills II
- MUS 2214 Basic Conducting Techniques
- MUS 2333 Music Technology
- MUS 2334 Music Theory I
- MUS 2335 Music Theory II
- MUS 3336 Music Theory III
- MUIS 3342 History of Music I
- *Complete three credits from the following:*
 - MUS 1333 American Popular Music
 - MUS 2340 History of Jazz
 - MUS XXXX Ethnomusicology
 - MUS XXXX History of Church Music

Choose one concentration:

Music Education (35 credit hours)

Students seeking Texas teacher certification in EC-12 All-Level Music must complete an Education Content Curriculum major and stay current on their benchmark process. Contact the College of Education for more information.

- MUS 3223 Advanced Conducting Techniques
- MUS 3331 Music Pedagogy
- MUS 2115 Woodwind Methods
- MUS 2120 Strings Methods
- MUS 2125 Percussion Methods
- MUS 2130 Brass Methods
- *Complete one course from the following:*

- MUS 32XX Survey of Secondary Music Methods
- MUS 3234 Vocal Pedagogy
- MUS 32XX Guitar Pedagogy
- MUS 3233 Piano Pedagogy
- Music Lessons – Primary Instrument (14 Credits)
 - *Complete 6 credits of lessons in your primary instrument from the following:*
 - MUS 1210 Piano
 - MUS 1211 Guitar
 - MUS 1212 Organ
 - MUS 1215 Woodwinds
 - MUS 1216 Brass
 - MUS 1217 Percussion
 - MUS 1218 Strings
 - MUS 1219 Voice
 - *Complete 8 credits of lessons in your primary instrument from the following:*
 - MUS 3210 Piano
 - MUS 3211 Guitar
 - MUS 3212 Organ
 - MUS 3215 Woodwinds
 - MUS 3216 Brass
 - MUS 3217 Percussion
 - MUS 3218 Strings
 - MUS 3219 Voice
- Music Lessons – Secondary Instrument (2 Credits)
 - *May be completed through lessons or ensemble participation, and must be different from the designated primary instrument.*
 - MUS 1124 University Singers
 - MUS 1128 Symphonic Winds
 - Any MUS lesson course
- Ensemble Requirement
 - *Complete 7 credits in an ensemble (taken each semester).*
 - MUS 1124 University Singers
 - MUS 1128 Symphonic Winds
- MUS 4105 Music Recital (30-minutes)
- Proficiencies on both primary and secondary instrument (validated by Music Program Director)

Applied Music (22 credit hours)

- *Complete a minimum of 12 credits from the following courses:*
 - MUS 3331 Music Pedagogy
 - MUS 2115 Woodwind Methods
 - MUS 2130 Brass Methods

- MUS 2120 Strings Methods
- MUS 2125 Percussion Methods
- MUS 2210 Diction for Singers
- MUS 3234 Vocal Pedagogy
- MUS 32XX Guitar Pedagogy
- MUS 3233 Piano Pedagogy
- MUS 3223 Advanced Conducting
- MUS 3338 Composing and Arranging
- MUS 3332 Orchestration
- MUS 4112 Service Playing
- Private Music Instruction
 - Primary Instrument: 4 semesters of two credit (X2XX) private instruction required
- MUS 4105 Music Recital (30-minutes); approved applied project may be substituted in place of recital
- Proficiencies on primary instrument (validated by Music Program Director)

Music Ministry (41-49 credit hours)

- REL 3345 Theology of Worship
- MUS 3362 Worship and Music
- MUS 4112 Service Playing (must be taken twice; total of 2 credits)
- *Complete 10-18 credits from the following:*
 - MUS 3331 Music Pedagogy
 - MUS 2115 Woodwind Methods
 - MUS 2130 Brass Methods
 - MUS 2120 Strings Methods
 - MUS 2125 Percussion Methods
 - MUS 2210 Diction for Singers
 - MUS 3234 Vocal Pedagogy
 - MUS 32XX Guitar Pedagogy
 - MUS 3233 Piano Pedagogy
 - MUS 3223 Advanced Conducting
 - MUS 3338 Composing and Arranging
 - MUS 3332 Orchestration
 - REDU 3320 Parish Administration
- Music Lessons – Primary Instrument (14 Credits)
 - *Complete 6 credits of lessons in your primary instrument from the following:*
 - MUS 1210 Piano
 - MUS 1211 Guitar
 - MUS 1212 Organ
 - MUS 1215 Woodwinds
 - MUS 1216 Brass
 - MUS 1217 Percussion

- MUS 1218 Strings
 - MUS 1219 Voice
- *Complete 8 credits of lessons in your primary instrument from the following:*
 - MUS 3210 Piano
 - MUS 3211 Guitar
 - MUS 3212 Organ
 - MUS 3215 Woodwinds
 - MUS 3216 Brass
 - MUS 3217 Percussion
 - MUS 3218 Strings
 - MUS 3219 Voice
- Music Lessons – Secondary Instrument (2 Credits)
 - *May be completed through lessons or ensemble participation, and must be different from the designated primary instrument.*
 - MUS 1124 University Singers
 - MUS 1128 Symphonic Winds
 - Any MUS lesson course
- Ensemble Requirement
 - *Complete 7 credits in an ensemble (taken each semester).*
 - MUS 1124 University Singers
 - MUS 1128 Symphonic Winds
- MUS 4105 Music Recital (30-minutes)
- Proficiencies on both primary and secondary instrument (validated by Music Program Coordinator)

Director of Parish Music (DPM)

A student wishing to declare Director of Parish Music with the LCMS must major in Music with a concentration in Music Ministry and also declare a concentration of DPM. A student cannot declare a DPM concentration without a MM concentration. All student wishing to pursue DPM must speak to DPM Program Coordinator, Dr. Jim Marriott.

- Courses for the Director of Parish Music (DPM):
 - MUS 4110 Worship Internship
 - REL 3341 Lutheran Doctrine
 - REL 3342 Lutheran Confessions

Outcomes

- Demonstrate a comprehensive knowledge of music with application to each music specialization to include past and present music history, a thorough foundation music theory, aural skills, conducting and music technology.
- Study a broad range of repertoire and styles with technical proficiency, musicality and artistry.

- Prepare for vocations as teachers, church musicians, composers, pedagogues, and performers.
- Commit to individual and ensemble excellence in performance.
- Demonstrate scholarship through accurate and thorough research of music and musicians.

Outcomes (Concentrations)

- Music Ministry students will prepare to lead Christian worship through music ministry.
- Director of Parish Music students will prepare to lead Christian worship through music ministry with an emphasis on the teaching and doctrine of LCMS.
- Music Education students will prepare to teach music curricula and ensembles in a variety of school settings.
- Applied Music students will prepare vocationally as composers, pedagogues, performers, or other related fields.

Theatre Studies

Program Coordinator: Dr. Kelly Carolyn Gordon

The Theatre Studies major at Concordia University Texas encourages students to explore such topics as the relationship between theatre and community, theatre as a tool for social change, and the myriad ways in which theatre helps us to understand what it is to be human.

From their first year, our students get hands-on experience in the classroom and in production, developing leadership, collaboration, and artistic skills. We present two main-stage productions a year, the fall play aligned with the Service-Learning Week theme. Participation in production is open to all students and can be taken for academic credit. The major also encourages students to take advantage of program offerings beyond the classroom such as performances, workshops, internships, research experience, and study abroad opportunities.

This major and each concentration are offered in the following modalities: traditional (day-time, face-to-face) only.

Requirements

Concordia Common Experience / General Education (43-45 credit hours)

Bachelor of Arts Degree Requirements (at least 9 credit hours)

- 3 hours from one of the following courses:
 - ENG 2301 Survey of Classicism
 - HIS 2311 World History to 1500
 - HIS 2312 World History from 1500
 - HIS 3308 Asian History and Culture
 - HIS 3301 History of Mexico
 - HIS 3314 Traditions/Values of Classical Civilizations

- PHL 3301 Survey of Western Philosophy
- PUBH 3314 Essentials of Global Health
- Modern or Classical Language:
 - Complete two consecutive terms (at least six credit hours) of a non-English language.

Courses Required for the Major (34-36 credit hours)

- THEA 1315 Script Analysis
- THEA 3322 Acting: Improvisation and Scene Study
- THEA 1320 Stagecraft I: Lighting, Set, Sound
- THEA 1321 Stagecraft II: Costumes and Make-Up
- THEA 2322 Theatre for Social Change
- ENG 3302 Drama
- THEA 3X21 Practicum
- THEA 3311 Theatre History I
- THEA 3312 Theatre History II
- *Complete one course from the following:*
 - THEA 3315 Set Design
 - THEA 3316 Lighting Design
 - THEA 3317 Costume Design
- THEA XXXX Capstone
- Any upper-level REL course

Choose one concentration:

Performance (12 credit hours)

- THEA 3323 Scene Study
- THEA 4323 Audition Technique
- THEA 2323 Voice and Movement
- THEA 4324 Directing

Design/Tech (15 credit hours)

- THEA 2315 Rendering and Model-Building
- THEA 3315 Set Design
- THEA 3316 Lighting Design
- THEA 3317 Costume Design
- THEA 2316 Stage Management

Outcomes

Students completing the program the baccalaureate program in Theatre Studies will have:

- mastered a basic working knowledge of the major concepts in the primary disciplines that comprise the major, including theatrical design, acting, directing, and history, and will be prepared for their first position in the field and/or graduate school admission.
- attained competence in basic theatre research and script analysis skills.
- demonstrated cross-cultural awareness and sensitivity, as well as knowledge about how theatre elicits empathy and can be a tool for social justice.
- exhibited leadership skills by casting and communicating a vision for creative projects.
- communicated a critical aesthetic sense by responding to, analyzing, and critiquing a production, orally or in writing, in terms of how production choices communicate elements of story.
- identified how theatre connects and applies to other art forms and subject areas as well as careers and other life experiences.

Art Minor (18 credit hours)

This minor is offered in the following modalities: traditional (day-time, face-to-face) only.

- *Complete one Survey course from the following:*
 - ART 1305 Introduction to Art History: Modern
 - ART 1315 Art Theory and History
- *Complete two lower-level Studio courses from the following:*
 - ART 1306 Drawing Media
 - ART 1308 Photography
 - ART 2310 Glass
 - ART 2320 Ceramics
- *Complete three upper-level courses from the following:*
 - ART 3312 Painting
 - ART 3308 Color
 - ART 4312 Painting II
 - ART 4306 Art as Vocation

Worship and the Arts Minor (20 credit hours)

This minor is offered in the following modalities: traditional (day-time, face-to-face) only.

- COM 3303 Communication in the Church
- THEA 3322 Acting: Improvisation and Scene Study
- MUS 3362 Worship & Music
- MUS 2214 Basic Conducting Techniques
- REL 3345 Theology of Worship
- *Complete three course from the following:*
 - MUS 1110 Piano-Keyboards
 - MUS 1114 Guitar
 - MUS 1124 University Choir
 - MUS 1128 Symphonic Winds

- MUS 1119 Voice Lessons
- *Complete one course from the following:*
 - ART 1303 Introduction to Studio Art
 - COM 2314 Communication Technology

Music Minor (18 credit hours)

This minor is offered in the following modalities: traditional (day-time, face-to-face) only.

- MUS 2334 Music Theory I
- MUS 2118 Aural Skills I
- MUS 2333 Music Technology
- *Complete at least one course from the following:*
 - MUS 3342 History of Music I
 - MUS XXXX Ethnomusicology
 - MUS XXXX History of Church Music
 - MUS 2340 History of Jazz
 - MUS 1333 American Popular Music
- *Complete a minimum of ten credits from the following:*
 - MUS 1124 University Choir (may be repeated each semester)
 - MUS 1128 Symphonic Winds (may be repeated each semester)
 - MUS 2210 Diction for Singers
 - MUS 2115 Woodwind Methods
 - MUS 2120 Strings Methods
 - MUS 2125 Percussion Methods
 - MUS 2130 Brass Methods
 - MUS 2214 Basic Conducting Techniques
 - MUS 2335 Music Theory II
 - MUS 2336 Music Theory III
 - MUS 3223 Advanced Conducting Techniques
 - MUS 32XX Guitar Pedagogy
 - MUS 3233 Piano Pedagogy
 - MUS 3234 Vocal Pedagogy
 - MUS 3331 Music Pedagogy
 - MUS 3332 Orchestration
 - MUS 3338 Composing and Arranging
 - MUS 3362 Worship and Music
 - MUS 4112 Service Playing
 - REL 3345 Theology of Worship
 - Private instrument study (1-2 credits per semester)

School of Humanities and Social Sciences

Dr. Ann Schwartz, School Director

Mission and Overview

Students of Concordia's School of Humanities and Social Sciences benefit from a classical liberal arts education that provides a broad base of knowledge and develops keen critical thinking skills. The School offers a diverse range of courses and learning experiences that promote an understanding of the world and the human experience. Students can choose from 8 majors within the Bachelor of Arts (BA) degree and numerous minors, and are also encouraged to complete an internship before graduation. The School also provides courses to support the general education curriculum across majors and programs of the university.

Why choose a Behavioral Sciences major?

Have you ever wondered why people do what they do? Do you want to use knowledge about human behavior to make a positive difference in the lives of others? The Behavioral Sciences major provides students with the exciting study of the "person in environment." With a holistic understanding of human behavior, Behavioral Sciences majors will be well prepared to enter a broad range of careers in:

- Social work
- Government
- Non-profit organizations
- Businesses
- Ministry settings

Why choose a Criminal Justice and Criminology major?

This major seeks to prepare educated and compassionate public servants for vocation in the criminal justice system. Students will be well positioned to pursue vocations predominantly in the government sector in criminal justice, or public policy and governance. They also are prepared to serve in non-government organizations (NGOs).

Why choose an English major?

English course work emphasizes clear, concise, careful, and correct writing and prepares a student to succeed as a writer, editor, and creator problem solver in a variety of language-critical professions. In professional settings, English majors are found in such positions as:

- Museum directors
- College Administration
- Television anchors
- Economists
- Astronauts
- Clergy
- Songwriters

- Business executives
- Supreme Court Justices
- Medical doctors
- College professors

Why choose a History major?

The History major offers flexibility in coursework as students explore their interests. Students will strengthen their information-gathering abilities, along with their organizational, analytical, research, and communication skills. Students graduating with a History major will have opportunities to move into:

- Graduate school
- Law school
- Ministry
- Education
- Museum and archives
- Government service
- Law enforcement
- Military intelligence
- Private business

Why choose a Multidisciplinary Studies major?

In the Multidisciplinary Studies major, students select two areas of interest and craft their own, personalized degree plan following the guidelines set forth by the College of Arts and Sciences. This major is perfect for the student who wants to pursue more than one passion, and seeks maximum flexibility in his/her undergraduate experience. A Capstone course is required to help prepare each student for his/her post-undergraduate plans, whether that be attending graduate school or launching a career.

Why choose a Law and Policy major?

If you were to look at the movers and shakers of the 20th century, it's likely that you would find that many of them majored in Law and Policy. Put simply, Political Science is the intensive study of power and influence. Who has it, who doesn't, and why or why not. If you want to learn to make history instead of just passively watching it pass you by, Law and Policy may be the major for you. Students with a Law and Policy major have the knowledge and skills to move into careers such as:

- Political activist or lobbyist
- Attorney
- Campaign operative
- City, state, or federal administrator
- Public Affairs advisor
- Corporate Information analyst
- Legislative Issues manager
- Foreign Service officer

- Journalist

Why choose a Psychology major?

As a psychology major, you will learn about theory, research, and practice of psychological science. Through your coursework you will enhance personal skills such as written communication and critical thinking. In addition, you will be able to take your understanding of people and groups into the “real world” to positively impact people around you. It is our hope that Psychology will be more than simply a major for you: we believe your journey through the field of Psychology will also promote a particular “way of being” towards others. Simply put, not only will you learn about the academic side of Psychology, but your experiences in the major will fundamentally and positively impact how you perceive and relate to others, whether at school, at work, or in your day-to-day interactions with family and/or friends. By the time you graduate, you will be prepared for a multitude of professions, including those in mental health services, human factors research, private industry, medicine, law, law enforcement, and the military.

Why choose a Sociology major?

The Sociology major enables students to see the world through a new perspective. Through developing a sociological imagination, students become aware of how social forces shape individual lives, and with this understanding, how they can contribute to positive social change through research, policy, service, and advocacy. Students can choose from four concentrations for in depth study: Social Welfare, Criminology, Latinx Studies, and a General Concentration based on a student’s interests. The major prepares individuals to serve in a wide range of careers and to be well-equipped for graduate programs.

Behavioral Sciences

Program Coordinator: Ann Schwartz

The mission of the Behavioral Sciences major at Concordia University Texas is to provide students with a rigorous scientific education in psychology and sociology which, grounded in a Lutheran ethos and liberal arts philosophy, equips students to think critically about human behavior and the social world and subsequently, about ways to promote human well-being through their future vocations. Through the study of the person in environment--enhanced through research training, experiential learning, travel courses, and co-curricular opportunities--students encounter the complexity of diverse human beings, created in God’s image (*imago dei*) but living together in a fallen world. In response, students are encouraged to help individuals grow in psychological health, use research to solve problems at various systemic levels, and work for justice for all people.

This major is offered in the following modalities: traditional (day-time, face-to-face) only. A limited number of specific courses within the major are available in the online format.

Due to the significant amount of overlap in course content between the Behavioral Sciences major and Psychology major, students may not:

- Complete majors in both Behavioral Sciences and Psychology

- Complete a major in Behavioral Sciences and a minor in Psychology
- Complete a major in Psychology and a minor in Behavioral Sciences

Due to the significant amount of overlap in course content between the Behavioral Sciences major and Sociology major, students may not:

- Complete majors in both Behavioral Sciences and Sociology
- Complete a major in Behavioral Sciences and a minor in Sociology
- Complete a major in Sociology and a minor in Behavioral Sciences

Behavioral Sciences majors may also not complete a minor in Social Welfare.

Requirements

Concordia Common Experience/General Education (43-45 credit hours)

Students are also encouraged to take the following course (or a higher-level course) to fulfill their requirement:

- MTH 1323 Quantitative Literacy

Bachelor of Arts Degree Requirements (at least 9 credit hours)

- 3 hours from one of the following courses:
 - ENG 2301 Survey of Classicism
 - HIS 2311 World History to 1500
 - HIS 2312 World History from 1500
 - HIS 3308 Asian History and Culture
 - HIS 3301 History of Mexico
 - HIS 3314 Traditions/Values of Classical Civilizations
 - PHL 3301 Survey of Western Philosophy
 - PUBH 3314 Essentials of Global Health
- Modern or Classical Language:
 - Complete two consecutive terms (at least six credit hours) of a non-English language.

Courses Required for the Major (49 credit hours)

- PSY 1311 Introduction to Psychology
- SOC 1301 Introduction to Sociology
- PSY/SOC 2341 Statistics for the Behavioral Sciences
- PSY/SOC 2391 Research Methods in the Behavioral Sciences
- SOC/HIS 2306 Race and Ethnic Relations
- PSY 2301 Life Span Development
- SOC 3321 Sociological Theory
- PSY/SOC 3330 Social Psychology
- CRIJ 3300 Faith and Justice
- *Complete two courses from the following:*

- PSY 3341 Abnormal Psychology
- PSY 2302 Human Sexuality and Gender
- PSY 3335 Learning and Memory
- PSY 3332 Personality Theories
- PSY 4360 Special Topics in the Behavioral Sciences
- *Complete two courses from the following:*
 - SOC 3302 Marriage & Family
 - SOC 3331 Sociology of Children and Childhood
 - SOC 3303 Social Gerontology
 - SOC 3307 Social Inequality: Class, Status, and Power
 - SOC/CRIJ 3311 Criminology and Crime
 - SOC 4360 Special Topics in the Behavioral Sciences
- SOC 3305 Introduction to Social Work
- *Complete one course from the following:*
 - PSY 3331 Introduction to Counseling Skills
 - COM/PSY 3304 Group Dynamics
 - COM/PSY 3325 Interpersonal Relationships
- *Complete one course from the following:*
 - SOC 3306 Social Welfare and Social Policy
 - SOC/PSY 4310 Behavioral Sciences Internship

Outcomes

- Students completing the baccalaureate program in Behavioral Sciences will have mastered a basic working knowledge of the major concepts in the fields of sociology and psychology, the primary disciplines that comprise the major, and will be prepared for their first position in the field and/or graduate school admission.
- Students will attain competence in basic behavioral science research skills.
- Students will demonstrate cross-cultural awareness and sensitivity.

Criminal Justice and Criminology Major

Program Coordinator: Bruce Reese

The Criminal Justice and Criminology major is designed to offer a strong theoretical and practical foundation in the related fields of criminal justice and criminology, viewing both fields through a Christian lens. Students are prepared for careers in a diverse array of positions or for entry into graduate or professional programs. Restorative justice concepts are included while developing Christian leaders whose vocation will be to deal with crime in all of its forms, levels, participants, and consequences.

In combination with thirty-one credit hours of required courses, CRIJ students will select twelve credit hours of courses in a general concentration. The Generalist Concentration is designed for the student who desires a career in local, state, or federal law enforcement communities or as

preparation for graduate studies. Individual courses to fulfill the concentration portion of the requirement should be discussed with the program director directly, in order to match course work with students' future careers. Students interested in an introduction to this discipline are advised to take CRIJ 1301-Introduction to Criminal Justice. This course counts toward the requirements for the major.

This major and each concentration are offered in the following modalities: traditional (day-time, face-to-face) and fully online.

Requirements

Concordia Common Experience/General Education (43-45 credit hours)

Bachelor of Arts Degree Requirements (at least 9 credit hours)

- 3 hours from one of the following courses:
 - ENG 2301 Survey of Classicism
 - HIS 2311 World History to 1500
 - HIS 2312 World History from 1500
 - HIS 3308 Asian History and Culture
 - HIS 3301 History of Mexico
 - HIS 3314 Traditions/Values of Classical Civilizations
 - PHL 3301 Survey of Western Philosophy
 - PUBH 3314 Essentials of Global Health
- Modern or Classical Language:
 - Complete two consecutive terms (at least six credit hours) of a non-English language.

Courses Required for the Major (33-34 credit hours)

- CRIJ 1301 Introduction to Criminal Justice
- *Complete one course from the following:*
 - CRIJ 2313 Corrections, Probation, and Parole
 - CRIJ 2328 Police Systems and Practices
- CRIJ 3311 Criminology
- CRIJ 3314 Ethics in Criminal
- PSY 2341 Statistics for the Behavioral Sciences
- *Complete one course from the following:*
 - PSY 2391 Research Methods for the Behavioral Sciences
 - CRIJ/POLS 3335 Social Science Methods
- CRIJ 3300 Faith and Justice
- CRIJ 3377 Gender and Crime
- CRIJ 3388 Race and Punishment
- CRIJ 3302 Criminal Law
- CRIJ 4350 Capstone Course

Generalist Concentration (12 credit hours) — Required of all Criminal Justice & Criminology majors

- 12 hours of upper-level CRIJ courses

Outcomes

Student Learning Outcomes include students' demonstration of a thorough understanding of the following:

- Core criminal justice areas (law enforcement, courts, and corrections); ethics; law; types of crime, criminological and punitive theories; and the interplay between faith and justice, including restorative justice concepts;
- Effective oral and written communication practices;
- Basic social science research methods;
- Significant problems and potential solutions within the existing CJS framework;
- Career paths inside and outside of the Criminal Justice System.

English Major

Program Coordinator: Brandy Alba

The English major empowers students from all backgrounds with a high level of skill in critically reading and writing about printed language. This program prepares students to understand the evolution, character, and diversity of Western literature; cultivates compassion through a study of literature by authors from diverse backgrounds; and prepares students for leadership roles by emphasizing the power of printed texts to create, illuminate, unite, and resolve conflicting ideas.

Students interested in an introduction to this discipline are advised to take ENG 1316 Academic Research and Writing and ENG 1317 Introduction to Literature. These courses do not count toward the requirements for the major but do fulfill Concordia Common Experience/General Education requirements.

This major and each concentration are offered in the following modalities: traditional (day-time, face-to-face) only.

Requirements

Concordia Common Experience/General Education (43-45 credit hours)

Bachelor of Arts Degree Requirements (at least 9 credit hours)

- 3 hours from one of the following courses:
 - ENG 2301 Survey of Classicism
 - HIS 2311 World History to 1500
 - HIS 2312 World History from 1500
 - HIS 3308 Asian History and Culture
 - HIS 3301 History of Mexico

- HIS 3314 Traditions/Values of Classical Civilizations
- PHL 3301 Survey of Western Philosophy
- PUBH 3314 Essentials of Global Health
- Modern or Classical Language:
 - Complete two consecutive terms (at least six credit hours) of a non-English language.

Courses Required for the Major (33 credit hours)

- ENG 1318 Technology for the Humanities
- ENG 2301 Survey of Classicism
- ENG 2303 American Literature
- ENG 2305 Survey British Literature
- ENG 2307 Introduction to Literary Criticism
- ENG 3305 Poetry
- ENG 3303 Short Story
- ENG 3302 Drama
- ENG 4301 Special Topics in Literature
- ENG 4201 Senior Thesis I
- ENG 4101 Senior Thesis II
- *Complete one course from the following:*
 - REL 3333 Introduction to Christian Ethics
 - REL 3362 Narnia Meets Middle Earth
 - REL 3381 Major World Religions

Choose one concentration:

Literature Concentration (12 credit hours)

- ENG 3323 Shakespeare
- *Complete one course from the following:*
 - ENG 3301 The Novel - British
 - ENG 3308 The Novel - American
- ENG 3341 Hispanic Writers of the US
- ENG 4301 Special Topics in Literature (taken a second time with a different topic)

Writing Concentration (12 credit hours)

- ENG 3312 Business and Technical Writing
- ENG 3311 Advanced Writing
- ENG 3318 Writing for Publication
- ENG 3314 Creative Writing

English Education (for students who are double majoring in Education) (12 credit hours)

- EDU 3332 Teaching Writing with Adolescent Literature
- ENG 3311 Advanced Writing

- ENG 3323 Shakespeare
- *Complete one course from the following:*
 - EDU 2304 Children's Literature
 - ENG 3301 The Novel - British
 - ENG 3308 The Novel - American

Outcomes

When students graduate with a degree in English, they will be able to

- produce organized, thoughtful, grammatically correct, mature, and well supported responses to a variety of events and printed texts,
- express in print and speech an understanding of the significance of a variety of events and printed texts from multiple viewpoints; and
- suggest strategies for resolving conflicts that emerge from events and printed texts.

History Major

Program Coordinator: Matthew Bloom

The History major prepares students for compassionate action and courageous leadership in a highly complex and demanding society by developing their minds and fostering their ability to understand more deeply the origin and impact of major political and cultural developments, economic trends, and social movements; appreciate and respect the diversity of their own rich heritage, as well as that of others; and responsibly interpret the world around them through the use of critical thinking and communication skills as they live lives of service. By strengthening students' information-gathering abilities, along with their organizational, analytical, research, and communication skills, the History major has prepared graduates for graduate and law school, and for professions in the ministry, higher education administration, government, law enforcement, military intelligence, and private business, just to name a few.

Students interested in an introduction to this discipline are advised to take HIS 1301 United States to 1877. This course counts toward the requirements for the major.

This major is offered in the following modalities: traditional (day-time, face-to-face) only.

Requirements

Concordia Common Experience/General Education (43-45 credit hours)

Bachelor of Arts Degree Requirements (at least 9 credit hours)

- 3 hours from one of the following courses:
 - ENG 2301 Survey of Classicism
 - HIS 2311 World History to 1500
 - HIS 2312 World History from 1500
 - HIS 3308 Asian History and Culture

- HIS 3301 History of Mexico
- HIS 3314 Traditions/Values of Classical Civilizations
- PHL 3301 Survey of Western Philosophy
- PUBH 3314 Essentials of Global Health
- Modern or Classical Language:
 - Complete two consecutive terms (at least six credit hours) of a non-English language.

Courses Required for the Major (54 credit hours)

- HIS 1301 US to 1877
- HIS 1302 US from 1877
- HIS 1318 Technology for the Humanities
- HIS 2301 Historical Methods
- HIS 2306 Race and Ethnic Relations
- HIS 2311 World History to 1500
- HIS 2312 World History from 1500
- HIS 3301 History of Mexico
- HIS 3306 Introduction to Public History
- HIS 3308 Asian History and Culture
- HIS 3321 International Relations Since 1919
- HIS 3341 Civil War Era
- HIS 3343 Post-WWII America
- *Complete one course from the following:*
 - HIS 3314 Traditions and Values of Classical Civilizations
 - HIS 3352 History of the Middle Ages
- HIS 4201 Senior Thesis (capstone)
- HIS 4101 Senior Thesis Completion
- 3 hours of upper-level HIS coursework, excluding any previously completed
- *Complete one course from the following:*
 - ENG 3311 Advanced Writing
 - ENG 3318 Writing for Publication
- *Complete one course from the following:*
 - REL 3341 Lutheran Doctrine
 - REL 3353 American Christianity
 - REL 3381 Major World Religions

Outcomes

When students graduate with a degree in History, they will be able to: take a position and support it through written and/or oral communication; make connections among past events and ideas as the events and ideas directly relate to present and future societal, cultural and cross-cultural, political, economic, religious events and ideas; recognize change and continuity in political, economic, social, cultural, and religious events and ideas in individual institutions (e.g. societies, nation-states,

kingdoms, civilizations) and across multiple institutions and/or cultures; recognize causes and effects of political, economic, social, cultural, and religious events and ideas in individual institutions (e.g. societies, nation-states, kingdoms, civilizations) and across multiple institutions and/or cultures; and investigate how to apply historical thinking skills to problems outside the classroom to prepare for meaningful work.

Law and Policy Major

Program Coordinator: Brent Burgess

The Law and Policy major at Concordia University Texas is designed to provide students with a basis of understanding related to the areas of law and policy. Designed with future law students and policy practitioners in mind, the program provides an interdisciplinary approach that leads to the understanding and appreciation of the concepts, perspectives, challenges and opportunities faced by those wishing to participate in the legal and political realms.

This major is offered in the following modalities: traditional (day-time, face-to-face) only.

Requirements

Concordia Common Experience/General Education (43-45 credit hours)

Bachelor of Arts Degree Requirements (at least 9 credit hours)

- 3 hours from one of the following courses:
 - ENG 2301 Survey of Classicism
 - HIS 2311 World History to 1500
 - HIS 2312 World History from 1500
 - HIS 3308 Asian History and Culture
 - HIS 3301 History of Mexico
 - HIS 3314 Traditions/Values of Classical Civilizations
 - PHL 3301 Survey of Western Philosophy
 - PUBH 3314 Essentials of Global Health
- Modern or Classical Language:
 - Complete two consecutive terms (at least six credit hours) of a non-English language.

Courses Required for the Major (46-52 credit hours)

- Complete nine hours in the following:
 - Complete one course:
 - HIS 1301 US History to 1877
 - HIS 1302 US History from 1877
 - POLS 2371H American Politics
(NOTE: This course is designed for students in the CTX Honors Program, or

Law & Policy Majors who did not complete POLS 1303 at CTX. Non-honors students may join the class with permission of the instructor.)

- *Complete one course:*
 - ENG 3312 Business and Technical Writing
 - ENG 3311 Advanced Writing
 - ENG 3318 Writing for Publication
- Three hours of any upper-level REL course OR CRIJ 3300 Faith & Justice
- POLS 3321 Public Policy
- POLS 3322 Introduction to Law
- POLS 3323 American Constitutional Law
- POLS 33XX Rights of the Criminally Accused
- POLS 3332 American Political Institutions & Processes
- POLS 3334 Political Philosophies & Ideologies
- POLS/CRIJ 3335 Social Science Methods
- POLS 43XX Ethics of Power & Justice
- Complete a minimum of 7 hours from the following:
 - POLS 2110 Government Internship [1-6 hour depending on nature of internship]
 - POLS 2116/2216 Political Science Practicum (can be repeated for credit)
 - POLS 4136 Political Science Thesis
 - XXXX 3398 National/International Travel

Outcomes

The Law and Policy Degree program at Concordia University Texas is focused on the development of four main Outcomes. These competencies are (1) Critical Thinking & Logic, (2) Skills, (3) Writing & Research, and (4) Conceptual Literacy & Mastery. Every three-hour course in the Law and Policy program addresses at least two of these program outcomes in either a primary or secondary role. Courses that are one or two credit hours only support one program outcome.

- Critical Thinking & Logic (CT): Graduates should be able to think critically and logically about a variety of legal, social, and political issues. In general, this outcome is satisfied through the use of Socratic dialog and unbiased reasoning within the program's coursework.
- Skills (S): Graduates should have a basic level of professional competency in the skill set most closely related to their professional goals. This program outcome is satisfied through completion of practicum, leadership, and internship experiences.
- Writing & Research (WR): Graduates should be able to communicate effectively and scholastically at a high level and be comfortable with conducting intermediate level academic research. This program outcome is satisfied through intensive research projects and presentations and potentially the completion of an undergraduate thesis.
- Conceptual Literacy & Mastery (CL): Graduates will understand the core competencies, vocabulary and lexicon of the legal and political academic discipline and general legal and political processes. This is satisfied through concerted concept redundancy within the program's coursework.

Multidisciplinary Studies Major

Program Chair: Carl Trovall

The Multidisciplinary Studies major allows students to focus on two areas of academic study, giving them an opportunity to customize their collegiate experience by bringing together disparate academic disciplines to serve their unique vocational goals.

This major and most concentrations are offered in the following modalities: traditional (day-time, face-to-face), hybrid, and fully online. Not all concentrations are available in every modality. See the concentration list below for further details.

Requirements

Concordia Common Experience/General Education (43-45 credit hours)

Bachelor of Arts Degree Requirements (at least 9 credit hours)

- 3 hours from one of the following courses:
 - ENG 2301 Survey of Classicism
 - HIS 2311 World History to 1500
 - HIS 2312 World History from 1500
 - HIS 3308 Asian History and Culture
 - HIS 3301 History of Mexico
 - HIS 3314 Traditions/Values of Classical Civilizations
 - PHL 3301 Survey of Western Philosophy
 - PUBH 3314 Essentials of Global Health
- Modern or Classical Language:
 - Complete two consecutive terms (at least 6 credit hours) of a non-English language.

Supporting Coursework (9 credit hours)

- *Complete 9 hours from the following:*
 - ENG 2301 Survey of Classicism
 - ENG 3311 Advanced Writing
 - HIS 2311 World History to 1500
 - HIS 2312 World History from 1500
 - MUS 2350 Introduction to World Music and Culture + 1 Fine Art credit (e.g., MUS 11xx, applied music lesson)
 - PHL 3301 Survey of Western Philosophy
 - POLS 1303 American Government & Citizenship
 - REL 3333 Introduction to Christian Ethics
 - REL 3381 Major World Religions
 - SOC 1301 Introduction to Sociology
 - SOC/HIS 2306 Race and Ethnic Relations

Courses Required for the Major (37 credit hours)

- LDR 4101 Leadership Career and Capstone
- Concentration #1 (18 credit hours, of which 12 must be upper-level)
- Concentration #2 (18 credit hours, of which 12 must be upper-level)

List of Concentrations

Choose two concentration areas from the list below.

In each concentration area complete 18 credit hours; 12 of these 18 hours must be upper-level. Of the 12 upper-level credit hours, at least 6 hours in each concentration must be taken from Concordia University Texas. Courses cannot double count from one eighteen-hour concentration to another, nor can they double count from the Supporting Course list.

NOTE: Not all concentrations are available in every modality. Each concentration listed below indicates the available modalities as traditional (day-time, face-to-face) or fully online.

Accounting - Traditional Only

Behavioral Sciences - Traditional Only

- 9 hours of SOC - Traditional Only
- 9 hours of PSY - Traditional, Online
- Cannot pair courses with the PSY or SOC concentration

Biology - Traditional Only

Business - Traditional, Online

- Any course that satisfies the requirements of the BBA degree may be used

Chemistry - Traditional Only

Classical/Biblical Languages - Traditional Only

Communication - Traditional, Online

Computer Science - Traditional, Online

Criminal Justice and Criminology - Traditional, Online

Digital Humanities E-sports - Traditional, Online

English - Traditional Only

Education - Traditional, Online

- Any course that satisfies the requirements of an EDU major may be used
- This block of courses will not lead to teacher certification

Entrepreneurship - Traditional Only

Environmental Science - Traditional Only

Finance - Traditional Only

Fine Arts - Traditional Only

- Any courses in music, theatre, and art

Hispanic Studies - Traditional Only

- SPN 2311 Spanish III
- SPN 2312 Spanish IV
- ENG 3341 Hispanic Writers of the US

- HIS/SOC 2306 Race and Ethnic Relations
- HIS/SOC 3304 History and Culture of the Mexican American
- HIS 3301 History of Mexico
- HIS 3320 Latin American Seminar

History - Traditional Only

Human Resource Management - Traditional, Online

Kinesiology - Traditional Only

Leadership Studies – Online

Legal Studies (Pre-Law) - Traditional Only

- POLS 3322 Introduction to Law
- POLS 3302 Constitutional Law
- CRIJ 3302 Criminal Law
- COM 3308 Persuasive Communication
- *Complete one course from the following:*
 - POLS 2116 Moot Court or MOAS Legal Committee
 - POLS 2X10 Internship (1-6 Hours)
- *Complete one course from the following:*
 - ENG 3312 Business and Technical Writing
 - ENG 3311 Advanced Writing
 - ENG 3318 Writing for Publication
- *Complete one course from the following:*
 - BADM 3321 Business Law
 - ESC 3303 Environmental Law
 - COM 3320 Media Law and Ethics

Marketing - Traditional, Online

Management - Traditional, Online

Mathematics - Traditional Only

Music - Traditional Only

Physical and Earth Science - Traditional Only

- Any courses in physics, chemistry, astronomy, geology, and geography

Political Science - Traditional Only

Pre-seminary Studies - Traditional Only

- *Complete 12 hours from the following:*
 - GRE 2311 Greek I
 - GRE 2312 Greek II
 - GRE 3313 Greek III
 - GRE 3314 Greek IV
 - GRE 4215 Advanced Greek Readings
 - HEB 3401 Biblical Hebrew I
 - HEB 3402 Biblical Hebrew II
 - HEB 4201 Biblical Hebrew Readings
- 4 hours MIN 1101 Ministry Preparation

- REL 3342 The Lutheran Confessions

Psychology - Traditional, Online

Religion - Traditional Only

Religious Education - Traditional Only

- This block does not qualify a student to be a registered church worker

Social Justice – Traditional Only

Social Welfare – Traditional Only

Sociology - Traditional Only

Theatre Studies - Traditional Only

Outcomes

- Multidisciplinary Majors will identify and demonstrate effective written and oral communication across a variety of mediums (e.g., research papers, public presentations, and team collaborations).
- Multidisciplinary Majors will participate in service learning projects (e.g., through course assignments) in support of Concordia's mission.
- Multidisciplinary Majors will demonstrate expertise in a field of study through their internships, capstone, and experiential learning activities.

Psychology Major

Program Coordinator: Nickles Chittester

The Psychology Major is designed to provide students a Christian environment in which to gain knowledge of core tenets of the discipline, with special emphasis on writing proficiency and career preparation. The major intentionally encourages students to take advantage of program offerings beyond the classroom such as symposia, informational workshops, internships, research experience, and study abroad opportunities.

Students interested in an introduction to this discipline are advised to take PSY 1311 Introduction to Psychology. This course counts toward the requirements for the major.

This major is offered in the following modalities: traditional (day-time, face-to-face) and fully online.

Due to the significant amount of overlap in course content between Behavioral Sciences major and Psychology major, students may not:

- Complete majors in both Behavioral Sciences and Psychology
- Complete a major in Behavioral Sciences and a minor in Psychology
- Complete a major in Psychology and a minor in Behavioral Sciences

Requirements

Concordia Common Experience/General Education (43-45 credit hours)

Bachelor of Arts (BA) Degree Requirements (at least 9 credit hours)

- 3 hours from one of the following courses:
 - ENG 2301 Survey of Classicism
 - HIS 2311 World History to 1500
 - HIS 2312 World History from 1500
 - HIS 3308 Asian History and Culture
 - HIS 3301 History of Mexico
 - HIS 3314 Traditions/Values of Classical Civilizations
 - PHL 3301 Survey of Western Philosophy
 - PUBH 3314 Essentials of Global Health
- Modern or Classical Language:
 - Complete two consecutive terms (at least six credit hours) of a non-English language.

Supporting Coursework

- PSY 1311 Introduction to Psychology
- SOC 1301 Introduction to Sociology
- PSY 2303 Lutheran Ethos and Psychology

Courses Required for the Major (19 credit hours)

- PSY 2305 Scientific Writing in Behavioral Sciences
- PSY 2300 Careers and Vocation in Psychology
- PSY 2341 Statistics for the Behavioral Sciences
- PSY 2391 Research Methods in the Behavioral Sciences
- PSY 3302 Cognitive Psychology
- PSY 3330 Social Psychology
- PSY 3332 Personality Theory

Complete two courses from each section:

Mechanisms & Systems Courses (6-7 Credit Hours)

- PSY 3305 Learning and Memory
- PSY 3306 Sensation and Perception
- PSY 3303 Neuropsychology
- PSY 3335 Health Psychology
- PSY 3350 Biopsychology
- PSY 3406 Animal Behavior

Applied Courses (6 credit hours)

- PSY 3331 Introduction to Counseling Skills
- PSY 3341 Abnormal Psychology
- PSY 2302 Human Sexuality & Gender
- PSY 3304 Group Dynamics
- PSY 3325 Interpersonal Relationships

Outcomes

Goal 1: Knowledge Base of Psychology

- Outcome 1: Explain why psychology is a science
- Outcome 2: Use concepts, language, and major theories of the discipline to account for psychological phenomena
- Outcome 3: Explain major perspectives of psychology
- Outcome 4: Use theories to explain and predict behavior and mental processes

Goal 2: Research Methods in Psychology

- Outcome 1: Understand the APA Ethics Code
- Outcome 2: Explain different research methods used by psychologists
- Outcome 3: Interpret basic statistical results
- Outcome 4: Evaluate the validity of conclusions presented in research reports
- Outcome 5: Design basic studies to address psychological questions using appropriate statistical techniques and research methods

Goal 3: Critical Thinking Skills in Psychology

- Outcome 1: Evaluate the quality of information, including differentiating empirical evidence from speculation
- Outcome 2: Challenge claims that arise from myth, stereotype, or untested assumption
- Outcome 3: Use scientific principles and evidence to resolve conflicting claims
- Outcome 4: Make linkages or connections between diverse facts, theories, and observation
- Outcome 5: Intentionally pursue unusual approaches to problems, and evaluate new ideas with an open but critical mind
- Outcome 6: Develop sound arguments based on reasoning and evidence
- Outcome 7: Identify weak, contradictory, and inappropriate assertions
- Outcome 8: Evaluate the quality of solutions and revise as needed

Goal 4: Writing in Psychology

- Outcome 1: Use APA style effectively in empirically based reports, literature reviews, and theoretical papers
- Outcome 2: Demonstrate professional writing conventions (e.g., grammar, formality) appropriate to purpose and context
- Outcome 3: Articulate ideas thoughtfully and purposefully

Goal 5: Personal Relevance in Psychology

- Outcome 1: Identify appropriate applications of psychology in solving problems, such as:
 - The pursuit and effect of healthy lifestyles
 - The resolution of interpersonal conflicts
- Outcome 2: Recognize that sociocultural contexts may influence the application of psychological principles in solving social problems
- Outcome 3: Apply psychological concepts, theories, and research findings as these relate to everyday life
- Outcome 4: Identify personal, sociocultural, and professional values
- Outcome 5: Self-assess performance quality accurately
- Outcome 6: Enact self-management strategies that maximize healthy outcomes

- Outcome 7: Identify preferred career paths based on accurate self-assessment of abilities, achievement, motivation, and work habits

Goal 6: “Religious Faith” in Psychology

- Outcome 1: Display high standards of Christian values and personal integrity with others
- Outcome 2: Identify how tenets of Christianity inform the knowledge of behaviors and mental processes
- Outcome 3: Explain how religious belief influences interactions with others
- Outcome 4: Exemplify Christian leadership and caring interaction via design of and/or participation in servant leadership-oriented activities, including worship and social opportunities

*Adapted from the American Psychological Association’s Guidelines for the Undergraduate Psychology Major (2007)

Sociology Major

Program Coordinators: Ann Schwartz and Bruce Reese

The mission of the Sociology major at Concordia University Texas is to provide students with a rigorous scientific education in sociology which, grounded in a Lutheran ethos and liberal arts philosophy, equips students to think critically about human social behavior and the social world and subsequently, about ways to promote human well-being through their future vocations. Through the study of sociology—enhanced through research training, experiential learning, travel courses, and co-curricular opportunities—students encounter the complexity of diverse human beings, created in God’s image (Imago Dei) but living together in a fallen world. In response, students are encouraged to use research to solve societal problems, advocate for social change, and work for justice for all people.

This major includes four concentrations, which allow more in depth focus in the topics of Social Welfare, Criminology, Latinx Studies, or another area of a student’s interest.

The major and each concentration are offered in the following modalities: traditional (day-time, face-to-face) only. A limited number of specific courses are offered in the online format.

Due to the significant amount of overlap in course content between Behavioral Sciences major and Sociology major, students may not:

- Complete majors in both Behavioral Sciences and Sociology
- Complete a major in Behavioral Sciences and a minor in Sociology
- Complete a major in Sociology and a minor in Behavioral Sciences
- Complete a major in Sociology and a minor in Social Justice
- Complete a major in Sociology and a minor in Social Welfare

Requirements

Concordia Common Experience / General Education (43-45 credit hours)

Bachelor of Arts (BA) Degree Requirements (at least 9 credit hours)

- 3 hours from one of the following courses:
 - ENG 2301 Survey of Classicism
 - HIS 2311 World History to 1500
 - HIS 2312 World History from 1500
 - HIS 3308 Asian History and Culture
 - HIS 3301 History of Mexico
 - HIS 3314 Traditions/Values of Classical Civilizations
 - PHL 3301 Survey of Western Philosophy
 - PUBH 3314 Essentials of Global Health
- Modern or Classical Language:
 - Complete two consecutive terms (at least six credit hours) of a non-English language.

Courses Required for the Major (33 credit hours)

- SOC 1301 Introduction to Sociology
- *Complete one course from the following:*
 - SOC/PSY 2341, Statistics for the Behavioral Sciences
 - MTH 2301 Introduction to Statistics
- CRIJ/POLS 3335, Social Science Research Methods
- CRIJ 3300 Faith and Justice
- SOC 33XX Reading and Reflections on Social Justice
- SOC 3321 Sociological Theory
- SOC/HIS 2306 Race and Ethnic Relations
- SOC 3307 Social Inequality: Class, Status, and Power
- SOC 33XX Sociology of Gender and Sexuality
- SOC 33XX Social Policy and Social Welfare
- *Complete one course from the following:*
 - SOC 43XX Social Action Project
 - SOC 43XX Applied Sociological Research

Choose one concentration:

Social Welfare (15 credit hours)

- SOC 3305 Introduction to Social Work
- *Complete one course from the following:*
 - SOC 3331 Sociology of Children and Childhood
 - SOC 3303 Social Gerontology
- SOC 3302 Marriage and Family
- *Complete two courses from the following:*
 - BADM 4319/PUBH 4319, Immigration, Violence, Disasters, and Health
 - SOC/CRIJ 3311, Criminology and Crime

- SOC/PSY 4310, Behavioral Sciences Internship
- Any upper-level SOC course

Criminology (15 credit hours)

- SOC/CRIJ 3311, Criminology and Crime
- SOC/CRIJ 3377, Gender and Crime
- SOC/CRIJ 3388, Race and Punishment
- Any upper-level SOC course
- Any level CRIJ course

Latinx Studies (15-17 credit hours)

- SOC 33XX, Latin American Societies
- SOC/HIS 3304, The History and Culture of the Mexican American
- ENG 3341, Hispanic Writers of the U.S.
- *Complete two courses from the following:*
 - POLS 3333, International Relations and Comparative Politics
 - BADM 4319/PUBH 4319, Immigration, Violence, Disasters, and Health
 - HIS 3301, History of Mexico
 - SOC 3398, National/International Studies*
 - To count in this concentration, SOC 3398 must involve travel to a Latin American country or a Latinx community within the U.S.
 - Any upper-level SOC course
 - Two consecutive levels of Spanish or Portuguese

General Concentration (15 credit hours)

This track is designed for students who wish to have general coursework in sociology and other disciplines to fit with a certain emphasis.

- 15 credit hours of any SOC course, in addition to the courses required for the major

Outcomes

Goal 1: Knowledge Base of Sociology

- Outcome 1: Use concepts, language, and major theories of the discipline to account for sociological phenomena
- Outcome 2: Use theories to explain and predict human social behavior and societal outcomes

Goal 2: Research Methods and Scientific Writing in Sociology

- Outcome 1: Explain different research methods used by sociologists
- Outcome 2: Interpret basic statistical results
- Outcome 3: Evaluate the validity of conclusions presented in research reports
- Outcome 4: Use APA style effectively in empirically based reports, literature reviews, and theoretical papers

Goal 3: Critical Thinking Skills in Sociology

- Outcome 1: Evaluate the quality of information, including differentiating empirical evidence from speculation
- Outcome 2: Make linkages between diverse facts, theories, and observations
- Outcome 3: Develop and evaluate sound arguments based on reasoning and evidence

Goal 4: Connections between Sociological Knowledge and Justice

- Outcome 1: Use concepts, language, and ideas from philosophical and theological writings on social justice to examine social problems and sociological findings
- Outcome 2: Identify different ways to promote justice at different systemic levels

Goal 5: Application of Sociological Knowledge in Real Life Contexts

- Outcome 1: Identify and analyze sociological concepts present in service-learning and other experiential learning activities
- Outcome 2: Integrate sociological knowledge, research skills, oral and written communication skills, leadership skills, and an understanding of strategies to enact justice to carry out an applied research project or advocacy project

Behavioral Sciences Minor (18 credit hours)

This minor is offered in the following modalities: traditional (day-time, face-to-face) only.

- PSY 1311 Introduction to Psychology
- SOC 1301 Introduction to Sociology
- 6 credit hours in Psychology (3 of these must be upper-level hours)
- 6 credit hours in Sociology (3 of these must be upper-level hours)

Criminal Justice and Criminology Minor (18 credit hours)

This minor is offered in the following modalities: traditional (day-time, face-to-face) and fully online.

- CRIJ 1301 Introduction to Criminal Justice (prerequisite for all CRIJ courses)
- *Complete one course from the following:*
 - CRIJ 2313 Corrections, Probation, and Parole
 - CRIJ 2328 Police Systems and Practices
- *Complete one course from the following:*
 - CRIJ 3377 Gender and Crime
 - CRIJ 3388 Race and Punishment
- CRIJ 3311 Criminology
- Six hours of upper-level CRIJ courses

Digital Humanities + eSports Minor (21 credit hours)

This minor is offered in the following modalities: traditional (day-time, face-to-face), and fully online.

- ENG/HIS 1318 Technology for the Humanities
- ENG 23XX Theory and Praxis
- HIS 23XX History and Video Games
- ENG/HIS 3307 Video Games as Literature

- PSY 33XX CyberPsych
- *Complete one of the following sets of courses (each set has two courses):*
 - eSports Communication
 - KIN 3315 Org & Admin of Physical Ed & Sport
 - KIN 3345 Sports Communication
 - eSports Management
 - KIN 3315 Org & Admin of Physical Ed & Sport
 - KIN 3340 Legal and Ethical Aspects of Sports Administration
 - Digital Humanities Methods and Culture
 - SOC 33XX Video Games and Society
 - ENG 43XX Digital Humanities Practicum

Hispanic Studies Minor (21 credit hours)

This minor is offered in the following modalities: traditional (day-time, face-to-face) only.

- SPN 2311 Spanish III
- SPN 2312 Spanish IV
- ENG 3341 Hispanic Writers of the US
- HIS/SOC 2306 Race and Ethnic Relations
- HIS/SOC 3304 History and Culture of the Mexican American
- HIS 3301 History of Mexico
- HIS 3320 Latin American Seminar

Legal Studies Minor [Pre-Law] (19 credit hours)

This minor is offered in the following modalities: traditional (day-time, face-to-face) only.

Recommended for Pre-Law Students.

Note: Students majoring in Law and Policy may not minor in Legal Studies.

- POLS 3322 Introduction to Law
- POLS 3302 Constitutional Law
- CRIJ 3302 Criminal Law
- COM 3308 Persuasive Communication
- *Complete one course from the following:*
 - POLS 2116 Political Science Mock Practicum: Moot Court
 - POLS 2X10 Political Science Internship (1-6 Hours)
- *Complete one course from the following:*
 - ENG 3312 Business and Technical Writing
 - ENG 3311 Advanced Writing
 - ENG 3318 Writing for Publication
- *Complete one course from the following:*
 - BADM 3321 Business Law
 - ESC 3303 Environmental Law
 - COM 3320 Media Law and Ethics

Political Science Minor (18 credit hours)

This minor is offered in the following modalities: traditional (day-time, face-to-face) only.

- POLS 3323 Principles of Political Science
- POLS 3332 American Political Institutions & Processes
- POLS 3333 International Relations & Comparative Politics
- *Complete one course from the following:*
 - POLS 3302 Constitutional Law
 - POLS 3322 Introduction to Law
- 6 hours of 2000 or 3000-level POLS courses

Social Justice Minor (18 credit hours)

This minor is offered in the following modalities: traditional (day-time, face-to-face) only.

This minor cannot be paired with the Sociology major.

- SOC 1301 Introduction to Sociology
- CRIJ 3300 Faith and Justice
- SOC 33XX Reading and Reflections on Social Justice
- SOC 3306 Social Policy and Social Welfare
- *Complete one course from the following:*
 - SOC/HIS 2306 Race and Ethnic Relations
 - SOC 3307 Social Inequality: Class, Status, and Power
 - SOC 33XX Sociology of Gender and Sexuality
 - CRIJ/SOC 3388 Race and Punishment
- *Complete one course from the following:*
 - SOC 43XX Social Action Project
 - COM 3350 Conflict Resolution
 - SOC 3305 Introduction to Social Work
 - CRIJ/POLS 3335 Social Research Methods
 - THEA 2322 Theatre for Social Change

Social Welfare Minor (18 credit hours)

This minor is offered in the following modalities: traditional (day-time, face-to-face) only.

This minor cannot be paired with the Sociology major or the Behavioral Sciences major.

- SOC 1301 Introduction to Sociology
- SOC 3305 Introduction to Social Work
- SOC 3306 Social Welfare and Social Policy
- *Complete one course from the following:*
 - SOC/HIS 2306 Race and Ethnic Relations
 - SOC 3307 Social Inequality: Class, Status, and Power
 - SOC 33XX Sociology of Gender and Sexuality
- *Complete two courses from the following:*
 - SOC/CRIJ 3311 Criminology and Crime

- SOC 3331 Sociology of Children and Childhood
- SOC 3303 Social Gerontology
- SOC 3302 Marriage and Family
- CRIJ/PSY 3316 Victimology
- SOC 4310 Behavioral Sciences Internship

Writing Minor (18 credit hours)

This minor is offered in the following modalities: traditional (day-time, face-to-face) only.

- ENG 3312 Business and Technical Writing
- ENG 3314 Creative Writing
- ENG 3311 Advanced Writing
- ENG 3318 Writing for Publication
- 6 credit hours of 2000 level or higher ENG courses

School of Ministry

Dr. Grant Carey, School Director

Mission and Overview

The School of Ministry offers a major in Religious Education as well as the following minors and specializations: Lutheran Teacher Diploma, Christian Teacher Diploma, Pre-Seminary Program, and Director of Parish Music.

As a student in the undergraduate religious education program in the School of Ministry, you will prepare for careers in ministry. You will gain understanding and be equipped with the skills to work with and lead people of all ages in various ministries. This major can lead to certification as a Director of Christian Education (DCE) within The Lutheran Church—Missouri Synod.

Why choose a Religious Education major?

Students may choose to receive specialized training for those called to serve in:

- Children's Ministry
- Youth Ministry
- Camp Ministry
- Worship Arts/Music Ministry
- Outdoor Ministry
- Missions/Missionary
- Non-Profit Ministry

Religious Education Major

Program Coordinator: Grant Carey

The Bachelor of Arts major in Religious Education provides basic educational, religious, and interpersonal foundations for the student, as well as specialized training to develop individual interests in areas such as youth ministry, family ministry, children's ministry, music and the arts, theology, missions, and outdoor ministry.

This major and each concentration is offered in the following modalities: traditional (day-time, face-to-face) only.

Requirements

Concordia Common Experience/General Education (43-45 credit hours)

Bachelor of Arts Degree Requirements (at least 9 credit hours)

- 3 hours from one of the following courses:
 - ENG 2301 Survey of Classicism
 - HIS 2311 World History to 1500

- HIS 2312 World History from 1500
- HIS 3308 Asian History and Culture
- HIS 3301 History of Mexico
- HIS 3314 Traditions/Values of Classical Civilizations
- PHL 3301 Survey of Western Philosophy
- PUBH 3314 Essentials of Global Health
- Modern or Classical Language:
 - Complete two consecutive terms (at least six credit hours) of a non-English language.

Supporting Coursework (18-19 credit hours)

- MTH 1351 College Algebra
- PSY 1311 Intro to Psychology
- *Complete one course from the following:*
 - SCI 1401 Intro to Astronomy
 - ESC 1302 and ESC 1102L Intro to Environmental Science with Lab
- HIS 2311 World History
- HIS 1301 US History to 1877
- CIS 1300 Technology of the Digital Age

Courses Required for the Major (55 credit hours)

- PSY 3331 Introduction to Counseling
- REL 3342 Lutheran Confessions
- REL 3333 Introduction to Christian Ethics
- REL 3381 Major World Religions
- REL 3335 Christian Apologetics
- COM 3304 Group Dynamics
- REDU 1111 Spiritual Disciplines I
- REDU 1112 Spiritual Disciplines II
- REDU 2220 Introduction to DCE Ministry
- REDU 3250 The Christian Witness and Evangelism
- REDU 3310 Youth Ministry
- REDU 3315 Confirmation Planning & Implementation
- REDU 3317 Children's Ministry
- REDU 3320 Parish Administration
- REDU 3330 Family Ministry
- REDU 3340 Adult Education in the Parish
- REDU 3350 Curriculum & Methods in Religious Ed.
- REDU 4210 DCE Practicum I
- REDU 4211 DCE Practicum II
- REL 3341 Lutheran Doctrine
- SOC 1301 Intro to Sociology

Choose one concentration:

Children's Ministry (18 credit hours)

- REDU 3316 Leadership & Admin in Children's Ministry
- PSY 2301 Lifespan Development
- ECE 3320 ECE Curriculum, Materials & Methods
- COM 3302 Non-Verbal Communication
- SOC 3331 Sociology of Children and Childhood
- KIN 3313 Motor Development and Learning

Missions & Culture (18 credit hours)

- ANT 1301 Introduction to Anthropology
- COM 3308 Persuasive Communication
- HIS 2306 Race and Ethnic Relations
- COM 3325 Interpersonal Communication
- COM 2317 Cinema and Religion
- REDU 3240 Missional Leadership
- REDU 3198 National/International Studies

Outdoor Ministry (21-23 credit hours)

- 6-8 hours of a lab science
- REDU 3232 Outdoor Christian Education
- BADM 3350 Principles of Marketing
- BADM 3311 Principles of Management
- KIN 1302 First Aid and Safety
- REL 3346 Christian View of Nature
- *Complete any 1-credit course from the following:*
 - BIO 1101 Field Biology East and Southeast Texas
 - BIO 1102 Field Biology: Rio Grande Valley
 - BIO 1103 Field Biology: Southwest Texas
 - BIO 1104 Field Biology: Panhandle & Northwest Texas
 - BIO 1105 Field Biology: Central Texas
 - BIO 1106 Field Biology: Guadalupe Mountains

Theology (18 credit hours)

- Any 18 hours of upper-level REL or REDU courses not already taken

Worship & the Arts (18 credit hours)

- MUS 3362 Worship and Music
- REL 3345 Theology of Worship
- REDU 3230 Leading Contemporary Worship
- MUS 2333 Music Technology

- MUS 2118 Aural Skills
- *Complete one course from the following:*
 - THEA 3321 Theatrical Performance
 - ART 1311 Design
- MUS 2119 Voice Lessons
- MUS 2334 Music Theory*

***NOTE:** The prerequisite for MUS 2334 is MUS 1332 Music Fundamentals, or consent of the instructor.

Youth Ministry (18 credit hours)

- COM 2317 Cinema and Religion
- REDU 3319 Middle School Ministry
- REDU 3311 Cultural Influences on Youth Ministry
- REDU 3313 Special Topics in Youth Ministry
- REDU 3240 Missional Leadership
- REDU 3198 National/International Studies
- KIN 1302 First Aid and Safety

Other Concentration Options

Students may choose, as a concentration, one of the minors listed below and use the requirements as the concentration for the Religious Education major.

- Behavioral Sciences
- Interpersonal Communication
- Human Resources and Management
- Computer Science
- Education
- Marketing
- Music
- Political Science
- Public Relations and Advertising
- Psychology

Additional Information

Upon successful completion of all requirements for the REDU Major, the final requirement for certification by the Lutheran Church-Missouri Synod is a year-long internship, normally following graduation, in a congregation, agency, or mission site of the LCMS.

Certification as a Director of Christian Education (DCE) in The Lutheran Church-Missouri Synod requires successful completion of two terms of an internship in a LCMS congregation.

- REDU 41210 Internship I
- REDU 41211 Internship II

Outcomes

- Students with an undergraduate degree in Religious Education (DCE) will:
- Exhibit Christian character
- Nurture a personally maturing faith in Christ grounded in the Scriptures and the Lutheran Confessions
- Relate well with people of all ages
- Express a passion for teaching and learning
- Manifest a servant heart
- Balance personal and professional life effectively
- Model a team orientation
- Strive for excellence
- Lead to equip leaders
- Perform in a self-directed manner

Lutheran Teacher Diploma (LTD)

Students seeking endorsement for the teaching ministry in The Lutheran Church-Missouri Synod are required to complete the following:

- Complete the Interdisciplinary Studies in EC-6th Core Subject or 4-8 Core Subject or Education Content Curriculum (Middle School or Secondary) Teacher Education Program.
- Maintain membership in a congregation affiliated with The Lutheran Church-Missouri Synod.
- Completion of EDU 41200/Clinical Teaching
- Completion of 50 hours of field experience in Christian schools (fulfills 50 of the required fieldwork hours in the program)
- Completion of required courses for Lutheran Teacher Diploma listed below prior to the Professional Term, with a GPA of 2.75 or better in all hours attempted.
 - EDU 3333 Teaching Religion
 - EDU 3261 Vocation of the Christian Educator
 - *Complete two courses from the following:*
 - REL 3341 Lutheran Doctrine
 - REL 3352 History and Philosophy of the Reformation
 - REL 3342 Lutheran Confessions

Christian Teacher Diploma (CTD)

Students preparing for the teaching ministry in a Christian school are required to complete the following:

- Complete the Interdisciplinary Studies in EC-6th Core Subject or 4-8 Core Subject or Education Content Curriculum (Middle School or Secondary) Teacher Education Program.
- Complete 50 hours of field experience in Christian schools (fulfills 560 of the required fieldwork hours in the program)

- Completion of required courses for Christian Teacher Diploma listed below prior to the Professional Term, with a GPA of 2.75 or better in all hours attempted.
 - EDU 3261 Vocation of the Christian Educator
 - EDU 3333 Teaching Religion
 - Complete 6 hours of upper-level REL courses

Pre-Seminary Program

The mission of pre-seminary education at Concordia University Texas is to prepare students for theological studies and pastoral formation at a Christian seminary of their choosing. This preparation includes:

- Competency in Biblical knowledge, the Biblical languages and exposure to Lutheran doctrine
- Competency in advanced communication skills in reading, writing and speaking
- Skills in critical thinking and philosophical inquiry
- Acquisition of a global perspective
- The understanding of and appreciation for the Lutheran ethos, identity and ethic
- Helping the student to perceive, proclaim and live out the centrality of the Gospel of Jesus Christ for the whole of life

The work of a pastor, deaconess, missionary, or any theologian may be described simply as communicating the Word of God to humans. Such a description reveals four areas of education necessary to prepare a student to serve the Church well:

- The knowledge of God
- The knowledge of God's Word
- The knowledge of humanity
- The knowledge of the skills involved in communication

This educational preparation is divided between the university and the seminary. The study of God (theology) is begun at the university level and continues much more extensively at the seminary. The study of God's Word is also begun at the university level or sooner through the study of literature, languages, and the Bible. The seminary continues the study of the Scriptures in much greater depth. On the other hand, the study of the liberal arts (culture, history, psychology, etc.) and the study of the skills needed for good communication are carried out mainly at the university level through courses in writing, speech, drama, etc. The seminary provides specialized training in tasks appropriate for church work, such as sermon preparation, pastoral visitation, and counseling.

Admission Process

Admission into the program is restricted to men and women who are members in good standing of a Christian congregation. Students apply for admission into the Pre-Seminary Program after they enroll in studies on campus. They must submit to the Program Director a completed application

form and a letter from the pastor of their home congregation stating that the student is a member in good standing of the congregation.

Monitoring Process

The Pre-Seminary Program has specific expectations regarding the development of the student and has written guidelines and policies pertaining to continuation in the program and to withdrawal, removal, and reinstatement in the program. This information is available from the Director of the Pre-Seminary Program and is supplied to all applicants.

All students in the Program (and those applying during their first term of enrollment) are expected to take Ministry Preparation (MIN 1140 Ministry Teaching, MIN 1130 Leading in Diverse Ministry Contexts, MIN 1120 Team Ministry Leadership, MIN 1110 Organizational Ministry Leadership). These are 1 credit courses that students will be required to take in 4 separate semesters. These courses are designed to provide the students with experiences that enhance their development in spirituality, leadership, peer relationships and knowledge of the varied aspects and venues of theological service.

Academic Minor

A pre-seminary minor is required for all students entering the Pre-Seminary program. Students should declare this minor with their academic planner. Course requirements are:

- 12 hours of Greek and/or Hebrew
 - Greek I, II, III, IV, Advanced Greek Readings
 - Biblical Hebrew I, II, Biblical Hebrew Readings
- Minimum of 4 hours of MIN Ministry Preparation Courses
- REL 3342 The Lutheran Confessions

Elective Recommendations

Pre-Seminary students are encouraged to consider these courses as further electives:

- All REL courses
- COM 3303
- Communication in the Church EDU 3333
- Teaching Religion MUS 3362
- Worship and Music
- Leadership Minor courses:
 - LDR 3311 Diversity, Equity & Inclusion in Leadership
 - LDR 3312 Community & Volunteer Leadership
 - LDR 3313 The Depths of Followership
 - LDR 43XX Creating Lasting Changes

Additional Seminary Entrance Requirements

Both seminaries of The Lutheran Church-Missouri Synod require students to achieve a satisfactory grade point average (GPA). St. Louis requires a 2.00, and Fort Wayne requires a 2.25. All other

seminary academic requirements (such as Speech or Composition) are more than satisfied by Concordia's core requirements for every graduate.

Every LCMS seminary applicant must have been an active member of an LCMS congregation for no less than two years prior to enrollment at seminary.

Exit Interviews and Recommendation

As he or she approaches graduation, the student must:

- Take the GRE (Graduate Record Exam) and have the scores reported to Concordia University Texas and to the seminary of his choice;
- Take the appropriate Seminary Entrance Competency Examinations (in Christian Doctrine, Old Testament, New Testament, Greek and Hebrew) as they are scheduled;
- For LCMS members attending a synodical seminary, he or she must complete a District Interview (off-campus) arranged with the officers of his home LCMS District;

If needed, the student should request the University President to compose and send his recommendation to the seminary. All students entering an LCMS seminary must submit a recommendation letter from the most recent LCMS University he attended.

Biblical Languages Minor (20 credit hours)

This minor is offered in the following modalities: traditional (day-time, face-to-face) only.

- GRE 2311 Greek I
- GRE 2312 Greek II
- GRE 3313 Greek III
- GRE 3314 Greek IV
- HEB 3401 Biblical Hebrew I
- HEB 3402 Biblical Hebrew I

Pre-Seminary Studies Minor (19 credit hours)

This minor is offered in the following modalities: traditional (day-time, face-to-face) only.

- *Complete 12 credits from the following:*
 - GRE 2311 Greek I
 - GRE 2312 Greek II
 - GRE 3313 Greek III
 - GRE 3314 Greek IV
 - GRE 4215 Advanced Greek Readings
 - HEB 3401 Biblical Hebrew I
 - HEB 3402 Biblical Hebrew II
 - HEB 4201 Biblical Hebrew Readings
- 4 hours MIN 1101 Ministry Preparation
- REL 3342 The Lutheran Confessions

Religious Education Minor (18 credit hours)

This minor is offered in the following modalities: traditional (day-time, face-to-face) only.

- REDU 3310 Youth Ministry
- REDU 3317 Children's Ministry
- REDU 3320 Parish Administration
- REDU 3330 Family Ministry
- REDU 3340 Adult Education
- Any 3-credit, upper-level REDU course

School of Natural and Applied Sciences

Dr. Eric Staron, School Director

Mission and Overview

The School of Natural and Applied Science offers majors in chemistry, computer science, biology, environmental science, and mathematics. Courses in these areas as well as in physics, geology, and astronomy provide outstanding instruction to meet core graduation requirements of students in all majors. Offering the Bachelor of Arts (BA) and Bachelor of Science (BS) degrees, the School seeks to prepare students with the wide variety of experiences necessary for successful careers as well as for continuing education in graduate school. The School is committed to small class sizes, close interpersonal relationships, and open dialog that encourage students to explore scientific boundaries and complex issues within the context of the faith and values philosophy of the university.

Excellent classroom and laboratory facilities are complemented by a 255-acre unit of the Balcones Canyonlands Preserve on the main campus as well as the Friesenhahn Cave Preserve, a world-renowned fossil site in San Antonio. Entrusted with these unique resources the College engages students, faculty, and community in collaborative efforts to study and sustainably manage them. Experiential learning is emphasized as students have the opportunity to participate both domestically and abroad in a number of field courses, internships, service projects, and practicums.

Why Choose a Degree from the School of Natural and Applied Sciences?

Look at any list of growing employment areas. Most of the jobs listed will be in the area of science and technology. A degree from the College of Science can prepare you for a strong entry-level job, or it can lay the foundation for further education leading to careers like Research Scientist, Engineer, Physician, Mathematical Analyst and more.

Why choose a Biology major?

A major in Biology prepares you for:

- Entering graduate school in many science fields (such as Genetics, Molecular Biology, Microbiology, Biochemistry, Developmental Biology, Ecology, Zoology, Physical Therapy, Occupational Therapy, Physician Assistant Programs, Optometry, Ophthalmology, Pharmacology, and Forensics)
- Entering medical school
- Entering dental school
- Finding a well-paying career in a variety of fields, such as agribusiness, public health, environmental science, health education, biological quality control, science education, physician liaison, food science, biological illustration, and even the petroleum industry.

Why choose a Chemistry major?

A major in Chemistry prepares you for:

- Entering graduate school in many science fields
- Entering medical school (as a percentage, chemistry graduates are accepted at a higher rate than any other degree)
- A career in diverse fields such as pharmacy, petrochemicals, forensics, and materials science. Companies are seeking graduates with problem solving skills.

Why choose a Computer Science major?

A major in Computer Science prepares you for:

- Entering graduate school in computer science fields.
- Working for companies like Dell, Union Pacific, Engineering firms, Instrumentation manufacturers, and more—almost all industries today need Computer Science majors.
- Finding a job that pays well and provides a work environment (including both standard hours and the possibility of working online) that allows maximum engagement with family and children.

Why choose an Environmental Science and Conservation major?

A major in Environmental Science and Conservation prepares you for:

- Working to preserve and protect our natural resources, whether in the field or through planning and legislation.
- Working for state or national park services, field research organizations, and environmental industries, and other science-related careers.
- Entering graduate school to further your education in the area.

Why choose a Mathematics major?

A major in Mathematics prepares you for:

- Working in industry; industries look for students who major in mathematics because they have the problem solving skills and analytical skills industry needs.
- Working in programming, teaching, actuarial science, statistics, operations research analysis, and many more math-oriented fields.
- Multiple job offers because employees with mathematics degrees are in high demand.

Biology Major (BA)

Program Coordinators: Jennifer Hofmann and Mary Kay Johnston

The Bachelor of Arts in Biology degree is designed to provide exploration into the field of Biology. Students will develop an understanding of the biological sciences and promote stewardship of the biotic environment. Students interested in an introduction to this discipline are advised to take CHEM 1341 and CHE 1141 Chemistry I and Lab and BIO 1403 Cellular and Molecular Biology as soon as possible. These courses count toward the requirements for the major.

This major is offered in the following modalities: traditional (day-time, face-to-face) only.

Requirements

Concordia Common Experience/General Education (43-45 credit hours)

Bachelor of Arts Degree Requirements (at least 9 credit hours)

- 3 hours from one of the following courses:
 - ENG 2301 Survey of Classicism
 - HIS 2311 World History to 1500
 - HIS 2312 World History from 1500
 - HIS 3308 Asian History and Culture
 - HIS 3301 History of Mexico
 - HIS 3314 Traditions/Values of Classical Civilizations
 - PHL 3301 Survey of Western Philosophy
 - PUBH 3314 Essentials of Global Health
- Modern or Classical Language:
 - Complete two consecutive terms (at least six credit hours) of a non-English language.

Supporting Coursework (8 credit hours)

- CHE 1341 Chemistry I
- CHE 1141 Chemistry I Lab
- CHE 1342 Chemistry II
- CHE 1142 Chemistry II Lab

Courses Required for the Major (50 credit hours)

- BIO 1402 General Zoology
- BIO 1403 Cellular and Molecular Biology
- BIO 2403 General Botany
- BIO 3404 Genetics
- 3 hours any upper-level REL course
- *Complete 15 hours from the following course options (no more than 6 hours may be field courses):*
 - Any 3000 or 4000 level BIO course
 - BIO/KIN 3311 Musculoskeletal Anatomy & Biomechanics OR BIO/KIN 4330 Exercise Physiology (only one course may count toward this requirement).
 - SCI 4310 Natural Science Research Project
 - SCI 3303 Geology and Ecology of the Southwest US
 - SCI 3304 Geology and Ecology of Hawaii
- 16 upper-level credit hour (3000 or 4000) of any subject

Outcomes

- Produce graduates who understand what the enterprise of science is and how key ideas in biology are developed.

- Produce graduates who understand the structures, concepts and processes related to life at the various levels of biological organization.
- Produce graduates who are skillful in biological research and equipment use, including the ability to think logically and analytically, as well as proficiency in written and oral communication.
- Produce graduates who are satisfied with their biology education after they leave the university.
- Produce graduates who have an understanding of biblical morality, are able to make ethical decisions, and are sensitive to protecting biological, human and environmental health.

Biology Major (BS)

Program Coordinators: Jennifer Hofmann and Mary Kay Johnston

The Bachelor of Science in Biology degree is designed to educate students in the breadth of subject matter encompassed by the biological sciences. Through critical thinking, hands-on experience, research, and investigation, students will develop an understanding of the field of Biology and gain a strong foundation for entry into a broad spectrum of graduate programs and careers in the biological sciences. Students interested in an introduction to this discipline are advised to take CHEM 1341 and CHE 1141 Chemistry I and Lab and BIO 1403 Cellular and Molecular Biology as soon as possible. These courses count toward the requirements for the major.

This major is offered in the following modalities: traditional (day-time, face-to-face) only.

Requirements

Concordia Common Experience/General Education (43-45 credit hours)

Supporting Coursework (23 credit hours)

- CHE 1341 Chemistry I
- CHE 1141 Chemistry I Lab
- CHE 1342 Chemistry II
- CHE 1142 Chemistry II Lab
- CHE 2401 Organic Chemistry I
- MTH 2301 Intro to Statistics
- MTH 2401 Calculus I
- PHY 1401 Physics I

Courses Required for the Major (61-62 credit hours)

- BIO 1402 General Zoology
- BIO 1403 Cellular and Molecular Biology
- BIO 2403 General Botany
- BIO 3404 Genetics
- CHE 2403 Organic Chemistry II

- PHY 1402 Physics II
- *Complete one course from the following:*
 - REL 3333 Introduction to Christian Ethics
 - REL 3346 A Christian View of Nature
 - Any upper-level REL course
- *Complete one course from the following:*
 - BIO 4410 Biological Science Research Project
 - SCI 4310 Natural Science Research Project
- *Complete 15 hours from the following course options (no more than 6 hours may be field courses):*
 - BIO 3303 Native Plants
 - BIO 3302 Tropical Biology
 - BIO 3310 Nutrition
 - BIO 3430 Biochemistry
 - BIO 3350 Biopsychology
 - BIO 3370 Ecology of the Pacific Northwest
 - BIO 3399 Independent Study
 - BIO 3401 General Microbiology
 - BIO 3403 General Ecology
 - BIO 3406 Animal Behavior
 - BIO 3411 Human Anatomy & Physiology I
 - BIO 3412 Human Anatomy & Physiology II
 - BIO 3420 Developmental Biology
 - BIO 4410 Biological Science Research
 - BIO/KIN 4330 Exercise Physiology OR BIO/KIN 3311 Musculoskeletal Anatomy & Biomechanics (only one course may count towards this requirement)
 - SCI 3303 Geology and Ecology of the Southwest US
 - SCI 3304 Geology and Ecology of Hawaii
 - SCI 3307 Geology and Ecology of Texas
 - SCI 4310 Natural Science Research Project
- Complete 16 upper-level credit hours (3000 or 4000) from any subject.

Outcomes

- Produce graduates who understand what the enterprise of science is and how key ideas in biology are developed.
- Produce graduates who understand the structures, concepts and processes related to life at the various levels of biological organization.
- Produce graduates who are skillful in biological research and equipment use, including the ability to think logically and analytically, as well as proficiency in written and oral communication.
- Produce graduates who are satisfied with their biology education after they leave the university.

- Produce graduates who have an understanding of biblical morality, are able to make ethical decisions, and are sensitive to protecting biological, human and environmental health.

Chemistry Major

Program Coordinator: Michael Maguire

The Chemistry Major promotes student's ability to develop analytical reasoning through an integrated curriculum of classes and labs that use modern techniques, and undergraduate research. Chemistry is a problem solving discipline central to other sciences, and a BS degree in Chemistry gives students a broad foundation in the subject and prepares them for a career in industry or entry to graduate school or medical/pharmacy school. Students interested in an introduction to this discipline are advised to take CHE 1400-Introduction to Chemistry. This course does not count toward the requirements for the major.

This major is offered in the following modalities: traditional (day-time, face-to-face) only.

Requirements

Concordia Common Experience / General Education (43-45 credit hours)

Supporting Coursework (26 credit hours)

- MTH 2401 Calculus I
- MTH 2402 Calculus II
- MTH 3410 Calculus III
- MTH 3317 Differential Equations
- PHY 1401 Physics I
- PHY 1402 Physics II
- *Complete one course from the following:*
 - REL 3333 Introduction to Christian Ethics
 - REL 3346 A Christian View of Nature

Courses Required for the Major (52-53 credit hours)

- CHE 1341 Chemistry I
- CHE 1141 Chemistry I Laboratory
- CHE 1342 Chemistry II
- CHE 1142 Chemistry II Laboratory
- CHE 2401 Organic Chemistry I
- CHE 2403 Organic Chemistry II
- CHE 3301 Inorganic Chemistry
- CHE 3401 Quantitative Chemical Analysis
- CHE 3404 Instrumental Chemical Analysis
- CHE 4301 Physical Chemistry I
- CHE 4302 Physical Chemistry II

- CHE 4201 Physical Chemistry Lab
- CHE XXXX Chemistry Capstone
 - Students may replace with SCI 4310 or BIO 4410 with instructor approval
- Complete 3 additional upper-level CHE credit hours
- Complete 11 additional upper-level CHE, BIO, SCI, ESC, CSC, or MTH hours

Outcomes

- Chemistry students will develop marketable skills through hands-on learning in lab and through group projects.
- Chemistry students will be able to communicate technical information both on paper and orally.
- Chemistry students will develop the critical thinking skills required to link chemical reactivity to atomic structure, and be able to predict outcomes in three-dimensions.
- Chemistry students will serve the community as problem-solving informed citizens.

Computer Science Major (BA)

Program Coordinator: Bindu George

The Computer Science Major (BA) is modeled after the Association for Computing Machinery (ACM) recommendations. In the required courses, students develop both the theoretical and the practical skills needed to design computer software systems; to understand computer hardware; to write software; to perform mathematical analysis of algorithms and performance studies; and to reason clearly, think analytically, and solve problems. Additionally, students will develop communications skills to effectively communicate their technical knowledge to both technical and non-technical audiences.

This major is offered in the following modalities: traditional (day-time, face-to-face) and fully online.

Requirements

Concordia Common Experience / General Education (43-45 credit hours)

Bachelor of Arts Degree Requirements (at least 9 credit hours)

- 3 hours from one of the following courses:
 - ENG 2301 Survey of Classicism
 - HIS 2311 World History to 1500
 - HIS 2312 World History from 1500
 - HIS 3308 Asian History and Culture
 - HIS 3301 History of Mexico
 - HIS 3314 Traditions/Values of Classical Civilizations
 - PHL 3301 Survey of Western Philosophy
 - PUBH 3314 Essentials of Global Health
- Modern or Classical Language:

- Complete two consecutive terms (at least six credit hours) of a non-English language.

Supporting Coursework (6 credit hours)

- MTH 2301 Introduction to Statistics
- CIS 1300 Technology of the Digital Age

Courses Required for the Major (57-58 credit hours)

- *Complete one course from the following:*
 - MTH 2401 Calculus I
 - MTH 1332 Applied Calculus
- CSC 1401 Introduction to Computer Science I
- CSC 1402 Introduction to Computer Science II
- CSC 2306 Business Software Development
- CSC 2403 Data Structures and Algorithm Analysis
- *Complete one course from the following:*
 - CSC/MTH 2305 Discrete Structures
 - CSC 2345 Discrete Structures
- CSC 3303 Computer Architecture
- COM 3304 Group Dynamics
- CSC 3311 Programming Language Concepts
- CSC 3330 Info Security
- REL 3333 Introduction to Christian Ethics
- CSC 3315 Systems
- CSC 3331 Cloud Computing & Open Source Software
- CSC 3317 App Development
- CSC 4311 Computer Science Experiential Capstone I
- CSC 4312 Computer Science Experiential Capstone II
- Complete two (2) additional upper-level CSC courses

Outcomes

- Students will be able to synthesize or extend an existing computing solution to a problem given to them in English.
- Students will be able to detect and correct syntax and logical errors in computer programs
- Students will develop skills in and gain experiences with industry standard software development tools, methodologies, and practices.
- Students will be able to describe the hardware and software factors that affect the run-time and memory efficiency of computer programs.
- Students will develop skills in teamwork through software design projects, including documentation, and pair programming assignments.
- Students will be able to describe computer code and Computer Science related concepts both orally and in writing.

Computer Science Major (BS)

Program Coordinator: Bindu George

In the required courses, students develop both the theoretical and the practical skills needed to design computer systems; to write software; to perform mathematical analysis of algorithms and performance studies; and to think analytically, and solve problems. Additionally, students will develop communications skills to effectively communicate their technical knowledge to both technical and non-technical audiences. Students pursuing a BS in Computer Science also have the option to pursue a Data Science concentration.

This major and each concentration are offered in the following modalities: traditional (day-time, face-to-face) only.

Requirements

Concordia Common Experience/General Education (43-45 credit hours)

Supporting Coursework (6 credit hours)

- MTH 2301 Introduction to Statistics
- CIS 1300 Technology of the Digital Age

Courses Required for the Major (73 credit hours)

- MTH 2401 Calculus I
- MTH 2402 Calculus II
- MTH 3311 Linear Algebra
- Two natural science courses with labs
- REL 3333 Introduction to Christian Ethics
- CSC 2306 Business of Software Development
- COM 3304 Group Dynamics
- CSC 1401 Introduction to Computer Science I
- CSC 1402 Introduction to Computer Science II
- CSC 2305 Discrete Structures
- CSC 2403 Data Structures and Algorithm Analysis
- CSC 3303 Computer Architecture
- CSC 3315 Systems
- CSC 3311 Programming Language Concepts
- CSC 3330 Info Security
- CSC 3331 Cloud Computing and Open Source
- CSC 3317 App Development
- CSC 4311 Experiential Capstone I
- CSC 4312 Experiential Capstone II
- Complete two (2) additional upper-level CSC courses or the Data Science concentration

Optional Concentration

Data Science (15 credit hours)

- CSC 2303 Data Structure & Algorithms
- CSC 3305 Database Design & Analytics
- CSC 3312 Data Analytics
- CSC 33XX Data Visualization
- CSC 33XX Python - Advanced for Data Mining

Outcomes

- Students will be able to synthesize or extend an existing computing solution to a problem given to them in English.
- Students will be able to detect and correct syntax and logical errors in computer programs
- Students will develop skills in and gain experiences with industry standard software development tools, methodologies, and practices.
- Students will be able to describe the hardware and software factors that affect the run-time and memory efficiency of computer programs.
- Students will develop skills in teamwork through software design projects, including documentation, and pair programming assignments.
- Students will be able to describe computer code and Computer Science related concepts both orally and in writing.

Environmental Science and Conservation Major (BA)

Program Coordinator: Samuel Whitehead

The Environmental Science and Conservation major requires students to examine the relationship between humans and the environment and prepares them to minimize human impact on environmental systems. The program follows a project-based curriculum and emphasizes field experiences, many of which take place in Concordia's nature preserve. Majors have numerous opportunities to work with local government agencies and volunteer groups solving critical environmental problems. Students interested in communication and collaborative problem-solving should consider the Bachelor of Arts, which emphasizes the humanities and social sciences. Students interested in an introduction to this discipline are advised to take ESC 1302 Introduction to Environmental Science. This course counts toward the requirements for the major.

This major is offered in the following modalities: traditional (day-time, face-to-face) only.

Requirements

Concordia Common Experience / General Education (43-45 credit hours)

Bachelor of Arts Degree Requirements (at least 9 credit hours)

- 3 hours from one of the following courses:
 - ENG 2301 Survey of Classicism
 - HIS 2311 World History to 1500

- HIS 2312 World History from 1500
- HIS 3308 Asian History and Culture
- HIS 3301 History of Mexico
- HIS 3314 Traditions/Values of Classical Civilizations
- PHL 3301 Survey of Western Philosophy
- PUBH 3314 Essentials of Global Health
- Modern or Classical Language:
 - Complete two consecutive terms (at least six credit hours) of a non-English language.

Courses Required for the Major (44-49 credit hours)

- ESC 1302 Introduction to Environmental Science
- *Complete one course from the following:*
 - ESC 1102L Introduction to Environmental Science Lab
 - ESC 1102H Honors Environmental Science
- ESC 3306 Natural Resources Conservation
- Complete nine upper-level ESC courses
- *Complete two courses from the following:*
 - BIO 1402 General Zoology
 - BIO 2403 General Botany
 - BIO 3303 Native Plants
 - BIO 3403 General Ecology
 - CHE 1341 Chemistry I and CHE 1141 Chemistry I Lab
 - CHE 1342 Chemistry II and CHE 1142 Chemistry II Lab
 - GLG 3301 Geology
 - PHY 1401 Physics I
- REL 3346 A Christian View of Nature
- ECO 2301 Introduction to Macroeconomics
- *Complete one course from the following:*
 - COM 2308 Writing for the Media and Public Relations
 - ENG 2311 Business and Technical Writing
- *Complete one course from the following:*
 - ESC 3303 Environmental Law
 - POLS 3301 Environmental Policy
- *Complete one course from the following:*
 - COM 3308 Persuasive Communication
 - COM 3310 Public Relations
 - COM 3350 Conflict Resolution
- *Complete 4 credits from the following options:*
 - Any 3 hours BIO or SCI travel course
 - BIO 3302, BIO 3370, SCI 3303, SCI 3304, BIO 1101-1106
 - ESC 1201 Fall Texas Master Naturalist Certification

- ESC 1202 Spring Texas Master Naturalist Certification
- ESC 4310 Environmental Science Internship
- Completion of Capstone Project
- Completion of Professional Portfolio

Environmental Science and Conservation Major (BS)

Program Coordinator: Samuel Whitehead

The Environmental Science and Conservation major requires students to examine the relationship between humans and the environment and prepares them to minimize human impact on environmental systems. The program follows a project-based curriculum and emphasizes field experiences, many of which take place in Concordia's nature preserve. Majors have numerous opportunities to work with local government agencies and volunteer groups solving critical environmental problems. Students interested in field work and technological solutions should consider the Bachelor of Science, which has a greater emphasis on the sciences.

Students interested in an introduction to this discipline are advised to take ESC 1302 Introduction to Environmental Science. This course counts toward the requirements for the major.

This major is offered in the following modalities: traditional (day-time, face-to-face) only.

Requirements

Concordia Common Experience/General Education (43-45 credit hours)

Supporting Coursework (7 credit hours)

- MTH 2301 Introduction to Statistics
- MTH 2401 Calculus I

Courses Required for the Major (56-58 credit hours)

- ESC 1302 Introduction to Environmental Science
- *Complete one course from the following:*
 - ESC 1102L Introduction to Environmental Science Lab
 - ESC 1102H Honors Environmental Science
- ESC 3306 Natural Resources Conservation
- ESC/CSC 1410 Introduction to Geographic Information Systems
- *Complete one course from the following:*
 - BIO 1402 General Zoology
 - BIO 2403 General Botany
- CHE 1341 Chemistry I
- CHE 1141 Chemistry I Lab
- *Complete two courses from the following:*
 - BIO 1402 General Zoology

- BIO 2403 General Botany
- BIO 3303 Native Plants
- BIO/ESC 3403 General Ecology
- CHE 1342 Chemistry II and CHE 1142 Chemistry II Lab
- CHE 2401 Organic Chemistry I
- GLG 3301 Geology
- PHY 1401 Physics I
- REL 3346 A Christian View of Nature
- ECO 2301 Introduction to Macroeconomics
- ENG 3312 Business and Technical Writing
- *Complete one course from the following:*
 - ESC 3303 Environmental Law
 - POLS 3301 Environmental Policy
- *Complete one course from the following:*
 - COM 3308 Persuasive Communication
 - COM 3310 Public Relations
 - COM 3350 Conflict Resolution
- *Complete 4 credits from the following options:*
 - Any 3 hours BIO or SCI travel course
 - BIO 3302, BIO 3370, SCI 3303, SCI 3304, BIO 1101-1106
 - ESC 1201 Fall Texas Master Naturalist Certification
 - ESC 1202 Spring Texas Master Naturalist Certification
- ESC 4310 Environmental Science Internship
- Complete 9 additional hours of upper-level ESC courses
- Completion of Capstone Project
- Completion of Professional Portfolio

Outcomes

- Students will communicate clearly, logically and creatively through written and oral communication, in individual and group projects.
- Students will think logically and analytically to problem solve through abstract thought, the use of computers and the methods of science.
- Students will develop expertise in these focus areas: wildlife management; water resources management; environmental education and communication; and planning and regulatory compliance.
- Students will articulate the aesthetic, ecological, and human health value of all creatures and places, not just those that are iconic, charismatic, or economically important.
- Students will actively engage in internships, volunteer work, and community outreach

Mathematics Major (BA)

Program Coordinator: Eric Staron

The Mathematics Major (BA) offers a flexible program of study. The BA develops a wide knowledge of mathematics which equips students with abilities to solve modern problems and answer critical questions in our society. Students will be employable in industry, schools, and related math/science fields.

This major is offered in the following modalities: traditional (day-time, face-to-face) only.

Requirements

Concordia Common Experience/General Education (43-45 credit hours)

Bachelor of Arts Degree Requirements (at least 9 credit hours)

- 3 hours from one of the following courses:
 - ENG 2301 Survey of Classicism
 - HIS 2311 World History to 1500
 - HIS 2312 World History from 1500
 - HIS 3308 Asian History and Culture
 - HIS 3301 History of Mexico
 - HIS 3314 Traditions/Values of Classical Civilizations
 - PHL 3301 Survey of Western Philosophy
 - PUBH 3314 Essentials of Global Health
- Modern or Classical Language:
 - Complete two consecutive terms (at least six credit hours) of a non-English language.

Courses Required for the Major (40 credit hours)

- MTH 2401 Calculus I
- MTH 2402 Calculus II
- MTH 3410 Calculus III
- MTH 3311 Linear Algebra
- *Complete one course from the following:*
 - MTH 3325 Real Analysis
 - MTH 3317 Ordinary Differential Equations
- *Complete one course from the following:*
 - MTH 3315 Abstract Algebra
 - MTH 3313 Number Theory
- MTH 3341 Theory of Probability
- MTH 2305 Discrete Structures
- CSC 1401 Introduction to Computer Science I
- Complete any upper-level (3000 or 4000) REL course
- Complete six (6) additional 2000-level or higher elective MTH courses.
 - **NOTE:** MTH 3301 and MTH 3302 are not accepted as 2000-level or higher courses for the math major.

Outcomes

- All students taking a mathematics class will have the ability to communicate clearly, logically, and creatively through written and oral communication, both as individuals and as groups.
- All students earning a BA in mathematics will have the ability to think logically and analytically to problem-solve through abstract thought.
- All students earning a BA in mathematics will develop an expertise in the field of mathematics.

Mathematics Major (BS)

The Mathematics Major (BS) offers courses in analysis, calculus, discrete mathematics, cryptology, differential equations, geometry, modeling, number theory, problem solving, probability, and statistics. In these courses, students develop the ability to reason clearly, think analytically, communicate mathematically, value mathematics, and solve problems.

This major is offered in the following modalities: traditional (day-time, face-to-face) only.

Requirements

Concordia Common Experience / General Education (43-45 credit hours)

Courses Required for the Major (47 credit hours)

- MTH 2401 Calculus I
- MTH 2402 Calculus II
- MTH 2301 Introduction to Statistics
- MTH 2305 Discrete Structures
- MTH 3410 Calculus III
- CSC 1401 Introduction to Computer Science I
- MTH 3311 Linear Algebra
- MTH 4101 Advanced Problem Solving
- MTH 3317 Differential Equations
- MTH 3315 Abstract Algebra
- Complete any upper-level (3000 or 4000) REL course
- Complete 12 hours from upper-level (3000 and 4000) MTH courses
 - **NOTE:** MTH 3301 and MTH 3302 are not accepted as upper-level courses for the math major.

Outcomes

- All students taking a mathematics class will have the ability to communicate clearly, logically, and creatively through written and oral communication, both as individuals and as groups.

- All students earning a BS in mathematics will have the ability to think logically and analytically to problem-solve through abstract thought.
- All students earning a BS in mathematics will develop an expertise in the field of mathematics.

Chemistry Minor (18 credit hours)

This minor is offered in the following modalities: traditional (day-time, face-to-face) only.

- CHE 1341 Chemistry I
- CHE 1141 Chemistry I Laboratory
- CHE 1342 Chemistry II
- CHE 1142 Chemistry II Laboratory
- Plus 10 upper-level hours in Chemistry

Environmental Science and Conservation Minor (18 credit hours)

This minor is offered in the following modalities: traditional (day-time, face-to-face) only.

- ESC 1302 Introduction to Environmental Science
- ESC 3306 Natural Resources Conservation
- Complete three upper-level ESC courses (at least 9 credit hours)
- *Complete one course from the following:*
 - BIO 3303 Native Plants
 - 3 hours of BIO or SCI field courses
 - GLG 3301 Geology
 - HIS 3344 American Environmental History
 - POLS 3301 Environmental Policy
 - REL 3346 A Christian View of Nature
 - A course with environmental emphasis as approved by the ESC Program Chair

Mathematics Minor (19 credit hours)

This minor is offered in the following modalities: traditional (day-time, face-to-face) only.

- MTH/CSC 2305 Discrete Structures
- MTH 2301 Introduction to Statistics
- MTH 2401 Calculus I
- Plus 9 additional upper-level hours in Mathematics
 - *Note: Only one of MTH 3301, 3302, and 3305 may apply toward the Mathematics minor requirements.*

College of Business and Communication

Dr. Abigail Pfister, College Director

Mission and Overview

The mission of the College of Business and Communication is to empower students to be people of influence in the competitive business, communication and global public health environment. We accomplish this mission by developing students in the critical competencies of their chosen concentration with a strong foundation in business and communication fundamentals. Our strong emphasis on critical thinking, leadership, ethics and spirituality is what differentiates our students. Through our efforts, we seek to send out a critical mass of highly skilled graduates in rewarding careers where they can be leaders influencing others and impacting their industry.

Why choose an Applied Business major (BAAS)?

The BAAS degree is a baccalaureate level “general studies” program designed to offer students with a vocational or technical associate AAS degree the opportunity to complete a bachelor degree. The BAAS, with a major in Applied Business, provides the necessary skills to advance into supervisory and entry-level management positions within the career path of the student as supported by the AAS training already achieved.

- Small business owners
- Managers in vocational areas
- Entrepreneurs
- Leaders in their field

Why choose a Business Administration major?

Business and communication skills are a common thread across industries and sectors of society. Individuals who have strong business acumen, effective communication skills, developed leadership skills, and a demonstrated ability to work independently and on teams are poised to start their own business and/or excel in careers in the industry of their choice. Our graduates have developed industry skills at various levels in the following concentrations and micro-concentrations:

Concentrations

- Accounting and Financial Management
- Global Healthcare Policy and Management
- Human Resource and Management
- Marketing
- Sports Administration

Micro-concentrations

- Communication
- Entrepreneurship
- Finance
- International Business

Why choose a Communication major?

Communicators are in every business. Communication students develop transferable skills in trust-building, decision-making, persuasion, teamwork, listening, speaking, writing, and media content-creation. These skills are not only among the highest ranked skills desired by company leaders, but also empower you to innovate, advocate, create, and achieve. Our graduates have become:

- Event planners
- Public relations specialists
- Sales representatives
- Social media managers
- Television hosts
- Customer service experts

Undergraduate Programs

Applied Business Major (BAAS)

Program Coordinator: Abigail Pfister

The structure of the Bachelor of Applied Arts and Science (BAAS) degree is designed to provide a smoother transfer path into a Bachelor's Degree from AAS degree programs, which are approved in Texas by the Workforce Commission to meet specific career skill requirements through college credit programs. The BAAS is an applied degree for career-minded students wishing to enter the workforce directly after graduation. The structure for the degree creates four classifications of credit requirements: a general education core, a coherent technical specialty earned through an AAS degree, a baccalaureate track enhancing the AAS and/or career, and general elective hours.

Students with an awarded, accredited AAS degree from a regionally accredited college/university will be considered for this program. If the student completes the Texas Common Core, they will be considered core complete with the exception of the courses listed in the Concordia Distinctive section of the Concordia Common Experience curriculum.

If the student is not Texas Common Core Complete (s)he will need to complete the Common Experience. All students must successfully complete the five courses of the Concordia Distinctive requirements (nine credit hours) in addition to all other academic requirements for the major as stated below:

This major is offered in the following modalities: traditional (day-time, face-to-face), and fully online.

Requirements

Concordia Common Experience / General Education (43-45 credit hours)

Courses Required for the Major (30 credit hours)

- BADM 3311 Principles of Management

- BADM 3321 Business Law
- BADM 3350 Principles of Marketing
- BADM 3371 Management Information Systems
- BADM 4310 Business Internship
- Complete any 3-credit upper-level REL course, or COM 2317 Cinema and Religion
- *Complete four courses from the following:*
 - COM 3331 Organizational Communication
 - BADM 3330 Project Management
 - BADM 3351 Selling and Sales Management
 - BADM 3353 Consumer Behavior
 - BADM 3375 Negotiations and Conflict Management
 - BADM 3398 National/International Travel
 - BADM 4380 Business and Community
 - LDR 3311 Diversity, Equity, and Inclusion in Leadership
 - LDR 3312 Community and Volunteer Leadership

Technical Specialty Hours (36 block credit hours)

Thirty-six (36) hours of block technical specialty transfer credit will be awarded with verification of an earned accredited AAS degree from a regionally accredited institution that follows the Texas Common core numbering system. AAS from other institutions will be considered on a case-by-case basis.

Outcomes

- BAAS students will demonstrate and effectively practice business skills including: management, leadership, marketing, sales and negotiations.
- BAAS students will align personal and organizational conduct with ethical and professional standards.
- BAAS students will articulate the integration of their technical training and business skills as they seek out leadership opportunities in their vocational fields.

Business Administration Major (BBA)

Program Coordinator: Elena Skouratova

With an emphasis on strong business acumen, the Business Administration major prepares students for work in various business industries as well as future graduate education and equips them to meet the demands of a rapidly changing marketplace. Students must select one full concentration in the area of Accounting and Financial Management, Global Healthcare Policy and Management, Human Resource and Management, Marketing, or Sports Administration. There are four optional micro-concentrations students may add to their degree plan, but these cannot take the place of a full concentration.

Students interested in an introduction to this discipline are advised to take BADM 1310 Introduction to Business and Entrepreneurship. This course counts toward the requirements for the major.

This major and most concentrations are offered in the following modalities: traditional (day-time, face-to-face), and fully online. See concentration list below for further details.

Requirements

Concordia Common Experience/General Education (43-45 credit hours)

Courses Required for the Major (39 credit hours)

Modalities: Traditional and online

- ACC 2301 Financial Accounting
- ACC 2302 Managerial Accounting
- ECO 2301 Macroeconomics
- ECO 2302 Microeconomics
- BADM 1310 Introduction to Business and Entrepreneurship
- BADM 2310 Global Business and Communication
- BADM 3311 Principles of Management
- BADM 3321 Business Law
- BADM 3350 Principles of Marketing
- BADM 3360 Finance
- BADM 3371 Management Information Systems
- MTH 2301 Introduction to Statistics
- Complete any 3-credit upper-level REL course, or COM 2317 Cinema and Religion

Choose one concentration:

Accounting and Financial Management Concentration (24 credit hours)

Modalities: Traditional and online

- BADM 3335 Data Analytics
- *Complete one course from the following:*
 - BADM 4367 Finance Internship
 - ACC 4310 Accounting Internship
- *Complete one course from the following:*
 - ACC 4380 Advanced Financial Accounting (Capstone)
 - BADM 4369 Financial Modeling in Excel (Capstone)
- *Complete five courses from the following:*
 - ACC 3301 Intermediate Accounting I
 - ACC 3302 Intermediate Accounting II
 - ACC 3320 Fundamentals of Taxation
 - ACC 3370 Audit Theory and Practice
 - ACC 3382 Fraud Examination

- BADM 3354 Entrepreneurship
- BADM 3361 Money and Banking
- BADM 3398 National/International Travel
- BADM 4361 Investments
- BADM 4363 International Financial Management
- BADM 4364 Corporate Finance
- BADM 4380 Business and Community
- LDR 3311 Diversity, Equity, and Inclusion in Leadership

Global Healthcare Policy and Management Concentration (24 credit hours)

Modalities: Traditional and online

- BADM/PUBH 1303 Introduction to Population Health
- BADM/PUBH 3314 Essentials of Global Public Health
- BADM/PUBH 3323 Globalization Trade and Health Policy
- *Complete one course from the following:*
 - BADM/PUBH 4302 Global Public Health Practicum (Capstone)
- *Complete four courses from the following:*
 - COM/PUBH 3370 Health Communication
 - BADM/PUBH 3315 Comparative Healthcare Systems
 - BADM 3354 Entrepreneurship
 - BADM 3398 National/International Travel
 - BADM/PUBH 4321 Public Health Organizations, Ethics and Law
 - BADM/PUBH 4398 Program Management and Health Evaluation
 - BADM 4380 Business and Community
 - LDR 3312 Community & Volunteer Leadership

Human Resources and Management Concentration (24 credit hours)

Modalities: Traditional and online

- BADM 3340 Fundamentals of Human Resource Management
- *Complete one course from the following:*
 - BADM 4341 Human Resource Internship
 - BADM 4310 Business Internship
- BADM 4312 Strategic Management (Capstone)
- *Complete five courses from the following:*
 - BADM 3330 Project Management
 - BADM 3380 Production & Operations Management
 - BADM 3353 Consumer Behavior
 - BADM 3354 Entrepreneurship
 - BADM 3341 Training and Development
 - BADM 3351 Selling and Sales Management
 - BADM 3375 Negotiations and Conflict Resolution
 - BADM 3398 National/International Travel

- BADM 4331 Organizational Behavior and Development
- BADM 4380 Business and Community
- COM 3308 Persuasive Communication
- COM 3331 Organizational Communication
- LDR 3311 Diversity, Equity, and Inclusion in Leadership

Marketing Concentration (24 credit hours)

Modalities: Traditional and online

- BADM 3335 Data Analytics
- BADM 4300 Marketing Capstone
- BADM 4352 Internship in Marketing
- *Complete five courses from the following:*
 - BADM 3351 Selling and Sales Management
 - BADM 3352 Integrated Marketing Communications
 - BADM 3353 Consumer Behavior
 - BADM 3354 Entrepreneurship
 - BADM 3372 Digital and Social Media Marketing
 - BADM 3398 National/International Travel
 - BADM 4333 Market Research and Analysis
 - BADM/COM 4351 Advertising Management
 - BADM 4380 Business and Community
 - COM 3310 Public Relations
 - COM 4301 Digital Journalism and New Media Communication
 - LDR 3311 Diversity, Equity, and Inclusion in Leadership

Sports Administration Concentration (24 credit hours)

Modalities: Traditional and online

- BADM 3335 Data Analytics
- BADM 4312 Strategic Management (Capstone)
- KIN 3345 Sports Communication
- KIN 3340 Legal and Ethical Aspects of Sports Administration
- BADM 4310 Business Internship
- *Complete three courses from the following:*
 - KIN 3315 Organization and Administration of Phys. Ed. & Sport
 - KIN 3331 Coaching and Team Sports
 - KIN 3334 Exercise and Sport Psychology
 - BADM 3354 Entrepreneurship
 - BADM 3372 Digital and Social Media Marketing
 - BADM 3375 Negotiations and Conflict Management
 - BADM 3380 Product and Operations Management
 - BADM 3398 National/International Travel
 - BADM 4380 Business and Community

- LDR 3313 Depths of Followership

Optional Micro-Concentrations

Must be taken in conjunction with one of the concentrations listed above.

Communication Micro Concentration (9 credit hours)

Modalities: Traditional and online

- Complete any 9 credits of upper-level COM courses not already taken in selected concentration.

Entrepreneurship Micro Concentration (9 credit hours)

Modality: Traditional only

- Complete three courses from the following:
 - BADM 3330 Project Management
 - BADM 3351 Selling and Sales Management
 - BADM 3354 Entrepreneurship
 - BADM 3372 Digital and Social Media Marketing
 - BADM 4312 Strategic Management
 - BADM 4333 Market Research and Analysis
 - BADM 4363 International Financial Management
 - BADM 4364 Corporate Finance

Finance Micro Concentration (9 credit hours)

Modality: Traditional only

- Complete three courses from the following:
 - BADM 3361 Money and Banking
 - BADM 4361 Investments
 - BADM 4363 International Financial Management
 - BADM 4364 Corporate Finance
 - BADM 4369 Financial Modeling in Excel

International Business Micro Concentration (9 credit hours)

Modalities: Traditional and online

- Complete three courses from the following:
 - BADM 3398 National/International Travel
 - BADM 4363 International Financial Management
 - COM 3335 Intercultural Communication
 - COM 3398 National/International Travel
 - BADM/PUBH 3314 Essentials of Global Public Health
 - POLS 3333 International Relations and Comparative Politics
 - SOC/HIS Race and Ethnic Relations

Outcomes

- BBA students will be able to identify and use effective communication (written, spoken) using a variety of mediums (person to person, visual, social, etc.) in order to collaborate effectively with teams, supervisors, peers and associates.
- BBA students will be able use qualitative and quantitative analytical skills to think creatively in problem solving and decision-making.
- BBA students will be able to draw upon a Christian worldview to think strategically, make decisions, and engage in business practices as they act as leaders and stewards of their talents, organizational resources, and the earth.
- BBA students Business will demonstrate and effectively practice their profession upon graduation by demonstrating knowledge and competency in the following areas: Accounting, Economics, Management, Quantitative Analysis, Finance, Marketing, Legal/Social Environment, and International Issues
- BBA students will apply professional competence and personal convictions to add value to their employers and communities.

Communication Major

Program Coordinator: Abigail Pfister

The mission of the Communication Major is to develop effective public speakers, versatile writers, advanced technology users, and healthy relationship partners. The Communication Major provides three concentrations: Public Relations and Advertising, Interpersonal Communication, and Visual Communication.

Students interested in an introduction to this discipline are advised to take COM 1300 Fundamentals of Communication. This course does not count toward the requirements for this major; however, it does fulfill a Concordia Common Experience/General Education requirement.

This major and some concentrations are offered in the following modalities: traditional (day-time, face-to-face) and fully online. See concentration list below for further details.

Requirements

Concordia Common Experience/General Education (43-45 credit hours)

Bachelor of Arts Degree Requirements (at least 9 credit hours)

- 3 hours from one of the following courses:
 - ENG 2301 Survey of Classicism
 - HIS 2311 World History to 1500
 - HIS 2312 World History from 1500
 - HIS 3308 Asian History and Culture
 - HIS 3301 History of Mexico
 - HIS 3314 Traditions/Values of Classical Civilizations

- PHL 3301 Survey of Western Philosophy
- PUBH 3314 Essentials of Global Health
- Modern or Classical Language:
 - Complete two consecutive terms (at least six credit hours) of a non-English language.

Courses Required for the Major (40 credit hours)

- COM 2100 Communication Practicum I
- COM 2301 Human Communication Theory
- COM 2308 Writing for the Media and Public Relations
- COM 2312 Focused Listening
- COM 2317 Cinema and Religion
- COM 2319 Digital and Media Literacy
- COM/PSY 3304 Group Dynamics
- COM 3335 Intercultural Communication
- COM 4310 Communication Internship*
- COM 4350 Communication Capstone
- LDR 3311 Diversity, Equity, and Inclusion in Leadership
- *Complete three courses from the following:*
 - COM course outside of one's concentration (can repeat up to three times)
 - COM 3398 National/International Travel*
 - COM 3399 Independent Study*
 - COM 3360 Topics in Communication
 - KIN 3345 Sports Communication
 - BADM 3350 Principles of Marketing
 - BADM 3351 Selling and Sales Management
 - BADM 3375 Negotiations and Conflict Management
 - BADM 4380 Business and Community

Choose one concentration:

Interpersonal Communication Concentration (24 credit hours)

Modality: Traditional only

- COM 3308 Persuasive Communication
- COM/PSY 3325 Interpersonal Relationships
- COM 3331 Organizational Communication
- COM 3350 Conflict Resolution
- LDR 3313 Depths of Followership
- *Complete one course from the following:*
 - COM 3310 Public Relations
 - COM 4301 Digital Journalism and New Media Communication
- *Complete one course from the following:*
 - COM 3340 Visual Communication Design

- COM 4340 Visual Production Design
- *Complete one course from the following:*
 - PSY 3331 Introduction to Counseling
 - PSY 3332 Personality Theories

Public Relations and Advertising Concentration (24 credit hours)

Modalities: Traditional and online

- COM 3308 Persuasive Communication
- COM 3310 Public Relations
- COM 3331 Organizational Communication
- COM 4301 Digital Journalism and New Media Communication
- COM/BADM 4351 Advertising Management
- *Complete one course from the following:*
 - COM/PSY 3325 Interpersonal Relationships
 - COM 3350 Conflict Resolution
- *Complete one course from the following:*
 - COM 2314 Communication Technology
 - COM 3320 Media Law and Ethics
- *Complete one course from the following:*
 - BADM 3372 Digital and Social Media Marketing
 - BADM 3352 Integrated Marketing Communication

Visual Communication Concentration (24 credit hours)

Modalities: Traditional and online

- COM 2314 Communication Technology
- COM 3320 Media Law and Ethics
- COM 4301 Digital Journalism and New Media Communication
- COM 3340 Visual Communication Design
- COM 4340 Visual Production and Design
- *Complete one course from the following:*
 - COM/PSY 3325 Interpersonal Relationships
 - COM 3350 Conflict Resolution
- *Complete one course from the following:*
 - COM 3310 Public Relations
 - COM/BADM 4351 Advertising Management
- *Complete one course from the following:*
 - ART 1308 Introduction to Photography
 - ART 3308 Color

**These courses may be repeated as long as the topic varies.*

Outcomes

- Communication Majors will identify and demonstrate effective written and oral communication across a variety of mediums (e.g., social media posts, articles, research papers, public presentations, and team collaborations).
- Communication Majors will be involved with Concordia campus life and engage in lifelong learning activities (e.g., Practicum projects, Tornado Podcast, Persuasion Contagion, and Communication Club).
- Communication Majors will increase their cross-cultural sensitivity by taking cultural and travel courses, studying abroad, and/or participating in international activities.
- Communication Majors will participate in service learning projects (e.g., through course assignments) to fulfill Concordia's mission of "developing Christian leaders."
- Communication Majors will demonstrate expertise in a field of study through their internships, practicum, and experiential learning activities.

Accounting and Financial Management Minor (18 credit hours)

This minor is offered in the following modalities: traditional and online.

- ACC 2301 Financial Accounting
- ACC 2302 Managerial Accounting
- BADM 3360 Finance
- *Complete three courses from the following:*
 - BADM 3335 Data Analytics
 - BADM 3354 Entrepreneurship
 - BADM 3361 Money and Banking
 - BADM 4361 Investments
 - BADM 4363 International Financial Management
 - BADM 4364 Corporate Finance
 - ACC 3301 Intermediate Accounting I
 - ACC 3302 Intermediate Accounting II
 - ACC 3320 Fundamentals of Taxation
 - ACC 3370 Audit Theory and Practice
 - ACC 3382 Fraud Examination
 - LDR 3311 Diversity, Equity, and Inclusion in Leadership

NOTE: *This minor is intended for students who are NOT receiving a Bachelor of Business Administration degree.*

Human Resources and Management Minor (18 credit hours)

This minor is offered in the following modalities: traditional and online.

- BADM 3311 Principles of Management
- BADM 3340 Fundamentals of Human Resource Management
- *Complete four courses from the following:*
 - BADM 3330 Project Management

- BADM 3380 Production & Operations Management
- BADM 3353 Consumer Behavior
- BADM 3354 Entrepreneurship
- BADM 3341 Training and Development
- BADM 3351 Selling and Sales Management
- BADM 3375 Negotiations and Conflict Management
- BADM 4312 Strategic Management
- BADM 4331 Organizational Behavior and Development
- COM 3308 Persuasive Communication
- COM 3331 Organizational Communication
- LDR 3311 Diversity, Equity, and Inclusion in Leadership

Leadership Studies Minor (15-18 credit hours)

This minor is offered in the following modalities: online only.

- LDR 3311 Diversity, Equity & Inclusion in Leadership
- LDR 3312 Community & Volunteer Leadership
- LDR 3313 The Depths of Followership
- LDR 43XX Creating Lasting Changes
- *Complete a minimum of two courses AND a minimum of 3 credits from the following:*
 - LDR 2116S or 2116T
 - BADM 3311, 3341, 3375, 4312, or 4331
 - COM 2312, 3304, 3325, 3331, 3335, or 3350
 - ENG 2303, 3323, or 4307
 - CRIJ 3306
 - HIS 2306 or 3302
 - POLS 2116, 3321, 3323, or 4335
 - PSY 3304, 3325, or 3332
 - SOC 2306
 - REDU 3240, 3232, 3310, 3316, or 3341
 - REL 3333
 - THEA 2322
 - ESC 1201, 1202, or 3306
 - BIO 1101:1106, 3302, 3370, or 4410
 - SCI 3303, 3304, or 3307
 - KIN 3315, 3331, 3332, or 3345
 - NUR 3330, 4280, or 4357 (NUR courses restricted for Nursing students only)

Marketing Minor (18 credit hours)

This minor is offered in the following modalities: traditional and online.

- BADM 3350 Principles of Marketing
- BADM 3335 Data Analytics

- *Complete four courses from the following:*
 - BADM 3351 Selling and Sales Management
 - BADM 3352 Integrated Marketing Communications
 - BADM 3353 Consumer Behavior
 - BADM 3354 Entrepreneurship
 - BADM 3372 Digital and Social Media Marketing
 - BADM 4333 Market Research and Analysis
 - BADM/COM 4351 Advertising Management
 - BADM 4300 Marketing Capstone
 - COM 3310 Public Relations
 - COM 4301 Digital Journalism and New Media Communication
 - LDR 3311 Diversity, Equity, and Inclusion in Leadership

Sports Administration Minor (18 credit hours)

This minor is offered in the following modalities: traditional and online.

- BADM 3311 Principles of Management
- BADM 3335 Data Analytics
- KIN 3345 Sports Communication
- KIN 3340 Legal and Ethical Aspects of Sports Administration
- *Complete two courses from the following:*
 - KIN 3315 Organization and Administration of Phys. Ed & Sport
 - BADM 3354 Entrepreneurship
 - BADM 3372 Digital and Social Media Marketing
 - BADM 3375 Negotiations and Conflict Management
 - LDR 3313 Depths of Followership

Interpersonal Communication Minor (21 credit hours)

This minor is offered in the following modalities: traditional only.

Students majoring in Communication may not minor in Interpersonal Communication.

- COM 2312 Focused Listening
- COM 3304 Group Dynamics
- COM 3308 Persuasive Communication
- COM 3325 Interpersonal Relationships
- COM 3335 Intercultural Communication
- COM 3350 Conflict Resolution
- COM 4350 Communication Capstone

Public Relations and Advertising Minor (21 credit hours)

This minor is offered in the following modalities: traditional and online.

Students majoring in Communication may not minor in Public Relations and Advertising.

- COM 2308 Writing for the Media and Public Relations

- COM 3308 Persuasive Communication
- COM 3310 Public Relations
- COM 4301 Digital Journalism and New Media Communication
- COM 4350 Communication Capstone
- BADM 3372 Digital and Social Media Marketing
- BADM/COM 4351 Advertising Management

Visual Communication Minor (21 credit hours)

This minor is offered in the following modalities: traditional and online.

Students majoring in Communication may not minor in Visual Communication.

- COM 2314 Communication Technology
- COM 3320 Media Law and Ethics
- COM 4301 Digital Journalism and New Media Communication
- ART 1308 Introduction to Photography
- COM 3340 Visual Communication Design
- COM 4340 Visual Production and Design
- COM 4350 Communication Capstone

Graduate Programs

Master of Business Administration (MBA)

Program Director, Dr. Daniel Guerrero

The Concordia MBA is designed for professionals with a sincere desire to become meaningful leaders who will change the world around them. MBA graduate students will master core business concepts, utilize analytical tools, and enhance leadership skills to build a better future. With a rich business curriculum, students will benefit from guest speakers, computerized simulations, case studies, learning teams, along with real world business projects by partnering with local businesses and nonprofit organizations.

This program is offered in the following modalities: hybrid (evening), and fully online. Not all concentrations are available in every modality. See the concentration list below for further details.

Requirements

Courses Required for the Major (30 credit hours)

- MBA 5306 Critical Thinking
- MBA 5103 Leadership Self
- MBA 5201 Marketing Management
- MBA 5200 Data Analytics
- MBA 5202 Managerial Economics
- MBA 5208 Organizational Ethics, Behavior and Change

- MBA 5220 Business, Society and Public Policy
- MBA 5207 Financial Accounting and Management
- MBA 5113 Leadership Others
- MBA 5222 Leadership Community
- MBA 5216 Managing Operations and Supply Chain
- MBA 5312 Corporate Finance & Investments
- MBA 5225 Entrepreneurship and Innovation
- MBA 5447 Capstone

Master Business Administration with Concentrations

Students who choose to add a concentration path to the MBA program will be required to complete the general MBA program courses in proper sequence. This includes successfully completing the first 24 credit hours and with an additional 12 credit hours of the organizational development and learning concentration courses for a total of 36 credit hours per the degree plan. Students must maintain a minimum GPA of 3.0 or above to be eligible for this program. Students can choose to add concentration in Healthcare Administration, Organizational Development and Learning, or School Finance and Operations.

Requirements

Courses Required for the Major (24 credit hours)

- MBA 5306 Critical Thinking
- MBA 5103 Leadership Self
- MBA 5201 Marketing Management
- MBA 5200 Data Analytics
- MBA 5202 Managerial Economics
- MBA 5208 Organizational Ethics, Behavior and Change
- MBA 5220 Business, Society and Public Policy
- MBA 5207 Financial Accounting and Management
- MBA 5113 Leadership Others
- MBA 5222 Leadership Community
- MBA 5216 Managing Operations and Supply Chain
- MBA 5312 Corporate Finance and Investments

Choose one concentration:

Healthcare Administration (12 credit hours)

Modality: fully online only

MBA 5350H Healthcare Strategy and Business Planning

MBA 5352H Ethical and Legal Issues in Healthcare Management

MBA 5354H Policy Trends and Considerations for the Healthcare Manager

MBA 5356H Quality Methods for Healthcare Performance

Organizational Development and Learning (12 credit hours)

Modality: fully online only

MBA 5309 Organizational Culture, Power and Influence

MBA 5319 Talent Management

MBA 5318 Principles of Corporate Training and Learning

MBA 5313 Organizational Processes in Consulting and Coaching

School Finance and Operations (12 credit hours)

Modality: fully online only

MBA 5370 School Operations I

MBA 5371 School Operations II

MBA 5372 School Finance for Business Officials

MBA 5373 School Law for Business Officials

Optional Elective: MBA Internship

MBA 5310 Internship (3 credit hours)

The internship provides students with the opportunity to apply the cumulative knowledge and skills in the MBA program to a real-world work environment. The internship involves the following steps: 1) selecting a work site; 2) developing a contract that ensures both employer and student benefit; 3) fulfilling the contract activity through ongoing work; and 4) preparing a paper that summarizes the learning experience and outcomes. The expectation is for a minimum of 150 hours completed in this internship. Prerequisites: Students must successfully complete 6 credit hours of the MBA program and must have a minimum of a 3.0 GPA to be eligible. The internship course does not warrant course substitutions or course transfers.

Outcomes

- Students will master core business concepts and analytical tools in marketing, economics, finance, management, operations, strategy, entrepreneurship, and leadership.
- Students will be able to make courageous and effective decisions about complex business situations by utilizing quantitative and qualitative information along with ethics and personal values.
- Students will be able to identify, organize, and deploy resources necessary for an effective and efficient business or undertaking that positively impacts the community.
- Students will be able to effectively communicate and collaborate with team members, those they are leading, and community/business partners.
- Students will demonstrate knowledge and application of prescribed ethical codes and conduct to develop as professional leaders in the workplace.

College of Education

Dr. Stephanie Hartzell, Director

Mission and Overview

The College of Education supports the mission of Concordia University Texas by providing ongoing education for pre-service and in-service teachers in a collaborative, field-based, Christian environment for the life-long pursuit of excellence in teaching, learning and serving.

As a student in the undergraduate teacher education programs in the College of Education, you will prepare to be an “inspiring and engaging” teacher in a public, private, parochial or charter school. You will focus specifically on the level of student and content you wish to teach, from preschool through high school level.

Why Choose a Degree from the College of Education?

Each day a teacher-educator molds our future. Teachers create the environment that opens up the minds of our young people to the world around them. They foster creativity, help build character, inspire discovery, and provide role models. Teachers change lives. You can be “that” teacher.

Why choose an Education major?

Students often pursue a major in Education to prepare for:

- Certification to teach
- Teaching or training programs for adults
- Workforce development
- Community education
- International training and development
- Development of children’s programs
- A role in policy-making
- Work in educational settings

Undergraduate Programs

The GPA of 2.75 must be maintained each term to continue in a teacher certification program. All courses in The Concordia Common Experience curriculum, Concentrations, and Major must be completed with grades of “C” or above. College of Education students should visit the College of Education handbook for further details regarding program requirements.

Interdisciplinary Studies Major

Program Coordinator: Carol Trovall

Education students who major in interdisciplinary studies will gain a strong foundation in educational philosophy and teaching strategies while learning the fundamentals of the core contents

covered in elementary and middle school including math, science, social studies, English language arts, reading, health, PE, and fine arts. Students will select one of three concentrations:

- ECE - 6th grade (for students seeking to apply for certification to teach all core subjects to students in PK - 6th grade),
- 4th - 8th grade (for students seeking to apply for certification to teach all core subjects to students in grades 4 through 8), and
- Generalist (for students seeking a strong foundation in the core contents, but not seeking to apply for certification upon graduation).

NOTE: Because students must meet the requirements mandated by the state legislature and Texas Education Agency (TEA) at the time of graduation, the degree program that was in place at the time they entered Concordia may change by the time a student graduates.

This major and each concentration is offered in the following modalities: traditional (day-time, face-to-face) only.

Requirements

Concordia Common Experience / General Education (43-45 credit hours)

Bachelor of Arts Degree Requirements (at least 9 credit hours)

- 3 hours from one of the following courses:
 - ENG 2301 Survey of Classicism
 - HIS 2311 World History to 1500
 - HIS 2312 World History from 1500 (also a required supporting course)
 - HIS 3308 Asian History and Culture
 - HIS 3301 History of Mexico
 - HIS 3314 Traditions/Values of Classical Civilizations
 - PHL 3301 Survey of Western Philosophy
 - PUBH 3314 Essentials of Global Health
- Modern or Classical Language:
 - Complete two consecutive terms (at least six credit hours) of a non-English language.

Supporting Coursework (25 credit hours)

- MTH 1351 College Algebra
- PSY 1311 Intro to Psychology
- PHY 1441 Conceptual Physics
- HIS 2312 World History from 1500
- EDU 2323 Educational Technology
- HIS 1301 US History to 1877
- KIN 3333 or EDU 3331 Methods of Teaching PE
- FA 2310 Fine Arts Methods (satisfies 3 of the 5 FA credits in the major)

Courses Required for the Major (41-42 credit hours)

- EDU 1201 Intro to Education
- EDU 2343 Educational Psychology
- EDU 2304 Children's Literature
- EDU 2310 Intro to Exceptional Learners
- EDU 3311 Teaching Strategies & Assessment
- EDU 2320 Teaching Culturally & Linguistically Diverse Students
- HIS 3311 Texas History
- MTH 3301 Mathematics for Teachers I
- MTH 3302 Mathematics for Teachers II
- RDG 3311 Foundations of Literacy
- EDU 3340 Societal Relationships & Class Management
- EDU 4101 Teacher Ed Seminar
- FA 5 credits Fine Arts (ART, THE, MUS)
- *Complete one course from the following:*
 - ESC 1302 Intro to Environmental Science
 - BIO 1401 Principles of Biology

Choose one concentration:

Teaching Core Subjects EC-6th (30 credit hours)

- RDG 3326 Literacy & Language- Primary Grades
- ECE 3320 ECE Curriculum, Methods & Materials
- RDG 4327 Literacy & Language- Intermediate Grades
- EDU 4305 Mathematical Methods-Elem
- EDU 4307 Science & Health Methods – Elementary
- EDU 4312 Methods of Social Studies
- EDU 41200 Clinical Teaching

Teaching Core Subjects 4th-8th (36 credit hours)

- MTH 3305 Mathematics for Teachers III
- HIS 1302 US History from 1877
- RDG 3326 Primary Literacy
- RDG 3342 Disciplinary Literacy
- RDG 4327 Literacy & Language- Intermediate Grades
- EDU 4305 Mathematical Methods-Elem
- EDU 4307 Science & Health Methods – Elementary
- EDU 4312 Methods of Social Studies
- EDU 41200 Clinical Teaching

Generalist Education (27 credit hours)

This concentration is designed for students who are unable to continue in a teacher education program according to the Texas Education Agency standards and does not lead to certification. This concentration will allow the student to graduate with the combination of coursework below.

- 9 Courses in the following subject areas with at least 12 upper-level credit total
 - Early Childhood Education (ECE)
 - Education (EDU)
 - Math (MTH)
 - Science (SCI), Environmental Science (ESC), Physics (PHY), Biology (BIO), or Chemistry (CHE)
 - Reading (RDG), English (ENG)
 - History (HIS)
 - Art (ART), Music (MUS), Theatre (THEA), Kinesiology (KIN)

Micro-Concentrations

The following micro-concentrations are not required but encouraged to be taken in addition to the required concentration for education majors. Please note that some of the micro-concentrations listed below will not necessarily lead to additional certifications; students should contact their faculty advisor for more information.

Bilingual Education (12 credits)

NOTE: 50 hours of field experience in a bilingual education classroom required (also fulfills 50 of the required fieldwork hours in the program)

- SPN 2311 Spanish III
- SPN 2312 Spanish IV
- EDU 33XX Fundamental Language Concepts and Language Acquisition
- *Choose one, two-week summer course:*
 - EDU 4301 Urban Immersion Seminar (NYC)
 - EDU 43XX Urban Immersion Seminar (Central Texas)

ESOL - English for Speakers of Other Languages (6 credits)

NOTE: 50 hours of field experience in an ESL classroom required (also fulfills 50 of the required fieldwork hours in the program)

- EDU 33XX Fundamental Language Concepts and Language Acquisition
- *Choose one, two-week summer course:*
 - EDU 4301 Urban Immersion Seminar (NYC)
 - EDU 43XX Urban Immersion Seminar (Central Texas)

Special Education (6 credits)

NOTE: 50 hours of field experience in a special education classroom required (also fulfills 50 of the required fieldwork hours in the program)

- *Choose two courses from the following:*
 - SPED 3302 Language & Intercultural Communications

- SPED 3303 Assessment for Diverse Learners
- SPED 3304 Consultation and Collaboration

Teacher Residency (18 credits)

NOTE: This micro-concentration requires application and agreement with partner district. Students are assigned to one fieldwork/clinical teaching placement for their entire senior year with additional hours required.

- EDU 4601 Teacher Residency (Fall – minimum of 210 fieldwork hours)
- EDU 41200 Clinical Teaching (Spring – minimum of 490 fieldwork hours)

Urban Education (6 credits)

NOTE: 50 hours of field experience in an urban classroom required (also fulfills 50 of the required fieldwork hours in the program)

- EDU 33XX Fundamental Language Concepts and Language Acquisition
- EDU 4301 Urban Immersion Seminar (NYC)

STEM Math (6 credits)

NOTE: This micro-concentration can only be paired with the Interdisciplinary Studies major (alongside the required EC-6 or 4-8 Concentration). 50 hours of field experience in a math class required (also fulfills 50 of the required fieldwork hours in the program)

- MTH 3305 Math for Teachers III
- *Complete one course from the following:*
 - MTH 2301 Introduction to Statistics
 - MTH 2305 Discrete Structures

STEM Science (6-8 credits)

NOTE: This micro-concentration can only be paired with the Interdisciplinary Studies major (alongside the required EC-6 or 4-8 Concentration). 50 hours of field experience in a science class required (also fulfills 50 of the required fieldwork hours in the program)

- *Complete two courses from the following:*
 - BIO 1403 Cellular & Molecular Biology
 - BIO 2403 General Botany
 - BIO 3310 Nutrition
 - BIO 3403 General Ecology
 - CHE 1341 Chemistry I
 - ESC 3308 Environmental Education
 - SCI 1402 Intro to Astronomy

Christian Teacher Diploma

Lutheran Teacher Diploma

See Special Programs section for course requirements.

Outcomes

In alignment with Texas Education Teacher Standards, Interdisciplinary Studies graduates will:

- Design instruction appropriate for all students that reflects an understanding of relevant content and is based on continuous and appropriate assessment
- Create a classroom environment of respect and rapport that fosters a positive climate for learning, equity, and excellence.
- Promote student learning by providing responsive instruction that makes use of effective communication techniques, instructional strategies that actively engage students in the learning process, and timely, high-quality feedback.
- Fulfill professional roles and responsibilities and adhere to legal and ethical requirements of the profession.

Education Content Curriculum Major

Program Coordinator: Carol Trovall

Students who major in Education - Content Curriculum will gain a strong foundation in educational philosophy and strategies while gaining expertise in one content area. Students will select one of several concentrations to pair with the Education major that can lead to being released to test and apply for teacher certification. The concentration will include a content area and a grade range. Concordia University Texas is credentialed to prepare students for and release them to test and apply for certification in the following areas:

- English Language Arts and Reading 4-8 Concentration
- English Language Arts and Reading 7-12 Concentration or double major in English
- History 7-12 concentration or double major in History
- Life Science 7-12 concentration or double major in BA in Biology
- Math 4-8 Concentration
- Math 7-12 Concentration or double major in BA in Math
- Science Composite 4-8 Concentration
- Science Composite 7-12 Concentration
- Social Studies 4-8 Concentration
- Social Studies 7-12 Concentration
- English Language Arts and Reading, and Social Studies 4-8 Concentration
- Music EC-12 - requires double major in Music and Education
- Physical Education EC-12 Concentration

Students may not pair a major in Education - Content Curriculum with any areas that are not listed above. Students will only be released to test in one area of certification upon graduation. After graduation and successful acquisition of initial certification, students seeking certification in additional areas will apply directly to the state.

This major and each concentration is offered in the following modalities: traditional (day-time, face-to-face) only.

Requirements

Concordia Common Experience/General Education (43-45 credit hours)

Bachelor of Arts Degree Requirements (at least 9 credit hours)

- 3 hours from one of the following courses:
 - ENG 2301 Survey of Classicism
 - HIS 2311 World History to 1500
 - HIS 2312 World History from 1500
 - HIS 3308 Asian History and Culture
 - HIS 3301 History of Mexico
 - HIS 3314 Traditions/Values of Classical Civilizations
 - PHL 3301 Survey of Western Philosophy
 - PUBH 3314 Essentials of Global Health
- Modern or Classical Language:
 - Complete two consecutive terms (at least six credit hours) of a non-English language.

Supporting Coursework (6 credit hours)

- PSY 1311 Intro to Psychology
- EDU 2323 Educational Technology

Courses Required for the Major (33 credit hours)

- EDU 1201 Intro to Education
- EDU 2343 Educational Psychology
- EDU 2310 Intro to Exceptional Learners
- EDU 3311 Teaching Strategies & Assessment
- EDU 2320 Teaching Culturally & Linguistically Diverse Students
- EDU 3340 Societal Relationships & Class Management
- EDU 4101 Teacher Ed Seminar
- RDG 3342 Disciplinary Literacy
- EDU 41200 Clinical Teaching

Choose one concentration:

English Language Arts and Reading 4th-8th (39 credit hours)

- ENG 3332 Teaching Writing with Adolescent Literature
- ENG 2301 Survey of Classicism
- ENG 2303 American Literature
- ENG 2305 Survey of British Lit
- ENG 2331 History of the English Language

- ENG 3305 Poetry
- ENG 3311 Advanced Writing
- ENG 3323 Shakespeare
- ENG 2307 Introduction to Literary Criticism
- RDG 3311 Foundations of Literacy
- RDG 3326 Primary Literacy
- RDG 4327 Literacy & Language – Intermediate Grades
- *Complete one course from the following:*
 - ENG 3302 Drama
 - ENG 3341 Hispanic Writers of the US
 - ENG 3303 Short Story
 - ENG 4301 Special Topics in Literature

English Language Arts and Reading 7th-12th (36 credit hours)

- ENG 3332 Teaching Writing with Adolescent Literature
- ENG 2301 Survey of Classicism
- ENG 2303 American Literature
- ENG 2305 Survey of British Lit
- ENG 2331 History of the English Language
- ENG 3305 Poetry
- ENG 3311 Advanced Writing
- ENG 3323 Shakespeare
- ENG 2307 Introduction to Literary Criticism
- EDU 4300 Secondary Content Methods
- *Complete one course from the following:*
 - ENG 3302 Drama
 - ENG 3341 Hispanic Writers of the US
 - ENG 3303 Short Story
 - ENG 4301 Special Topics in Literature
- *Complete one course from the following:*
 - ENG 3301 British Novel
 - ENG 3308 American Novel

NOTE: In lieu of *English Language Arts and Reading 7th-12th* concentration, students may double major in *English* with the *English Education Concentration plus EDU 4300*.

History 7th-12th (45 credit hours)

- HIS 2301 Historical Methods
- HIS 2306 Race & Ethnic Relations
- HIS 1301 U.S. History to 1877
- HIS 1302 US History from 1877
- HIS 2311 World History to 1500
- HIS 2312 World History from 1500

- HIS 3301 History of Mexico
- HIS 3308 Asian History & Culture
- HIS 3321 International Relations Since 1919
- HIS 3341 Civil War
- HIS 3311 Texas History
- HIS 3343 Post World War II America
- EDU 4300 Secondary Methods
- *Complete one course from the following:*
 - HIS 3342 American West
 - HIS 4360 Topics in History
 - HIS 3344 American Environmental History
- *Complete one course from the following:*
 - HIS 1312 Human Geography
 - HIS 3314 Traditions/Values of Classical Civilizations
 - HIS 3352 Middle Ages

NOTE: In lieu of *History 7th-12th* concentration, students may double major in *History plus EDU 4300*

Life Science 7th-12th (42-43 credit hours)

- BIO 1402 General Zoology
- BIO 1403 Cellular & Molecular Biology
- BIO 2403 General Botany
- BIO 3403 General Ecology
- BIO 3404 Genetics
- BIO 3411 Human Anatomy & Physiology I
- CHE 1341 Chemistry I
- CHE 1141 Chemistry I Lab
- CHE 1342 Chemistry II
- CHE 1142 Chemistry II Lab
- PHY 1401 Physics I
- EDU 4300 - Secondary Content Methods
- *Complete one course from the following:*
 - BIO 3302 Tropical Biology
 - BIO 3310 Nutrition
 - BIO 3370 Ecology of the Pacific Northwest
 - BIO 3401 General Microbiology

NOTE: In lieu of *Life Science 7th-12th* concentration, students may double major in *BA in Biology plus EDU 4300*.

Math 4th-8th (31 credit hours)

- MTH 2301 Introduction to Statistics
- MTH 1352 Pre-Calculus
- MTH 2401 Calculus I

- MTH 3311 Linear Algebra
- MTH 3313 Number Theory
- MTH 3316 Geometry
- *Complete one course from the following:*
 - EDU 4305 Mathematical Methods-Elem
 - EDU 4300 Secondary Content Methods
- MTH 3301 Mathematics for Teachers I
- MTH 3302 Mathematics for Teachers II
- MTH 3305 Mathematics for Teachers III

Math 7th-12th (39 credit hours)

- MTH 2301 Introduction to Statistics
- MTH 1352 Pre-Calculus
- MTH 2401 Calculus I
- MTH 3305 Mathematics for Teachers III
- MTH 3311 Linear Algebra
- MTH 3313 Number Theory
- MTH 3316 Geometry
- EDU 4300 - Secondary Content Methods
- MTH 2402 Calculus II
- MTH 3410 Calculus III
- MTH 3317 Differential Equations
- MTH 3341 Theory of Probability

NOTE: In lieu of *Math 7th-12th* concentration, students may double major in *BA in Math plus EDU 4300*

Science Composite 4th-8th (41-42 credit hours)

- BIO 1402 General Zoology
- BIO 1403 Cellular & Molecular Biology
- BIO 3411 Human Anatomy & Physiology I
- CHE 1341 Chemistry I
- CHE 1141 Chemistry I Lab
- CHE 1342 Chemistry II
- CHE 1142 Chemistry II Lab
- ESC 3403 General Ecology
- GLG 3301 Geology
- PHY 1401 Physics I
- SCI 1402 Introduction to Astronomy
- *Complete one course from the following:*
 - EDU 4307 Science and Health for Elementary Teachers
 - EDU 4300 Secondary Content Methods
- *Complete one course from the following:*

- BIO 3404 Genetics
- BIO 3310 Nutrition
- BIO 3401 General Microbiology
- BIO 3412 Human Anatomy & Physiology II
- CHE 3301 Inorganic Chemistry

Science Composite 7th-12th (49 credit hours)

- BIO 1402 General Zoology
- BIO 1403 Cellular & Molecular Biology
- BIO 3411 Human Anatomy & Physiology I
- CHE 1341 Chemistry I
- CHE 1141 Chemistry I Lab
- CHE 1342 Chemistry II
- CHE 1142 Chemistry II Lab
- ESC 3403 General Ecology
- GLG 3301 Geology
- PHY 1401 Physics I
- SCI 1402 Introduction to Astronomy
- EDU 4300 - Secondary Content Methods
- PHY 1402 Physics II
- BIO 3404 Genetics

Social Studies 4th-8th (42 credit hours)

- ECO 2301 Macroeconomics
- HIS 1312 Human Geography
- HIS 2301 Historical Methods
- HIS 2306 Race and Ethnic Relations
- HIS 1301 U.S. History to 1877
- HIS 1302 U.S. History from 1877
- HIS 2311 World History to 1500
- HIS 2312 World History from 1500
- HIS 3311 Texas History
- POLS 3332 American Political Institutions and Processes
- SOC 1301 Introduction to Sociology
- *Complete one course from the following:*
 - EDU 4312 Methods of Social Studies
 - EDU 4300 Secondary Content Methods
- *Complete two courses from the following:*
 - HIS 3301 History of Mexico
 - HIS 3308 Asian History & Culture
 - HIS 3341 Civil War Era
 - HIS 3342 American West

- HIS 3343 Post-World War II America
- POLS 3321 Public Policy
- HIS 3344 American Environmental History

Social Studies 7th-12th (42 credit hours)

- ECO 2301 Macroeconomics
- HIS 1312 Human Geography
- HIS 2301 Historical Methods
- HIS 2306 Race and Ethnic Relations
- HIS 1301 U.S. History to 1877
- HIS 1302 U.S. History from 1877
- HIS 2311 World History to 1500
- HIS 2312 World History from 1500
- HIS 3311 Texas History
- POLS 3332 American Political Institutions and Processes
- SOC 1301 Introduction to Sociology
- EDU 4300 - Secondary Content Methods
- *Complete two courses from the following:*
 - HIS 3301 History of Mexico
 - HIS 3308 Asian History & Culture
 - HIS 3341 Civil War Era
 - HIS 3342 American West
 - HIS 3343 Post-World War II America
 - POLS 3321 Public Policy
 - HIS 3344 American Environmental History

English Language Arts and Reading, and Social Studies 4th-8th (51 credit hours)

- ENG 3332 Teaching Writing with Adolescent Literature
- ENG 2303 American Literature
- ENG 2305 British Literature
- ENG 2331 History of the English Language
- ENG 3311 Advanced Writing
- ENG 3303 Short Story
- HIS 1312 Human Geography
- HIS 1301 U.S. History to 1877
- HIS 1302 U.S. History from 1877
- HIS 2311 World History to 1500
- HIS 2312 World History from 1500
- HIS 3311 Texas History
- RDG 3311 Foundations of Literacy
- RDG 3326 Primary Literacy
- RDG 4327 Literacy & Language- Intermediate Grades

- EDU 4300 Secondary Content Methods
- *Complete one course from the following:*
 - ENG 3302 Drama
 - ENG 3341 Hispanic Writers of the US

Music EC-12th

- ***Must also earn a BA in Music - Music Education***
- MUS 3331 Music Pedagogy
- EDU 4300 Secondary Content Methods

Physical Education EC-12th (44 credit hours)

- KIN 1302 First Aid and Safety
- KIN 2301 Personal and Community Health
- KIN 2330 Prevention & Treatment of Movement Injuries
- KIN 3313 Motor Development and Learning
- KIN 3316 Evaluation in Physical Education and Sport
- BIO 1403 Cellular and Molecular Biology
- BIO 3411 Human Anatomy and Physiology I
- KIN 2303 Theory and Application of Physical Fitness
- KIN 3315 Organization and Admin of Phys. Ed. & Sport
- KIN/PSY 3334 Exercise and Sports Psychology
- KIN 3331 Coaching Team Sports
- KIN 3332 Coaching Individual Sports
- KIN 3333 Methods of Teaching Physical Education
- EDU 4300 Secondary Content Methods

Micro-Concentrations

The following micro-concentrations are not required but encouraged to be taken in addition to the required concentration for education majors. Please note that some of the micro-concentrations listed below will not necessarily lead to additional certifications; students should contact their faculty advisor for more information.

Bilingual Education (12 credits)

NOTE: 50 hours of field experience in a bilingual education classroom required (also fulfills 50 of the required fieldwork hours in the program)

- SPN 2311 Spanish III
- SPN 2312 Spanish IV
- EDU 33XX Fundamental Language Concepts and Language Acquisition
- *Choose one, two-week summer course:*
 - EDU 4301 Urban Immersion Seminar (NYC)
 - EDU 43XX Urban Immersion Seminar (Central Texas)

ESOL - English for Speakers of Other Languages (6 credits)

NOTE: 50 hours of field experience in an ESL classroom required (also fulfills 50 of the required fieldwork hours in the program)

- EDU 33XX Fundamental Language Concepts and Language Acquisition
- *Choose one, two-week summer course:*
 - EDU 4301 Urban Immersion Seminar (NYC)
 - EDU 43XX Urban Immersion Seminar (Central Texas)

Special Education (6 credits)

NOTE: 50 hours of field experience in a special education classroom required (also fulfills 50 of the required fieldwork hours in the program)

- *Choose two courses from the following:*
 - SPED 3302 Language & Intercultural Communications
 - SPED 3303 Assessment for Diverse Learners
 - SPED 3304 Consultation and Collaboration

Teacher Residency (18 credits)

NOTE: This micro-concentration requires application and agreement with partner district. Students are assigned to one fieldwork/clinical teaching placement for their entire senior year with additional hours required.

- EDU 4601 Teacher Residency (Fall – minimum of 210 fieldwork hours)
- EDU 41200 Clinical Teaching (Spring – minimum of 490 fieldwork hours)

Urban Education (6 credits)

NOTE: 50 hours of field experience in an urban classroom required (also fulfills 50 of the required fieldwork hours in the program)

- EDU 33XX Fundamental Language Concepts and Language Acquisition
- EDU 4301 Urban Immersion Seminar (NYC)

Christian Teacher Diploma

Lutheran Teacher Diploma

See Special Programs section for course requirements.

Outcomes

In alignment with Texas Education Teacher Standards, Education Content Curriculum graduates will:

- Design instruction appropriate for all students that reflects an understanding of relevant content and is based on continuous and appropriate assessment.
- Create a classroom environment of respect and rapport that fosters a positive climate for learning, equity, and excellence.

- Promote student learning by providing responsive instruction that makes use of effective communication techniques, instructional strategies that actively engage students in the learning process, and timely, high-quality feedback.
- Fulfill professional roles and responsibilities and adhere to legal and ethical requirements of the profession.

Education Minor (20 credit hours)

This minor is offered in the following modalities: traditional (day-time, face-to-face) only.

NOTE: This minor is recommended for students seeking to understand and develop competencies in the field of education, but not seeking teacher certification. This minor does not lead to teacher certification within the State of Texas. Students seeking certification should see the Chair of the College of Education regarding programs that can lead to teacher certification.

- EDU 1201 Introduction to Education
- EDU 2310 Introduction to Exceptional Learners
- EDU 2343 Education Psychology
- EDU 2320 Teaching Culturally & Linguistically Diverse Students
- EDU 3311 Teaching Strategies and Assessment
- EDU 3323 Educational Technology
- EDU 3340 Societal Relations and Classroom Management

Graduate Programs

Master of Education (M.Ed.)

Program Director: *Dr. Lori Einfalt*

Concordia University Texas College of Education offers a Master's Degree in Education (MEd) with multiple areas of specialization. The goal of the program is to prepare educational practitioners who exemplify ethical values centered leadership in education. Candidates will grow in their ability to serve as change agents in educational reform utilizing "best practices" in teaching and learning. Each candidate will have a solid foundation in the practical application of theory, research, and assessment in education.

The M.Ed. degree plan has two parts: a core and a specialization/concentration. The two core courses provide academic foundation in action research and ethics and leadership. The remaining courses are dedicated to the specialization/concentration and are designed to prepare the candidate for his/her professional role in leadership. Content-specific courses will develop necessary knowledge, skills, and dispositions to be a successful leader. Each specialization/concentration is delivered in a cohort model either face-to-face or online. College of

Education students should visit the College of Education handbook for further details regarding program requirements.

Coaching and Sports Administration

This concentration is offered in the following modalities: online only.

The Master of Education in Coaching and Sports Administration focuses on practical knowledge in the academic discipline of coaching and athletics administration. In addition to the core courses in ethics and leadership and action research, specialization courses offer law, and finance, media, facilities and a sport-specific practicum that provides valuable experience to develop professional expertise in coaching and sports administration. The practicum provides a supervised educational work experience in your specific area of professional interest that allows you to apply the theories of what you learned in a practical setting.

Educational Administration

This concentration is offered in the following modalities: hybrid (evening) and online.

The educational administration specialization is designed for educators who are interested in pursuing campus level leadership. This program prepares graduate students with the knowledge, skills, and mindsets that are required to lead public and private schools in today's world. As graduate students in Educational Administration, candidates may choose to pursue State Certification for Principal As Instructional Leader, providing they successfully satisfy all entry criteria and benchmarks. It is possible to earn the M.Ed. in Ed Admin with or without principal certification. Principal Certification Candidates must complete a 16-week practicum under the mentorship of a Texas certified administrator at a local school or district administration office. During the practicum, each candidate will complete a minimum of 160 hours acting as a school administrator by completing activities that relate to the domains and competencies outlined in the Principal Standards found in TAC 241.15.

Educational Technology and Innovation

This concentration is offered in the following modalities: online only.

The educational technology and innovation concentration prepares students to become leaders in the digital world within an organization. Courses are focused on understanding the power of technological innovation and developing the skills to identify and leverage current and emerging technologies to amplify learning. Students will also be equipped with the leadership skills necessary to implement innovative technologies that enhance learning and empower their organizations. The curriculum interweaves the International Society for Technology in Education (ISTE) Standards throughout the program.

Instructional Leadership

This concentration is offered in the following modalities: online only.

The instructional leadership concentration will provide opportunities to develop appropriate academic, administrative and leadership skills vital to a campus or a district in public or private school settings. Candidates will gain knowledge about instructional leadership theories that drive

successful organizations that serve students effectively. Please note: *Candidates in the Instructional Leadership program will not be eligible to seek certification as a principal in Texas.* However, other campus and district leadership roles such as instructional coach, program specialist, or district coordinator, are viable options upon completion of the M.Ed. program.

Requirements

Core Courses Required for the Major (6 credit hours)

- MED 5305 Educational Research
- MED 5308 Ethics and Leadership in Education

Choose one concentration:

Coaching and Sports Administration (24 credit hours)

- SPAD 5310 Organizational Behavior in Sports
- SPAD 5311 Legal Aspects of Sports
- SPAD 5301 Critical Issues/Events in Sports
- SPAD 5303 Finance
- SPAD 5304 Facilities/Event Planning
- SPAD 5305 Media and Marketing
- SPAD 5331 Principles of Coaching
- SPAD 5333 Practicum in Coaching

Educational Administration (24 credit hours)

- MED 5303E Curriculum Design and Practice
- MED 5309E Differentiated Instruction and Learning Theory
- EDAD 5323 Evaluation and Assessment in Education
- EDAD 5322 Legal Foundations of Education
- EDAD 5351 School Diversity Leader
- EDAD 5352 School Resource Leader
- EDAD 5353 School Professional Development and Continuing Education Leader
- EDAD 5154 Practicum I
- EDAD 5155 Practicum II
- EDAD 5156 Practicum III

Educational Technology (24 credit hours)

- EDTC 5315 Foundations of Innovative Design
- EDTC 5317 Innovative Design and Delivery of Learning
- EDTC 5319 Artificial Intelligence, Virtual Reality, and Immersive Learning
- EDTC 5321 Learning and Leadership with Data Analytics
- EDTC 5323 Assessing Performance with Technology
- EDTC 5325 Supporting Diverse Populations with Instructional Technology
- EDTC 5327 Legal, Privacy and Security Issues in Technology
- EDTC 5329 Special Topics: Innovation and Engagement Technologies

Instructional Leadership (24 credit hours)

- MED 5303E Curriculum Design and Practice
- MED 5309E Differentiated Instruction and Learning Theory
- EDAD 5353 School Professional Development and Cont Ed Leaders
- IL 5322 Legal Foundations of Education
- IL 5312 Academic Coaching
- IL 5311 Leading Instructional Improvement
- IL 5351 School Diversity Leader
- IL 5313 Developing Organizational Capacity

Outcomes

Built on the Christ-centered mission statement of the Concordia University System and Concordia University Texas, the mission of the Master of Education (MEd) program is to develop educational practitioners who exemplify leadership in:

- Value-centered education
- Effective management of educational change
- Effective practices in teaching and learning
- Sensitivity to diversity in learners, cultures, and educational systems
- Practical applications of theory, research, and assessment in education

Doctor of Education (Ed.D)

Program Director: Dr. Stephanie Hartzell

Concordia University Texas College of Education offers a Doctor of Education degree (EdD) with two areas of specialization: Educational Leadership (with Texas Superintendent Certification option for qualified candidates) and Curriculum and Instruction. The EdD is a 60-credit hour plan of study. The first 21 credit hours will be made up of core classes, common to both specialties. The remaining 39 credit hours will be taken in one of the two specialties. Students in both specialties will complete 160 clock hours of field-based practicum and four research-based courses that will culminate in at least 12 credit hours of proposal and dissertation or Cumulative Research-based Inquiry of Practice (CRIP) work as the final activity of the program. *This program is offered in the following modalities: hybrid only.*

Requirements

Courses Required for the Major (21 credit hours)

For most candidates, completion of Dissertation/CRIP will take place at the end of Academic Year 3 with Dissertation Defense, and Graduation taking place in the Summer.

- EDU 6310 Christian Values & Ethics
- EDU 6311 Research I – Academic Writing
- EDU 6312 Research II – Quantitative Research
- EDU 6313 Multicultural Experiences

- EDU 6315 Research III – Qualitative Research
- EDU 6314 Grant Writing
- EDU 6341 Digital Learning
- *QUALIFYING EXAM*

Choose one concentration:

Curriculum & Instruction (39 credit hours)

- CAI 6352 Supervision & Leadership
- CAI 6321 Strategies for Professional Development
- CAI 6320 Curriculum Theory
- CAI 6324 Assessment of Student Learning
- CAI 6322 Curriculum Design
- CAI 6325 Contemporary Issues
- CAI 6351 Program Evaluation
- CAI 6323 Research IV - Proposal
- CAI 6335 Practicum I
- CAI 6336 Practicum II
- 9 credits of EDU 6380 Research V Dissertation **OR** EDU 6383 Research V Cumulative Research-Based Inquiry of Practice (minimum of 9 credits of either course, depending on candidate's stated track)

Educational Leadership (39 credit hours)

- EDL 6351 Finance in Education
- EDL 6320 Program Analysis & Evaluation
- EDL 6322 Organization & Public Relations
- EDL 6324 Leadership & the District
- EDL 6321 Issues in Educational Leadership
- EDL 6325 Advanced School Law
- EDL 6352 Conflict Resolution
- EDL 6323 Research IV - Proposal
- EDL 6335 Practicum I
- EDL 6336 Practicum II
- EDU 6380 Research V Dissertation **OR** EDU 6383 Research V Cumulative Research-Based Inquiry of Practice (minimum of 9 credits of either course, depending on candidate's stated track)

Additional Requirements

Residency Requirement

A residency requirement is part of the EdD program as a mechanism to foster collegial cooperation, cohort identity, and peer support throughout the doctoral program. As part of the residency requirement for this program students will be required to meet on campus for one week in July

during their 1st and 2nd years in the program. Each face-to-face week will be part of an 8-week course during the second half of the Summer semester. The courses will each be one of the required courses listed above. Lodging will be available.

Qualifying Exam

Upon completion of the Core Courses, all students in the EdD program will be required to successfully complete the Qualifying Exam before being admitted to Candidacy in their area of specialty. The purpose of the Qualifying Exam is for students to demonstrate their ability to:

- Master critical concepts from the Core Courses;
- Apply study skills to a range of topics broader than just one course;
- Be prepared for the in-depth study required in the area of specialty;
- Demonstrate writing skills commensurate with doctoral level requirements.
- Students will be expected to demonstrate mastery at the 70 percent level as scored by the appointed readers.

Advancement to Candidacy

Students are advanced to Candidacy status when they successfully complete the core classes and pass the Qualifying Examination.

Practicum/Internship Meetings

The third year of the program will consist of students working on and finalizing their dissertations/CRIPs and completing their Practicum. The purpose of the Practicum and the Internship is to expose students to a variety of settings that will serve them well in future job pursuits. Certain activities in support of program objectives will accompany these activities, and students will work with their supervisors to complete these tasks.

Dissertation/CRIP

Dissertation/CRIP Chair assignment and approval should take place no later than the end of the first full semester of courses in the specialty area. The remainder of the Dissertation/CRIP Committee will be assigned before the start of the Dissertation or CRIP coursework. Dissertation/CRIP Committees will consist of three faculty members from CTX. Generally, at least two of the three members will be from the College of Education. Dissertation/CRIP Committees will be assigned by the Program Director. Any committee requests must be submitted, in writing, to the Program Director prior to the assignment of the committee. Any variation to the plan described above will require a Petition to the Program Director. A Petition will also be necessary in the event that a Dissertation/CRIP Committee member must be replaced. It will be up to the student and the Dissertation/CRIP Chair to work out a “calendar of events” that will lead to completion and defense of the dissertation and to establish protocols for meetings, contacts, etc. The Chair will be the main point of contact for all things dissertation/CRIP-related throughout the program, including serving as liaison between the student and the IRB Committee (See IRB Committee below).

Within the EDU/CAI 6323 Research IV: The Proposal course, students should obtain the CTX Dissertation Guide or CTX CRIP Guide which details the format for all dissertations/CRIPs. The CTX Dissertation Guide and CTX CRIP Guide will each direct students to follow the American Psychological Association's (APA) (2020) Publication Manual of the American Psychological Association (7th ed.). Additional information on the APA Publication Manual, including tutorials can be found on the APA website at www.apastyle.org/learn/. The guides will further discuss details such as paper, page format, margins, pagination, submission requirements, and required forms.

Dissertation/CRIP Fee

A fee of \$600 per dissertation/CRIP course is charged.

Dissertation/CRIP Proposal

At the end of Year Two of the program, students will take Research IV –The Proposal. The expectations of Research IV are as follows:

- That the student will receive approval from the instructor on the dissertation/CRIP topic;
- That the instructor will submit the topic with any comments to the Program Director, who, in turn, will sign off on the topic selected;
- That the student will decide whether they will be continuing with the Dissertation or CRIP track.
- That the student will complete during the course at a minimum a draft of the first three chapters of the dissertation/CRIP.

IRB Committee

The purpose of the Institutional Review Board (IRB) is to ensure that proper protocols are followed in the use of human subjects for research. IRB approval must be secured before data gathering for a dissertation/CRIP begins. This will normally take place around the time the students complete their dissertation/CRIP proposal. Students should consult with their Dissertation/CRIP Chair, who can guide them through the IRB application and review process. CTX IRB – related policies can be found on the CTX website. Approval from IRBs or Research offices external to CTX may be required before collecting data.

Dissertation/CRIP and Defense

The culminating activity of this program will be the completion of the dissertation or CRIP and its defense. These activities are described in great detail in the CTX Dissertation Guide or CTX CRIP Guide.

Program Continuance Beyond Third Year

Students are expected to complete all degree requirements within three years. Students' progress is normally marked as passing the Qualifying Examination at the end of the first year, completing a draft of the Dissertation/CRIP Proposal at the end of regular coursework and successfully defending the Dissertation/CRIP at the end of the third year. Students who are in good standing will be authorized to continue beyond the third year as follows:

- Beginning of Year 4 – Authorization will be made by the Ed.D. Program Chair
- Beginning of Year 5 – Authorization will be made by the Senior Director of the College of Education
- Beginning of Year 6 – Authorization will be made by the Senior Director of College of Education.
- *Students requiring extensions to the fifth year and beyond must meet all policy requirements of the University including validation of old coursework.*

Outcomes

Upon successful completion of the Doctor of Education (EdD) degree program, students will be able to:

- Serve as a model for ethical, moral, and Christian behavior and exhibit the skills associated with the servant leader, especially the skill of facilitating a campus and/or district vision
- Demonstrate a comprehensive knowledge of educational environment, organization, programs, and assessment, paying particular attention to the importance of culture, diversity, and family involvement
- Facilitate change and foster ownership on the part of those most impacted by change while consistently promoting strategies of instruction that are supported by best practice
- Present evidence of extensive scholarly inquiry through the collection and use of data to make program changes and the completion of a dissertation which will serve as the capstone activity of the program
- Demonstrate a problem-solving strategy that supports the interests of the district and adheres to all applicable local, state, and federal laws.

College of Health Sciences

Dr. Amber Shammass, Sr. Director

Mission and Overview

Concordia University Texas College of Health Sciences honors the whole person by providing for the advancement of knowledge and the ethical practice of the healing arts and sciences. We value our students' professional growth and enrich their academic experiences through innovative learning opportunities which promote cultural diversity, social justice, and community outreach. Our graduates are change agents who positively impact the health of individuals, families, communities, and populations in Texas and beyond.

Our Vision

We develop professionals of all backgrounds for careers of service and leadership through Christ-Centered, meaningful work in the whole health system and wherever health professionals of all types are needed locally and abroad.

Our Core Values

- Excellence and Rigor
- Empathy and Integrity
- Interdisciplinary Experiences
- Interprofessional Collaboration
- Accessible Innovations
- Professions in Health Sciences include a wide range of disciplines each of which contributes directly and indirectly to the delivery of quality healthcare services and systems improvement. Students enrolled in programs within the College, incorporate both the arts and the sciences as well as integrate theory with practice.

Undergraduate Programs

Kinesiology Major

Program Coordinator: Dr. Carlos Daniel

Kinesiology is the study of human movement. The mission of the Kinesiology major is to prepare students who understand the physiological and anatomical underpinnings of human movement, and who will be able to design wellness/fitness programs and manage/administer sports related activities. Required coursework will develop a firm foundation for careers in coaching, physical rehabilitation, or fitness and sport management.

This major and all concentrations are offered in the following modalities: traditional (day-time, face-to-face) and fully online.

Requirements

Concordia Common Experience / General Education (43-45 credit hours)

Courses Required for the Major (45 credit hours)

- BIO 1403 Cellular and Molecular Biology
- BIO 3411 Human Anatomy and Physiology I
- MTH 1351 College Algebra
- MTH 2301 Statistics
- CHE 1341 Chemistry I
- CHE 1141 Chemistry I Lab
- Any upper-level REL course
- KIN 1302 First Aid and Safety
- KIN 2301 Personal and Community Health
- KIN 2303 Theory and Application of Physical Fitness
- KIN 2330 Prevention and Treatment of Movement Injuries
- KIN 3311 Musculoskeletal Anatomy & Biomechanics
- KIN 3313 Motor Development and Learning
- KIN 4330 Exercise Physiology
- KIN 3337 Applied Nutrition Coaching

Choose one concentration:

Fitness Professional Concentration (21 credit hours)

- KIN 2302 Introduction to Physical Education
- KIN 3315 Organization and Admin of Phys. Ed. & Sport
- KIN 3334 Exercise and Sports Psychology
- KIN 3331 Coaching Team Sports
- KIN 3332 Coaching Individual Sports
- KIN 3333 Methods of Teaching Physical Education
- KIN 3336 NASM Fitness Lifespan YES/SFS

Pre-Health Concentration (25 credit hours)

- BIO 3412 Anatomy and Physiology II
- CHE 1342 Chemistry II
- CHE 1142 Chemistry II Lab
- MTH 1332 Applied Calculus
- PHY 1401 Physics I
- PHY 1402 Physics II
- PSY 2301 Life Span Development
- PSY 3341 Abnormal Psychology

Sports Administration Concentration (27 credit hours)

- KIN 3315 Organization and Administration of Phys. Ed. & Sport

- KIN 3334 Exercise and Sport Psychology
- KIN 3340 Legal and Ethical Aspects of Sports Administration
- KIN 3345 Sport Communications
- KIN 3336 NASM Fitness Lifespan YES/SFS
- *Complete four courses from the following:*
 - KIN 3331 Coaching Team Sports
 - BADM 3310 Leadership in Business
 - BADM 3311 Principles of Management
 - BADM 3350 Principles of Marketing
 - BADM 3372 Digital and Social Media Marketing
 - BADM 4312 Strategic Management

Outcomes

- Students will know the methods of collecting data in the psychomotor domain and will be familiar with several types of psychometric instruments.
- Students will understand how the body adapts to specific exercise demands.
- Students will know the roles of muscles (agonists, antagonists, synergists, stabilizers) involved in a variety of sport-related movements or activities of daily living.
- Each student will complete a variety of laboratory activities that consider all domains of “wellness”.
- Each student will use a variety of tests to assess different aspects of fitness, including muscular strength, flexibility, cardiovascular endurance, and muscular endurance.

Nursing Major (BSN)

Program Director: Tonya Ward

The Professional Nursing Sequence (NUR courses) will consist of nursing lecture, simulation and skills labs, and clinical courses that provide students the knowledge, skills, and attitude necessary to become competent and compassionate professional nurses and are only available to students admitted to the professional nursing sequence. Nursing students should visit the Nursing Student Handbook for further details regarding program requirements.

This program is offered in the following modalities: traditional (day-time, face-to-face) and hybrid (ABS/N).

Requirements

Concordia Common Experience/General Education (43-45 credit hours)

Supporting Coursework (Pre-Nursing – 31 credit hours)

Specific requirements prior to enrollment in the Professional Nursing Sequence. A minimum cumulative GPA of 3.0 is required to be considered eligible for admission to the Bachelor of Science in Nursing (BSN) Professional Sequence, which may require manual calculation if the student has

transfer coursework. Application may be made to the Bachelor of Science in Nursing (BSN) Professional Sequence when all preliminary requirements have been met.

- BIO 3310 Nutrition
- BIO 2413 Microbiology for Health Professions
- BIO 2411 Anatomy & Physiology for Health Professionals I
(co-requisite BIO 2411L Lab required)
- BIO 2412 Anatomy & Physiology for Health Professionals II
(co-requisite BIO 2412L Lab required)
- CHE 1431 Chemistry for Health Professionals
(co-requisite CHE 1431L Lab required)
- MTH 2301 Introduction to Statistics
- PSY 1311 Introduction to Psychology
- PSY 2301 Life-Span Development
- SPN 2301 Spanish for Healthcare Workers

Courses Required for the Nursing Major (62 credit hours)

Nursing courses are grouped and taken by semester. Courses taken in the first semester are indicated below by (J1). Those taken in the second semester are indicated by (J2), and those taken in the third and fourth semesters are indicated by (S1) and (S2) respectively.

J1 Courses (16 credits)

- NUR 3535 Adult Health Nursing I Theory
- NUR 3325 Adult Health Nursing I Skills
- NUR 3336 Adult Health Nursing I Practicum
- NUR 3336S Adult Health Nursing I Practicum Simulation
- NUR 3330 Professionalism in Nursing
- NUR 3250 Pharmacology for Nurses I

J2 Courses (15 credits)

- NUR 3365 Adult Health Nursing II Theory
- NUR 3366 Adult Health Nursing II Skills
- NUR 3386 Adult Health Nursing II Practicum
- NUR 3386S Adult Health Nursing II Practicum Simulation
- NUR 3251 Pharmacology for Nurses II
- NUR 3320 Maternal/Newborn Theory
- NUR 3126 Maternal/Newborn Practicum
- NUR 3126S Maternal/Newborn Practicum Simulation

S1 Courses (17 credits)

- NUR 4332 Child and Family Theory
- NUR 4132 Child & Family Nursing Practicum
- NUR 4132S Child & Family Nursing Practicum Simulation
- NUR 4385 Adult Health Nursing III Theory
- NUR 4386 Adult Health Nursing III Practicum

- NUR 4386S Adult Health Nursing III Practicum Simulation
- NUR 4357 Nursing Leadership and Management
- NUR 4310 Nursing Research
- LDR 4101C Leadership and Career Capstone

S2 Courses (14 credits)

- NUR 4360 Community and Global Health Theory
- NUR 4160 Community and Global Health Practicum & Simulation
- NUR 4370 Capstone Simulation & Practicum
- NUR 4295 NCLEX Preparation & Review
- NUR 4389 Adult Health Nursing IV Theory
- NUR 4280 Transition to Practice

Outcomes

Nursing Program outcomes are grouped according to the four professional nursing roles developed by the Texas Board of Nursing (2021).

As a Member of the Profession of Nursing, the BSN-graduate will:

- Function within the nurse's legal scope of practice and in accordance with the policies and procedures of the health care institution or practice setting.
- Assume responsibility and accountability for the quality of nursing care provided to patients, families, populations, and communities.
- Promote the practice of professional nursing through leadership activities and advocacy, influencing healthcare policy formation and participation in the legislative process.
- Demonstrate responsibility for continued competence in nursing practice, and develop insight through reflection, self-analysis, self-care, and lifelong learning.

As a Provider of Patient-Centered Care, the BSN-graduate will:

- Use clinical reasoning and knowledge based on the baccalaureate degree nursing program of study, evidence-based practice outcomes, and research studies as the basis for decision making and comprehensive patient care.
- Assess the physical and mental health status, needs, and preferences of culturally, ethnically, and socially diverse patients, families, populations, and communities based upon interpretation of comprehensive health assessment findings compared with evidence-based health data and a synthesis of knowledge derived from a baccalaureate degree nursing program of study.
- Synthesize comprehensive assessment data to identify problems, formulate goals/ outcomes, and develop plans of care for patients, families, populations, and communities using information from evidence-based practice and research in collaboration with members of the interdisciplinary health care team.
- Provide safe, compassionate, comprehensive nursing care to patients, families, populations, and communities through a broad array of health care services.

- Implement the plan of care for patients, families, populations, and communities within legal, ethical, and regulatory parameters and in consideration of disease prevention, wellness, and promotion of healthy lifestyles.
- Evaluate and report patient, family, population, and community outcomes and responses to therapeutic interventions in comparison to benchmarks from evidence-based practice and research findings, and plan follow-up nursing care.
- Develop, implement, and evaluate teaching plans for patients, families, populations, and communities to address health promotion, maintenance, restoration, and population risk reduction.
- Coordinate human, information, and materiel management resources in providing care for patients, families, populations, and communities.

As a Patient Safety Advocate, the BSN-graduate will:

- Demonstrate knowledge of the Texas Nursing Practice Act and the Texas Board of Nursing Rules that emphasize safety, as well as all federal, state, and local government and accreditation organization safety requirements and standards.
- Implement measures to promote quality and a safe environment for patients, self, and others.
- Formulate goals and outcomes using an evidence-based and theoretical analysis of available data to reduce patient and community risks.
- Obtain instruction, supervision, or training as needed when implementing nursing procedures or practices.
- Comply with mandatory reporting requirements of the Texas Nursing Practice Act.
- Accept and make assignments and delegate tasks that take into consideration patient safety and organizational policy.

As a Member of the Health Care Team, the BSN-graduate will:

- Coordinate, collaborate, and communicate with patients, families, populations, communities, and the interdisciplinary health care team to plan, deliver, and evaluate care.
- Serve as a healthcare advocate in monitoring and promoting quality and access to health care for patients, families, populations, and communities.
- Use multiple referral resources for patients, families, populations, and communities, considering cost, confidentiality, effectiveness and efficiency of care, continuity and continuum of care, and health promotion, maintenance, and restoration.
- Communicate and collaborate in a timely manner with members of the interdisciplinary health care team to promote and maintain optimal health status of patients, families, populations, and communities.
- Communicate and manage information using technology and informatics to support decision making to improve patient care and delivery systems.
- Assign and/or delegate nursing care to other members of the health care team based upon an analysis of patient or organizational need.
- Supervise nursing care provided by others for whom the nurse is responsible by using best practices of management, leadership, and evaluation.

Global Healthcare Policy and Management Minor (18 credit hours)

This minor is offered in the following modalities: traditional (day-time, face-to-face) and fully online.

- BADM/PUBH 3314 Essentials of Global Public Health
- BADM/PUBH 3323 Globalization Trade and Health Policy
- *Complete four courses from the following:*
 - HCA 3300 Healthcare Organization and Delivery
 - HCA 3330 Information Technology in Healthcare
 - HCA 3360 Principles of Healthcare Finance
 - HCA 4370 Healthcare Economics
 - COM/PUBH 3370 Health Communication
 - BADM/PUBH 4321 Public Health Organizations, Ethics and Law
 - BADM/PUBH 4398 Program Management and Health Evaluation

Graduate Programs

Doctor of Nursing Practice (DNP)

Program Coordinator: Dr. Robin Cook

The Doctor of Nursing Practice (DNP) program at Concordia University Texas is a 36-month program focusing on the indirect care of populations and visionary leadership. It will prepare graduates to provide interprofessional leadership, coordinate and evaluate quality improvement and evidence-based practice, and advocate for social justice by critically analyzing health care policy. Students in the DNP program work through their coursework in a cohort model. The model facilitates collaboration, support, and peer learning communities through a shared experience. The Concordia DNP program is a Bachelor of Science in Nursing (BSN) to DNP degree program, and a Master of Science in Nursing (MSN) degree is not required. Rather, the DNP degree program is designed for BSN prepared nurses seeking a terminal degree in an advanced practice nursing role.

Requirements

Courses Required for the Major (72 credit hours)

- NUR 6302 Introduction to the Doctor of Nursing Practice Role & Scholarly Project
- NUR 63XX Developing the Nurse Leader
- NUR 6301 Nursing Theory
- NUR 63XX Advanced Pathophysiology
- NUR 63XX Advanced Physical Assessment
- NUR 63XX Advanced Pharmacology
- NUR 63XX Simulation in Pathophysiology, Physical Assessment and Pharmacology
- NUR 63XX Informatics in Healthcare
- NUR 6303 Academic Writing and Performing a Literature Review
- NUR 63XX Health Equity
- NUR 63XX Culturally Competent Nursing Care

- NUR 63XX Healthcare Genetics
- NUR 63XX Population-Based Nursing and Epidemiology
- NUR 63XX Quality Improvement and Patient Safety
- NUR 63XX Health Care System Transformation for Nursing and Health Care Leaders
- NUR 63XX Ethics and Law in Nursing Leadership
- NUR 63XX Health Care Policy and Politics for the Nurse Leader
- NUR 63XX Communication and Interdisciplinary Collaboration for the Nurse Leader
- NUR 63XX Healthcare Operations: Organization Theory and Behavior
- NUR 63XX Transformational Leadership
- NUR 63XX Economics of Healthcare
- NUR 63XX DNP Project I
- NUR 63XX DNP Project II
- NUR 63XX DNP Project III

Outcomes

The DNP Program will contain the following AACN essentials:

Person-Centered Care

- Engage with the individual in establishing a caring relationship
- Communicate effectively with individuals
- Integrate assessment skills in practice
- Diagnose actual or potential health problems and needs
- Develop a plan of care
- Demonstrate accountability for care delivery
- Evaluate outcomes of care
- Promote self-care management
- Provide care coordination

Population Health

- Manage population health
- Engage in effective partnerships
- Consider the socioeconomic impact of the delivery of health care
- Advance equitable population health policy
- Demonstrate advocacy strategies
- Advance preparedness to protect population health during disasters and public health emergencies

Scholarship for the Nursing Domain

- Advance the scholarship of nursing
- Integrate best evidence into nursing practice
- Promote the ethical conduct of scholarly activities

Quality and Safety

- Apply quality improvement principles in care delivery
- Contribute to a culture of patient safety
- Contribute to a culture of provider and work environment safety

Interprofessional Partnerships

- Communicate in a manner that facilitates a partnership approach to quality care delivery
- Perform effectively in different team roles, using principles and values of team dynamics
- Use knowledge of nursing and other professions to address healthcare needs
- Work with other professions to maintain a climate of mutual learning, respect, and shared values

Systems-Based Practice

- Apply knowledge of systems to work effectively across a continuum of care
- Incorporate consideration of cost-effectiveness of care
- Optimize system effectiveness through application of innovation and evidence-based practice

Informatics and Healthcare Technologies

- Describe the various information and communication technology tools used in the care of patients, communities, and populations
- Use information and communication technology to gather data, create information, and generate knowledge
- Use information and communication technologies and informatics processes to deliver safe nursing care to diverse populations in a variety of settings
- Use information and communication technology of care and communication among providers, patients, and all system levels
- Use information and communication technologies in accordance with ethical, legal, professional, and regulatory standards and workplace policies in the delivery of care

Professionalism

- Demonstrate an ethical component in one's practice reflective of nursing's mission to society
- Employ participatory approach to nursing care
- Demonstrate accountability to the individual, society, and profession
- Comply with relevant laws, policies, and regulations
- Demonstrate the professional identity of nursing
- Integrate diversity, equity, and inclusion as core to one's professional identity

Personal, Professional and Leadership Development

- Demonstrate a commitment to personal health and well-being

- Demonstrate a spirit of inquiry that fosters flexibility and professional maturity
- Develop a capacity for leadership

Academic Information

Academic Integrity

Academic integrity stands at the heart of intellectual life and is a core principle that underpins how we live and learn in a community of inquiry. Concordia University Texas is committed to the development of each student to become a productive and responsible citizen who embraces the values of honesty, trust, fairness, respect and responsibility. The community at Concordia University strives to instill values that uphold academic integrity and promotes an ethical standard that does not condone academic misconduct.

For a complete description of Concordia University's Academic Integrity policy, including descriptions of academic integrity violations, process, and the appeal process, please see the [Student Policies and Processes page](#) on the Concordia website.

Attendance

Concordia University Texas expects students to attend class regularly in order to maximize their educational experience. Individual programs and/or instructors establish an attendance policy for courses and that policy is communicated to the student. Students are responsible for familiarizing themselves with this policy at the beginning of each course. Students are required to attend face-to-face classes, or log in and participate by completing an assignment by the first Friday of eight-week courses and the second Friday of 16 week courses. Students who do not attend as stated above will be administratively dropped from that course. After establishing attendance, students will not be administratively withdrawn for non-attendance. Students receiving any form of financial assistance (including VA benefits) must maintain regular attendance to be eligible for assistance.

Classification

Standard Classifications

- Freshman - Students who have successfully completed fewer than 30 credit hours.
- Sophomore - Students who have successfully completed 30 - 59 credit hours.
- Junior - Students who have successfully completed 60 - 89 credit hours.
- Senior - Students who have successfully completed 90+ credit hours or who have been awarded a baccalaureate degree and who plan to obtain another degree at Concordia
- Post-Baccalaureate – Students who have received a Bachelor degree, but wish to pursue further study
- Graduate – Students who have received a Bachelor degree and are pursuing a Master's Degree

- Post-Graduate – Students who have received a Master Degree or higher and want to pursue further study
- Doctoral – Students who are pursuing a doctoral degree

Other Classifications

- Special/Post-Baccalaureate Students who hold a baccalaureate degree from any regionally accredited institution who are either:
 - enrolled in a certification program
 - are pursuing another major, but do not plan to obtain a second baccalaureate degree.
- Degree Seeking - Students, full or part-time, in pursuit of an associate, baccalaureate, or master's degree; students wishing to take coursework for the purpose of applying for credit in another institution fall under this classification.
- Non-Degree Seeking - Students who wish to take coursework for purposes of personal enrichment or employment promotion opportunities. See the paragraph on Admission under Non-Degree Seeking Students.
- Lutheran Church Work - Students preparing themselves for one of the Lutheran Church-Missouri Synod church work vocations. Such students must hold membership in a Lutheran Church-Missouri Synod congregation.
- Community Learner - The Community Learning program is designed to allow the community to take part in courses for personal enrichment. A community learner is not considered a student and does not receive any credit for the course. To participate in the Community Learner program, an individual must file an application with the Office of Academic Operations as well as secure permission of the instructor prior to enrolling in the course. Participation in the Community Learner program requires a per course fee due at the time of enrollment along with any associated special fees if applicable (see Tuition and Fees). Community Learner participants may not register for music lessons, internships, travel courses, practicum courses, or courses that are full and/or closed.

Census

The Census Date for each long semester (fall and spring) is published in the Academic Calendar. As of that date all class schedules are official, a matter of permanent record, and will appear on a student's transcript.

- Courses dropped before the Census Date will not appear on the student's transcript.
- Courses dropped after the Census Date and before the Withdrawal deadline will be recorded on the student's transcript with the grade of "W".
- Certification of attendance for insurance purposes will be done as of Census Date for that semester.

Dean's List

Full-time (enrolled in 12 or more G.P.A. hours), degree seeking, undergraduate students whose Concordia term grade point average is 3.50 or higher are placed on the Dean's List for that term. This academic status is recorded on the student's official transcript. The Office of the Dean of Teaching and Learning will notify students of this honor.

Enrollment

Enrollment Definitions:

- Undergraduate Full Time - An undergraduate student is considered to be full time if the student is registered for twelve (12) academic hours per term (term equals 16 weeks).
- Undergraduate Part Time - A student is considered to be enrolled part-time if registered in fewer than twelve (12) academic hours per term.
- Graduate Full Time – A graduate student is considered to be full time if the student is registered for six (6) academic hours per term.
- Graduate Part Time - A student is considered to be enrolled part-time if registered in fewer than six (6) academic hours per term.

Concurrent Enrollment

Current Concordia students may take correspondence or online courses and/or courses in residence at one of the neighboring institutions. A Transfer Course Approval Form should be completed prior to enrollment. The Director of Student Information Systems & Records approval of the form indicates to the student that credit from the course taken will be accepted by Concordia. Current students who complete coursework at other institutions must provide the Office of Academic Operations with transcripts from these institutions immediately after completion of the course(s). Courses in which a grade of A, B, or C has been earned will transfer for credit only and will not be included in the Concordia grade point average.

NOTE: For prior-approved transfer credit taken during the term of anticipated graduation to be counted toward degree completion and graduation, all transcripts must be received in the Office of Academic Operations prior to the end of that term. Failure to submit transcripts prior to the end of Concordia University Texas' term may result in delayed graduation.

Final Examination

Final assessment of the work of the entire traditional semester or part of term is given at the end of each semester or part of term. During the last week of each sixteen-week semester, time is set aside for final assessments which are to be given during this designated time. The Office of Academic Operations will publish a final exam schedule for sixteen (16) week traditional undergraduate

courses and make it available to all faculty members. All final exams are to be given during the scheduled times and dates.

In the event of a scheduling conflict between two final exams (scheduled on the same day and at the same time), students should work with their instructors to arrange an alternative time and place to complete the final exams within the last week of the sixteen-week semester.

Hybrid Program final assessments are administered on the last class day of the course. See course schedule for final class date. All final exams are to be given during the scheduled times and dates.

Grades and Appeals

Final grades and updated GPAs are posted within seven (7) business days after the official last day of the session and/or term (excluding students registered within OCICU/College Consortium courses, as other institutions may take longer to process and release final grades). Calculation of term and cumulative grade point averages is completed after all grades are submitted and are posted at the end of every term. End-of-term grades are visible by selecting the Final Grades option in MyInfo. If a student has an academic or financial hold on their account, final grades may not be visible until the hold is resolved.

Grading System and Final Course Grades

Concordia uses the following grades which are counted in the GPA:

- A Excellent
- B Above Average
- C Average
- D Below Average
- F Failure

Percentage/point ranges for these grades are determined by the faculty and communicated in the syllabus for each course. **NOTE:** Graduate programs do not award a grade of 'D.'

Concordia also uses the following designations which are not figured into the GPA.

- CE Credit by Examination
- CR Credit
- E In Progress
- I Incomplete
- NC No Credit
- NR No grade recorded
- P Passing (for Pass/No Pass Courses)
- NP No Pass (for Pass/No Pass Courses)
- W Withdrawal

Designations of I, CE, CR, NC, P, and W are not used in computing a student's cumulative grade point average. However, the hours may count toward attempted hours as stated in Concordia's Academic Standing Progression policy.

Academic Grievance

Concordia University Texas is committed to respecting all members of our community and providing a quality educational experience for all students. To that end, Concordia University Texas has established this complaint policy and procedure to provide students with a process for addressing complaints or grievances regarding any aspect of their educational experience. Students are encouraged to resolve complaints or grievances at the appropriate level of dispute. However, should this approach fail or be inappropriate, students may submit a formal complaint to the Provost and Executive Vice President describing the treatment, action or decision at issue and the remedy sought.

To file a formal complaint, students should utilize the following link, [Incident Reporting Form](#), and provide the following information:

- Student name
- Telephone and email contact information
- Provide the details regarding your complaint.
- What evidence supports the complaint? How may this be verified?
- Describe what harm has resulted.
- What steps have already been taken to resolve this issue? Who has been consulted?
- What is the remedy or solution you seek for this complaint?

Procedures

The Provost and Executive Vice President will determine who the appropriate investigator for any student complaints should be and/or refer the student to the appropriate office for resolution.

- The complaining party will be interviewed by the appropriate investigator.
- The investigation may include contact with other parties involved.
- If appropriate, efforts may be taken to resolve a conflict by bringing parties together for discussion.
- If the subject of the complaint involves a student's employment as a student worker with the University or other individuals who are either student workers and/or Concordia employees, those supervisors and/or Concordia employees who are related to the subject of the complaint may be contacted.
- Written decisions will be sent to all parties involved.
- Written appeals may be submitted to the Provost and Executive Vice President within five days of the original decision. The Provost and Executive Vice Presidents appeal decisions are final.
- A record of complaints will be maintained in the Office of the Provost and Executive Vice President.

All student complaints must first be addressed internally. If the internal resources have been exhausted and the complaint is not satisfactorily resolved, the student may file a complaint with the regulatory agency in the state that he or she is receiving instruction and/or the institution's accrediting agency.

Grade Change Requests

Requests for grade changes are to be made to the instructor of the course in which the grade was received. Grade changes are normally limited to miscalculations by faculty when computing the final grade, errors in recording grades or delays by faculty in locating misplaced assignments. All grade changes should be the result of miscalculation of the final grade by the faculty person assigned to the course in question and submitted on a Grade Change Request form. Until the end of the term, the only signature required is that of the instructor. Once the term has ended, Grade Change Request forms must be submitted with all required signatures. A grade change request may not be initiated after mid-term of the following long term.

NOTE: In the case of grade appeals, students have until midterm of the following long term to challenge course grades, have a decision reached, and, if necessary, have the appropriate paperwork submitted to the Office of Academic Operations. Paperwork received in the Office of Academic Operations after the deadline will, in most cases, not be accepted.

Incompletes

An “Incomplete” is not a grade but a temporary place-holder (designated by an indicator of "I" in place of a grade) to allow a student additional time to complete specific course requirements due to documented circumstances clearly beyond the student’s control. Under no circumstances will the “I” indicator be assigned as a means of avoiding or postponing a low course grade.

In order for an instructor to accept a student request for an “Incomplete,” an Incomplete Request Form must be submitted by the student to the professor of the course in which student is requesting an “Incomplete.” The completed form will then be reviewed by the Office of Academic Operations, at which point the Director of Student Information Systems & Records, or their representative, will either approve or deny the request.

By signing the Incomplete Grade form, the instructor and the student agree that each of the following conditions exist:

- specific course requirements cannot be completed due to documented circumstances clearly beyond the student's control, and
- the student is currently passing the course (e.g., qualitative level of submitted work to date is considered passing, as determined by the instructor) and
- the student has no more than 40% of remaining coursework requirements to complete (e.g., quantitative level of remaining work cannot meet or exceed half of the course requirements and objectives).

NOTE: All conditions listed above must be met in order for the request to be considered for approval. Requests that do not clearly meet both requirements may be denied by the Office of Academic Operations.

The Incomplete Form requires that both parties state:

- the reason for the incomplete,
- the specific work required to complete the course, and
- the grade to be assigned if the work is not completed by the agreed upon date.

The deadline to submit an Incomplete Request Form is the second to last Friday of the session or semester, as applicable, in which the Incomplete is being requested. In certain circumstances where an Incomplete is warranted and the student is temporarily unable to submit the form themselves, an academic planner or the Director of the Academic Support Center may coordinate with the instructor to facilitate an Incomplete Request Form on behalf of the student.

The student assumes the primary responsibility for completing the course within the initial or extended time limit and under the criteria established by the instructor. The "I" designation is entered into the student information system by the Office of Academic Operations once the Incomplete Request Form is completed and approved. The "I" will be changed to the agreed upon grade if the specified deadline is not met or notice is sent to the Office of Academic Operations of the completion of the work as indicated by a final grade. Students who have an outstanding Incomplete on their transcript will not be able to participate in commencement or graduate.

Completed and signed forms are due in the Office of Academic Operations by the second to last Friday of the session or semester, as applicable, in which the Incomplete is being requested. Resolution of the Incomplete must be finished by the end of the following term (Summer terms included); whether or not the student is enrolled during the following term has no bearing on this date. A student may request a maximum of one (1) extension; total time of Incomplete, with an extension, may not exceed one (1) calendar year. Incompletes must be processed in time to allow for the submission of the Incomplete Request Form to the Office of Academic Operations along with the final grade roster of the class. Failure to fulfill all requirements of an "Incomplete" where no agreed upon grade was specified will result in a grade of "F."

NOTE: Students who request and receive an Incomplete for a course taken during their final term of study have ten (10) business days following the official end of the term to successfully fulfill the Incomplete requirements. If this requirement is not met on or before the deadline, the student would then be considered as a candidate to graduate in a later term. Students who enter their final term of study with an unresolved Incomplete on their transcript will not be allowed to participate in commencement or graduate until the Incomplete(s) have been satisfactorily resolved.

Military Call Ups

Pursuant to 38 U.S.C. §3691A(a)(2)(B), if a Concordia student is activated by the military (including the National Guard) and receives orders to enter a period of covered service, they must submit a copy of the activation orders to Student Central. Concordia will honor the call-up period and the student will not be required to re-apply if they return to Concordia in the first term after their return from active duty. While the service member is deployed, we will conduct all business with the person given signature authority through a Power of Attorney.

A student who is actively enrolled in courses and receives orders to enter a period of covered service has two options: *Withdrawal* or *Leave of Absence*.

If the activation occurs during a term, and the student opts to withdraw, the student will receive the following:

- A refund of eligible tuition and fees paid for the academic term.
- If applicable, a refund of payments made by the student (or behalf of the student) to the institution for housing. Housing, in this instance, does not refer to the monthly housing allowance provided by the Post 9/11 GI Bill, but rather housing costs such as dorm fees.
- A final grade of 'W' (Withdrawn) for any in-progress courses at the time of the withdrawal.
 - *A grade of 'W' is not considered a failing grade and will not reduce the student's term or cumulative grade point average (GPA).*

If the activation occurs during a term, and the student opts to take a leave of absence, the student will receive the following:

- An initial grade of 'I' (Incomplete) for any in-progress courses at the time of the leave of absence.
 - *A grade of 'I' is not considered a failing grade and will not reduce the student's term or cumulative grade point average (GPA). It is a placeholder indicating in-progress coursework still to be completed by the student.*
- The student will be given the opportunity to complete the term after the period of service.

Alternative Credit

Undergraduate Transfer Credit

Credit from a regionally accredited institution must fit within the liberal arts framework of Concordia University Texas to be considered for transfer credit. Transfer credit that meets this requirement is normally accepted on a credit-for-credit basis. A minimum grade of "C-" in the course for which credit is requested for transfer is required by Concordia University Texas.

Transfer credit from institutions in candidacy status with a regional accrediting body which are later granted accreditation will normally be accepted based on the same criteria as that from a regionally

accredited institution. Courses from a junior college are generally not accepted as upper-level credit. Credit from non-regionally accredited institutions is generally not accepted but may be evaluated on a case-by-case basis.

Estimates or statements of transfer of credit are unofficial and only the final determination by the Office of Academic Operations based upon official transcripts can be used to establish credit hours transferred and requirements met through such transfer.

Grade points earned from any accepted transfer credit are not figured into the grade point average (GPA) calculation for Concordia University Texas, except for students in the College of Education. Transfer courses cannot be used to replace an existing grade at Concordia, nor can it be used to improve Academic Standing Progression evaluations. Students enrolled in the College of Education majoring in Interdisciplinary Studies or Education Content Curriculum will have all grades from coursework accepted in transfer towards the Concordia University program included in their cumulative GPA calculation at Concordia University Texas. International travel coursework comes in as transfer credit and will not impact a student's GPA, but one can get content credit for CTX courses. Only travel courses taught by CTX faculty are considered CTX courses and only those travel course grades count in a student's GPA.

If a student transfers in a course from another institution and then takes the same course at Concordia, the Concordia course takes precedence. The grade earned at Concordia counts in the GPA and results in the loss of transfer credit from the course taken at the previous institution.

Concordia students who wish to take courses at other institutions for credit transfer back to Concordia should:

- fill out, sign, and submit a Transfer Course Approval form to the Office of Academic Operations prior to enrolling in a course at another institution
- must receive notification indicating whether or not the request has been approved
 - Positive approval from the Office of Academic Operations assures the student that credit for that course will be accepted as credit toward their degree at Concordia.
 - Denial means that credit for the course requested cannot be awarded.
- Credit from courses taken without prior approval may not be accepted.
- Courses/Credits that are generally not accepted for credit include:
 - Credit from courses that are remedial in nature;
 - Credits from non-regionally-accredited institutions; and
 - Credits from institutions that are regionally accredited but do not fit within the liberal arts framework of Concordia University Texas.
 - Credits received through vocational education
 - Courses/Credits not accepted for transfer credit
 - Credits from courses for which the student earned a grade of "D" or lower; and
 - Credits received through continuing education, internship, or practicum.

Graduate Transfer Credit

The acceptability of courses presented for transfer credit from other colleges/universities is determined by the program chair of the selected program. Courses from colleges or universities not listed on the initial application for admission may not be accepted for credit.

Applicants will be permitted, upon approval, to transfer up to six (6) credit hours of graduate credit from U.S. regionally accredited institutions of higher learning, but only if proposed coursework equates to and is approved for substitution for required coursework in the equivalent graduate program with an earned grade of 'B' or better. All decisions on equivalent substitutions must be recommended by the program chair and approved by the Office of Academic Operations. There is no time limit on an earned degree with the exception of the Educational Doctorate Program, in which transfer work can be no older than five years.

Texas Common Core Credit

Transfer students who do not complete the Texas common core requirement prior to matriculation at CTX will be evaluated on a course-by-course basis.

Transfer students who complete the Texas Common Core requirements at an accredited college or university prior to matriculation will not be evaluated on a course-by-course basis. Instead, all of the Concordia Common Experience curriculum requirements will be satisfied with the following exception:

- The Concordia Distinctive group of courses (10hours)
 - LDR 1100 (LDR 1100T) Life & Leadership
 - LDR 2201 Leadership Theory
 - LDR 4101C/4101G/4101E Leadership Career
 - REL 1301 New Testament History and Reading
 - REL 1311 History and Literature of the Old Testament
- Three hours of Kinesiology
- Experiential Learning Requirement

Transfer students must provide an official transcript indicating completion of the Texas Common Core on the transcript prior to admission to Concordia in order to have it satisfy Concordia's core requirements.

Previously Earned Bachelor's Degree

Students who have completed a bachelor's degree at an accredited college or university prior to matriculation will be evaluated on a course-by-course basis and may waive up to nine (9) credit hours of Concordia Common Experience curriculum requirements with the following exception:

- The Concordia Distinctive group of courses (10 credit hours)
 - LDR 1100 (LDR 1100T) Life & Leadership
 - LDR 2201 Leadership Theory

- LDR 4101C/4101G/4101E Leadership Career
- REL 1301 New Testament History and Reading
- REL 1311 History and Literature of the Old Testament
- Three hours of Kinesiology
- Experiential Learning Requirement

Further, per SACS-COC standard 9.3c, the student must have at least one course in each of the following areas:

- Humanities/Fine Arts
- Social/Behavioral sciences
- Natural science/Mathematics

Students must provide an official transcript indicating completion of the bachelor's degree on the transcript prior to admission to Concordia in order to have it satisfy Concordia's core requirements.

Credit by Exam

Credit by exam including CLEP, AP, ACTPEP, DANTES/USAFI, and military colleges evaluated by the American Council on Education (ACE), may possibly be used to satisfy degree requirements but do not count toward residential credit requirements. Other credits based on evaluations of non-collegiate sponsored instruction and Prior Learning Assessment (PLA) may possibly be accepted but do not meet Concordia residency requirements (neutral). Except as printed in the catalog, neutral credit courses are evaluated on a case-by-case basis when requested.

Advanced Placement Exams (AP)

Concordia University Texas accepts college credit for satisfactory scores on the College Board's Advanced Placement Examinations. Scores of 3, 4, or 5 = Satisfactory CE (Credit by Exam) Scores of 1 or 2 = Unsatisfactory No Credit. Admitted students who receive satisfactory scores in the subject areas indicated by the Advanced Placement Examinations will be awarded equivalency credit for the Concordia courses as indicated below:

AP Examination	Concordia Course Equivalent(s)
Biology	BIO 1401
Chemistry	CHE 1341 & CHE 1141
Computer Science	CIS 1300
Economics: Macro	ECO 2301
Economics Micro	ECO 2302
English Language Comp	ENG 1316
English Literature & Comp	ENG 1317
Environmental Science	ESC 1302 & ESC 1102L; ESC 1402
European History	HIS 2322
Gov't & Politics: USA	POLS 1303
Human Geography	HIS 1312

United States History	HIS 1301 & 1302
World History: Modern	HIS 2312
Latin (both tests)	Foreign Lang. Req.
Statistics	MTH 2301
Math: Calculus AB	MTH 2401
Math: Calculus BC	MTH 2402
Music Theory	Fine Arts Req.
Physics B	PHY 1401 & 1402
Physics 1	PHY 1401 or PHY 1441
Physics 2	PHY 1402
Physics C: Mechanics	PHY 1401 or PHY 1441
Physics C: Electricity & Magnetism	PHY 1402
Psychology	PSY 1311
Spanish Language	Foreign Lang. Req.

**AP Exam transfer credits do not fulfill experiential learning requirements in the Concordia Common Experience curriculum.*

Admitted students who receive satisfactory scores in other Advanced Placement Examinations that do not have a Concordia equivalent will be granted three hours of credit. The Advanced Placement Examinations in this category include: Art History, Studio Art – all exams, Comparative Government, and French Politics.

CLEP Exam Credit

Currently enrolled students may submit CLEP scores for evaluation for credit. Students must score at or above the ACE recommended passing grade on the appropriate CLEP examination (usually 50 but may vary with certain tests). Concordia University Texas will award equivalency credit for the following:

CLEP Examination	Concordia Course Equivalent(s)
Financial Accounting	ACC 2301
Biology	BIO 1401
Principles of Management	BADM 3311
Business Law	BADM 3321
Principles of Marketing	BADM 3350
Chemistry	CHE 1341 & CHE 1342*
Principles of Macroeconomics	ECO 2301
Principles of Microeconomics	ECO 2302
College Composition	ENG 1316
Analyzing and Interpreting Literature	ENG 1317
American Literature	ENG 2303
English Literature	ENG 2305
French Language: Levels 1 and 2	FRE 1401 & FRE 1402*
German Language: Levels 1 and 2	GER 1401 & GER 1402*
American Government	POLS 1303
History of the United States I	HIS 1301
History of the United States II	HIS 1302

College Algebra	MTH 1351
Precalculus	MTH 1352
Calculus	MTH 2401 & MTH 2402*
Introductory Psychology	PSY 1311
Human Growth and Development	PSY 2301
Introductory Sociology	SOC 1301**
Spanish Language: Levels 1 and 2	SPN 1401 & SPN 1402*

*ACE recommended test scores will determine if Modern or Classical Language, calculus or chemistry credit will be awarded.

**Transfer credit for SOC 1301 will not satisfy the Concordia Common Experience: Experiential Learning requirement.

A maximum of 30 credit hours may be earned by examination for application toward the Bachelor Degrees. Concordia will determine the award of postsecondary academic credit for extra institutional credit-by-examination programs related to the student's educational objective at Concordia based on the most recent recommendations by the American Council on Education. Concordia assumes no responsibility for awarding credit for examinations taken that are not on the acceptable list for such credit.

International Baccalaureate

Concordia University recognizes the International Baccalaureate (IB) and accepts individual course credit for higher level (HL) IB courses with test scores of 4 or higher. For each course presented and accepted, 3 credit hours of credit will be granted to be used in the student's program as appropriate. No credit will be granted for standard level (SL) courses.

Military Education and Experience Credit

Concordia will grant credit for military educational experiences in accordance with the recommendations of the American Council on Education. Student will need to provide the Office of Academic Operations with:

- a Joint Services Transcript or,
- a Community College of the Air Force (USAF) transcript. Based on this documentation, evaluation of the student's military education and experience will determine if credit can be awarded.

Prior Learning Assessment

Prior Learning Assessment (PLA) credit based on previous experiential learning acquired on the job, in previous training and/or through personal study. Students may petition for PLA credit. Students must meet with their faculty advisor or Student Academic Planner to review the PLA criteria and the petition development process before attempting to earn credit through prior learning assessment.

Information on completion of a Prior Learning Assessment portfolio is available from a Student Academic Planner. Concordia grants up to eighteen (18) credit hours for properly documented prior

experiential learning that demonstrates achievement of all outcomes for specific courses in an approved Concordia major. PLA credit may not be used to satisfy Concordia residency requirements for graduation. PLA credit is awarded on a Pass/No Pass basis. Concordia University does not grant block credit and will not award PLA credit based on internships, Independent Study courses or courses for which CLEP or other equivalency exams exist (as listed in the Concordia Academic Catalog). Maximum use will be made of national, standardized equivalency exams to award credit for prior experiential learning.

Students are responsible for supplying clear and convincing documentation to support their PLA petition. Concordia may not accept documentation of experiential learning acquired while the student attended an institution that was not accredited by a regional accrediting association. Students may not petition for PLA credit using a course for which they have already received credit on a college-level transcript. Once submitted, the PLA petition is reviewed by selected faculty at Concordia University Texas. Final approval is given by the Vice President of Academic Operations and notification comes from the Office of Academic Operations. All material submitted with the PLA petition becomes the property of Concordia University Texas.

Students intending to submit a portfolio for PLA evaluation must submit it no later than six months prior to their anticipated date of graduation. The PLA assessment fee for each petition submitted must be paid in advance with a copy of the receipt included in the portfolio at the time of submission. PLA credit is awarded in the term in which the petition is approved by the Vice President of Academic Operations. Concordia University Texas does not accept PLA-type credit from other institutions.

Credentialed Learning

Concordia University Texas recognizes the learning that takes place through external licensing organizations and agrees to award academic credit for the following licenses. No exceptions or alterations will be accepted.

Credential	Licensing Organization	Documentation Required	Transfer Hours	Comments
EMT	Texas Dept. of Health, Bureau of Emergency Management AND National Registry of Emergency Medical Technicians (NREMT)	Copy of license Training transcript from non-credit program	Paramedic: BIO 3311 and 3411 plus 12 hrs upper-level elective and 18 hrs lower-level elective Intermediate: BIO 3311 and 3411 Basic: 6 hrs elective	Includes in-state and out-of-state training begun Fall, 1999 or after. Training begun prior to Fall 99: Basic, same. Intermediate & Paramedic, no direct transfer— use portfolio assessment. Specialties like pediatric care or obstetrics— use portfolio assessment
Firefighter	Texas Fire Commission	License Training transcript from non-credit program	Basic: 9 hrs elective	Firefighters are required to have the basic EMT license and should apply for this credit also. Advanced licenses or

				special competencies— use portfolio assessment.
Human Resource Professional	Society for Human Resource Management (SHRM)	Current certification	PHR: BADM 3340 SPHR: BADM 3340 BADM 4340	Check certificate for currency; if expired, use portfolio assessment. Maximum combined award for both certificates is 6 hours. Advanced or specialized learning—use portfolio assessment
Texas Basic Peace Officer	TCLEOSE	License Training transcript from non-credit program	CRIJ 1301 CRIJ 2328 CRIJ 3302 KIN 1301	For additional advanced licenses and specializations— use portfolio assessment. Officers trained and licensed prior to 1981—use portfolio assessment.
Real Estate Salesperson	Texas Real Estate Commission	License, Training transcript from non-credit program (now available on TREC website)	Elective: 8 hrs.	Inactive licenses (i.e. “between brokers”) qualify for this award. Expired licenses do not. Mandatory continuing ed. Courses for license maintenance, higher licenses and designations
Certified Legal Assistant (CLA) (eff.9/27/2005)	National Association of Legal Assistants (NALA)	Certification	Elective: 12 hrs.	For CLA specialty exams, Texas Board of Legal Specialization (TBLS), and Paralegal Advanced Competency Exam (PACE), use portfolio assessment.
Project Management	Project Management Institute	Certification	BADM 3330 Project Management	Students with this credential may have additional portfolio
ISTE Certification	International Society for Technology in Education	Copy of certification from ISTE	EDTC 5315 Foundations of Innovative Design	Certifications earned within the past 5 years are accepted.

Registration

Course Loads

- Students are not permitted to register for more than 18 credit hours per semester without prior approval; credit hour(s) above the default maximum of 18-credits may incur additional tuition charges. Students seeking an exception to this policy in order to register for more than 18 credits in a semester must contact their Student Academic Planner for approval.

- Students desiring to enroll in more than 18 credit hours are required to have earned a 3.00 cumulative GPA or higher.
- Other restrictions about course loads are included under the headings of Scholastic Probation and Admission.
- Students are allowed to register for and enter upper-level courses regardless of classification if that student meets the prerequisites of the course.

Auditing Classes

Students who wish to acquaint themselves with a subject without receiving credit may audit the course, subject to seat availability. Students registered for credit have first priority. Audit requests should be made with the Director of Academic Operations during the normal registration periods. Students who are enrolled in 12 or more hours of credit bearing course work may audit free of charge.

Auditing grants individuals the privilege of hearing, observing, and participating.

The instructor will advise the auditing student of course expectations with respect to the student's responsibilities at the beginning of the term. Based upon these criteria:

- Students may not change status from "Audit" to "Credit" within the same term in a course originally started as an audit. (Likewise, students may not change status from "Credit" to "Audit").
- Music lessons may not be audited.

Schedule Changes (Add/Drop)

Sixteen Week Courses

Sixteen-week courses may be added or dropped online from the beginning of early registration until the first Friday of class day of the traditional 16-week semester. After the first Friday of class, sixteen-week courses may no longer be added. Courses may be dropped until the designated Add/Drop deadlines for each term by visiting Student Central (see Academic Calendar).

Eight Week Courses

Students may add a course until the first Friday of the session. Students may drop the course in which they are currently enrolled from the time of registration until the first Friday of the session. Students must contact their Student Academic Planner to complete this process. If a student is receiving financial aid, (s)he must contact their Student Financial Planner prior to dropping a course.

Students in the graduate cohort programs are not encouraged to drop courses. If dropping or changing schedules is absolutely necessary, the student must contact his or her Student Support Coordinator for instructions.

Repeating Courses

For Improving GPA

A course taken at Concordia University Texas must be repeated at Concordia University Texas if it is intended to replace an earlier grade. Unless otherwise specified in the course description, regardless of how many times the student passes the course, the credit hours for a repeated course will only be counted once. To improve a grade in a course, the student must retake the exact same course (same prefix and number). While the previous grade in a repeated course continues to be included on the transcript, only the higher of the two grades will be used in computing the grade point average.

For Additional Credit

Students may elect to repeat any course(s) designated as repeatable for credit. Courses not designated as repeatable for credit or designated as non-repeatable for credit may only be taken again to improve GPA.

NOTE: If you are a student receiving Veteran's Administration (VA) benefits, check with your VA counselor or School Certifying Official prior to deciding to repeat a course.

Special Course Information

Course-by-Arrangement (CBA)

Concordia University Texas offers a limited opportunity for students to receive instruction in an approved course within its curriculum through personal arrangement between the student and instructor. To apply for Course-by-Arrangement instruction, a valid scheduling conflict (see definition below) must exist. Permission to take a Course-by-Arrangement must be approved by the instructor and the Director of Student Information Systems & Records (in some cases, additional approval from the VP of Academic Operations may be required).

Students may obtain the necessary form for Course-by-Arrangement from Student Central, or from their Student Academic Planner. In addition to tuition, there is an extra fee for a Course-by-Arrangement. A maximum of three (3) courses towards the completion of the degree requirements may be earned through Course-by-Arrangement instruction at the undergraduate level. A maximum of 3 total credits may be earned through Course-by-Arrangement instruction at the graduate and doctoral levels.

A valid scheduling conflict exists when:

- Courses a student needs for graduation are offered at the same time; or
- Course a student needs for graduation is not offered in that given term, and there is a valid reason the student did not take the course when last offered.

NOTE: Student's personal schedule or work schedule does not automatically constitute a valid scheduling conflict.

Internships

Internships give students the opportunity to gain valuable work experience and develop marketable skills while making connections in a professional field they are considering as a career path.

Internships provide meaningful work experiences similar to those which are normally found in regular employment and meet the experiential learning requirement for degree programs. Students complete the course requirements and the required number of work hours designated by the program during the semester in which they are enrolled in an internship course to receive academic credit. The internship job or project must receive academic approval prior to enrollment.

Information about identifying an internship, how to apply, and other details about the program can be found at concordia.edu/internships or by contacting the Office of Vocation and Professional Development.

Identifying an Internship and Applying to the Program

Students identify internship work through their own personal and professional networks, the Office of Vocation and professional Development, or the faculty advisor. Internships may also be found on the University's jobs board at concordiatx.joinhandshake.com, or on other job boards such as www.indeed.com, www.internships.com, www.builtinaustin.com, and <https://www.linkedin.com/jobs/>.

Students must complete the internship application at Concordia.edu/internships and receive academic approval before enrolling in the course. A copy of the job or project description is required as part of the online application.

Internship Eligibility and Requirements

All programs require upper-level standing (junior or senior) and approval of the internship job or project before enrolling in the course. Exceptions are made for students who are in good standing and are prepared to work in an internship. Contact the faculty internship instructor before completing the application if you do not meet the eligibility requirement. Prerequisites are required for most courses and can be found under the course descriptions in the catalog.

The following programs offer an internship course:

- Accounting
- Business Management
- Communication
- Computer Science
- Criminal Justice
- English
- Environmental Science
- Finance
- Government
- Global Public Health Practicum
- Healthcare Administration Practicum
- History

- Human Resources Management
- Kinesiology
- Marketing
- Mathematics
- Psychology (Behavioral Sciences)
- Sociology (Behavioral Sciences)

DCE and Music Internships

Director of Christian Education and Music internships do not follow the same application process. Contact the appropriate program director for more information about these specific programs. The final requirement for DCE certification is a yearlong internship, normally following graduation, in a congregation, agency or mission site of The Lutheran Church-Missouri Synod. While interns register as students under the direction of the DCE Program Director during internship, they are also paid by the participating congregation or agency and are under the direct supervision of a full-time person in the congregation or agency.

Independent Study

An Independent Study is an individual tutorial emphasizing close reading and discussion of literature in an area of interest to the student that is applicable toward the student's degree but not offered as an existing course at Concordia. With guidance from the professor who has agreed to lead the Independent Study, the student is responsible for generating an outline for the course, selecting the appropriate text books/readings, developing objectives for the course, and creating a timeline for the starting and ending of the course. Students may not apply more than six (6) credits toward their degree via Independent Study. Students may contact their Academic Planner for the Independent Study Request form.

Requirements:

- Desired area of study is not currently offered by Concordia University Texas in an existing course
- Minimum cumulative GPA of 2.75

Service Learning

Service Learning is a form of instruction in which students engage in experiences outside of the classroom setting which address community needs as part of their academic studies. It combines field and classroom instruction by linking community partners to service projects. Service projects directly flow from established and required learning outcomes for non-credit or credit-bearing academic courses. Students collaborate and discuss their ideas with community partners in order to identify and address a meaningful community need. Service-Learning links academic study to meaningful community service so that students' academic experience and communities are mutually strengthened.

Consortia

Concordia partners with different consortia partners to both accept and deliver coursework to students across different colleges and universities. Students should contact their Academic Planner to review approved courses and enrollment processes. Current partnerships include:

- Online Consortium of Independent Colleges and Universities (OCICU)

Developmental Courses and Placement

In order to ensure student success, all students entering Concordia for the first time who do not have transfer credits for college level math will be placed in courses based on the math portion of the SAT or ACT. Concordia also accepts TSI and ALEKS scores for math placement. If a student has a combination of satisfactory college-level math transfer credit *and* test scores, placement will be made in the highest level possible.

Math

The three developmental math courses are MTH 0220 Developmental Quantitative Literacy, MTH 0313 Fundamentals of Math, and MTH 0320 Intermediate Algebra. Students register for two to three hours of credit for these courses, but do not receive college level credit (this is designated by the 0 in the course number e.g., MTH 0313); therefore, there is no impact to the GPA. Grades for these courses are CR (credit) or NC (no credit). (Financial Aid counts these credit hours towards the total required for Scholarships, grants, etc.) See table below for score and placement information.

<p>If a student is majoring in a major that requires any college level math besides Quantitative Literacy, they will follow the following path.</p> <p>If student's Math score is:</p>	<p>Then:</p>
<ul style="list-style-type: none">● Below 470 SAT● Below 18 ACT● Below 63 Accuplacer College Level Math Portion & Below 67 Accuplacer Elementary Algebra Portion● ALEKS: 0-29● TSI < 335 / TSIA2 Math Score < 933	<p>Must enroll in MTH 0313: Fundamentals of Math</p>
<ul style="list-style-type: none">● 470-510 SAT● 18-21 ACT● Below 63 Accuplacer College level Math Portion & 67+ Accuplacer Elementary Algebra Portion● ALEKS: 30-45● TSI 335-349 / TSIA2 Math 934-949	<p>Can enroll in MTH 0320: Intermediate Algebra</p>
<ul style="list-style-type: none">● 520-590 SAT● 22-24 ACT● 63-101 Accuplacer College Level Math● ALEKS: 46-60● TSI \geq 350 / TSIA2 Math \geq 950	<p>Can enroll in Lower College Entry Level Math, which includes the following courses:</p> <ul style="list-style-type: none">● MTH 1323 Quantitative Literacy,● MTH 1351 College Algebra,● MTH 1370H Honors Math, or

	<ul style="list-style-type: none"> MTH 2301 Intro to Statistics
<ul style="list-style-type: none"> 600+ SAT 25+ ACT 102+ Accuplacer College Level Math ALEKS: 61+ 	<p>Can enroll in Upper College Entry Level Math, which includes the following courses:</p> <ul style="list-style-type: none"> MTH 2305 Discrete Structures, or MTH 2401 Calculus I
<p>If a student is majoring in a major that requires any college level math, they will follow the following path: If student's Math score is:</p>	<p>Then:</p>
<ul style="list-style-type: none"> Below 470 SAT Below 18 ACT ALEKS: 0-29 Below 63 Accuplacer College Level Math Portion & Below 67 Accuplacer Elementary Algebra Portion TSI < 335 / TSIA2 Math Score < 933 	<p>Must co-enroll in MTH 0220 Developmental Quantitative Literacy and MTH 1323 Quantitative Literacy</p>
<ul style="list-style-type: none"> 470-510 SAT 18-21 ACT Below 63 Accuplacer College level Math Portion & 67+ Accuplacer Elementary Algebra Portion ALEKS: 30-45 TSI 335-349 / TSIA2 Math 934-949 	<p>Can enroll in MTH 1323 Quantitative Literacy</p>
<ul style="list-style-type: none"> 520-590 SAT 22-24 ACT 63-101 Accuplacer College Level Math ALEKS: 46-60 TSI \geq 350 / TSIA2 Math \geq 950 	<p>Can enroll in Lower College Entry Level Math, which includes the following courses:</p> <ul style="list-style-type: none"> MTH 1323 Quantitative Literacy, MTH 1351 College Algebra, MTH 1370H Honors Math, or MTH 2301 Intro to Statistics
<ul style="list-style-type: none"> 600+ SAT 25+ ACT 102+ Accuplacer College Level Math ALEKS: 61+ 	<p>Can enroll in Upper College Entry Level Math, which includes the following courses:</p> <ul style="list-style-type: none"> MTH 2305 Discrete Structures, or MTH 2401 Calculus I

Academic Progress

Concordia University Texas has established Academic Standing Progression (ASP) as an integral part of its goal to promote student success. Students must successfully meet both the Grade Point Evaluation. Periodic measurements are made of each student's academic achievement in comparison to the standards established as the minimums for continued participation in the program. It is in neither the students' nor Concordia's best interest to have students remain in a program if satisfactory progress is not being achieved toward degree completion. For students who have difficulty meeting these minimum standards, Concordia has in place a series of interventions

to determine the nature of each student's difficulty and to set immediate goals and strategies for improvement. When indicated, permission for continued enrollment is withdrawn by Concordia in a timely and professional manner. **NOTE:** Eligibility for financial aid may also be affected by Academic Standing Progression; see the Financial Aid section of the catalog.

Academic Evaluation Standard

Grade Point

Qualitative standards of academic standing progression are assessed through Grade Point Average (GPA) evaluation. The calculation of the grade point average is done at the end of each term (spring, summer, fall). Only courses taken at Concordia are used to figure GPA (unless you are in a teaching program in which transfer courses can affect the GPA). Calculation is done by dividing attempted hours by quality points (see Table 1 below). Attempted hours are all credit hours in which the student is enrolled on the date of record for the semester (census day). If a course is repeated, only the highest grade** will be figured in the GPA. For the purpose of GPA calculation, grades of "I", "NC", "NP", or "W" will not be counted.

Determining Quality Points

Grade	Formula	Example
A	4 pts. X number of credit hrs.	3-credit hour. course = 12 pts.
B	3 pts. X number of credit hrs.	3-credit hour. course = 9 pts.
C	2 pts. X number of credit hrs.	3-credit hour. course = 6 pts.
D	1 pt. X number of credit hrs.	3-credit hour. course = 3 pts.
F	0 pts.	0 pts

The highest grade earned on a repeated course is figured into the calculation to determine GPA. The lower grade no longer counts in the GPA calculation, but the hours are included in attempted hours on transcript.

Standards of Performance for Students

Undergraduate

A Concordia student must maintain a prescribed GPA, see below, to remain in good academic standing to graduate from Concordia. A student who has a cumulative GPA of 2.0 or higher remains in Good Standing. Good Standing is noted on the student's transcript and becomes part of their permanent academic record.

NOTE: Developmental courses are not considered GPA courses and are therefore not calculated into the cumulative GPA.

Standard of Academic Progress Chart

Level	Student Cumulative GPA	College of Ed. Cum. GPA
-------	------------------------	-------------------------

Freshman [0 – 29 earned hrs.]	2.00	2.00
Sophomore [30 -59 earned hrs.]	2.00	2.00
Junior [60 – 89 earned hrs.]	2.00	2.75
Senior [90 + earned hrs.]	2.00	2.75

(partial hours will be rounded up, but may necessitate manual processing)

Graduate

To remain in good standing, all masters level graduate students must maintain a cumulative GPA of 3.0 or above. Students are automatically placed on academic probation at the end of any semester in which their cumulative GPA falls below 3.0. If at the end of the following semester the student's GPA returns to a 3.0, the student will be back in good standing. After a student has been placed on probation once, any subsequent cumulative GPA of less than 3.0 may result in dismissal from the program. Students who have excessive absences, lack of commitment to the program, and/or fall below the 3.0 GPA will be dismissed from the program. MBA students are allowed a maximum of two Cs while in the program or one F, both of which will be calculated into the GPA. A student may repeat a class only once if they fail a course.

Doctoral level graduate students must maintain a cumulative GPA of 3.0 or above. Students are automatically placed on academic probation at the end of any semester in which their cumulative GPA falls below 3.0. If at the end of the following semester the student's GPA returns to a 3.0, the student will be back in good standing. After a student has been placed on probation once, any subsequent cumulative GPA of less than 3.0 may result in dismissal from the program. Students who have excessive absences, lack of commitment to the program, and/or fall below the 3.0 GPA will be dismissed from the program.

Dean's Warning

For undergraduate students only, if the cumulative GPA is less than 2.0 at the end of any term, the student is placed on Dean's Warning unless the student is already on Probation for a cumulative GPA below the required standard. Dean's Warning is permanently noted on the student's transcript and becomes part of the student's academic record. The Dean's Warning period is for only one term and formal academic advising is encouraged prior to enrollment in this term.

At the end of the Dean's Warning term, the student will be in one of the following categories:

- If the Cumulative GPA was at least 2.00, the student returns to Good Standing;
- OR*
- If either of the following occurred, the student is placed on Academic Probation:
 - Withdrew from all courses during the term
 - Cumulative GPA was below 2.00

Academic Probation

For undergraduate students, if at the end of the Dean's Warning term the student's cumulative GPA is still below the prescribed standard the student is placed on Academic Probation for the next term in which the student is enrolled. For graduate students, if the student's cumulative GPA is below 3.0, the student is placed on Academic Probation. Academic Probation is permanently noted on the student's transcript and becomes part of the student's permanent record.

The Academic Probation period is for only one term and formal academic advising is encouraged prior to enrollment in this term. At the end of the probationary term, the student will be in one of the following categories:

- If the Cumulative GPA was at least 2.00 or higher, the student returns to Good Standing;
OR
- If either of the following occurred, the student is considered academically ineligible to return and is dismissed from the university:
 - Withdrew from all courses during the term
 - The student's cumulative GPA was below 2.00

Academic Ineligibility

If at the end of the Academic Probation period a student is placed on Academic Ineligibility, the student is not allowed to continue with his/her education at Concordia University Texas. A student who is academically ineligible to return to CTX may appeal that status as detailed below.

Appeal Process for Academic Ineligibility

This section provides specific guidance for the handling of appeals and is intended to be used in conjunction with Academic Policy on Appeals for guidance on issues not covered in this section.

First Appeals

To obtain the necessary appeal forms for academic dismissal due to Academic Ineligibility, the student should contact Student Central. Appeal forms along with instructions will be sent to the student. Academic Ineligibility appeals for reinstatement must be submitted via the correct form through Student Central. Academic Ineligibility must be successfully appealed prior to attempting to continue study at Concordia University Texas. Appeal for reinstatement to Concordia must be completed and a decision received by the last day to add a course in order to be able to register in that session.

The following requirements must be met for an appeal to be considered:

- All appeals must be submitted at least two (2) business days prior to the last day to add a course in the term or the intended enrollment period.
- All appeals must explain the cause of the mitigating circumstances that directly contributed to the poor performance, including any documentation necessary to validate issues of fact,

and provide evidence that these circumstances have been remediated or are no longer a contributing factor towards the student's ability to perform academically.

- Student must provide an attainable plan for meeting the requirements to be restored to good standing.

The Director of Academic Operations, or their designee, in consultation with the student's faculty advisor and Program Chair, as deemed necessary, will review the petition, and decide on the outcome of the appeal including any conditions or requirements. The Director of Academic Operations may or may not choose to meet in person with the student.

NOTE:

- Submitting the correctly completed forms does not automatically guarantee reinstatement.
- Students will be notified of the results of the appeal by letter and/or email to the student's CTX email account.
- Student may have to apply for readmission to the university before trying to register for courses
- Financial Aid may be affected by any change in status; refer to Financial Aid policy.

Reinstatement Following Successful Appeal

If the appeal is approved and the reinstatement takes place prior to the end of late-registration deadline, the student will be able to register for classes. Readmitted students are automatically placed on Academic Probation status for the term in which they are reinstated and registered for courses. Failure to meet the requirements specified in the appeal approval or those required for the probationary term will result in a second academic dismissal from the University. Reinstatement from such a second dismissal is not generally approved except in extreme situations.

Once a student has been Academically Dismissed, if the appeal for reinstatement is not successfully completed prior to the end of the late registration period of the term immediately following the dismissal, the individual is required to complete the re-enrollment process for admission to Concordia University Texas. A successful appeal process as outlined previously in this section must be completed prior to or as part of the re-enrollment process. In order to register for courses, the student must be fully admitted to Concordia University Texas.

Withdraw

Students who wish to interrupt their studies and withdraw from the institution may get the appropriate form from Student Central. A grade of "W" is assigned for all courses if a student withdraws by the published Last Day to Withdraw from a Course for each term and/or session. After that date, grades (A-F) will be assigned. Students interrupting their studies in any term may be eligible for refunds as required by law and should contact their Student Financial Planner for assistance and clarification.

Students who stop attending classes *and* who do not officially withdraw from Concordia will receive grades for all courses in which they are enrolled. All students also remain responsible for all fees and tuition charges.

Graduation and Commencement

Graduation Application

Candidates for a Concordia University Texas degree or certificate must be registered for the appropriate Graduation Course during the final term in which the work is to be completed and the diploma is to be awarded. Registration for the graduation courses will be available during the registration periods as published in the Academic Calendar. All students completing their studies must register for graduation regardless of their intent to attend the commencement service. If a student does not register for graduation, their record will not be flagged for graduation processing and the student will not be certified to graduate in that term.

If the student does not complete the work in the semester in which graduation registration took place, the student must re-register for graduation in the next term the student is eligible to graduate. A student will only be charged the graduation fee one time per degree or certificate.

Graduation Fees and Graduation Audit

Registering for the graduation course charges the corresponding fee to the student's account (see Fees and Refunds Section). Registration in the graduation course initiates a comprehensive graduation audit of the student's academic record. If the audit shows successful completion or enrollment in all remaining requirements and that the student is eligible to graduate, a confirmation email will be sent to the student's ctx.edu email account with further instructions. If the graduation audit indicates that the requirements for graduation have not been met, the student is sent a detailed explanation. This explanation includes a listing of all requirements still outstanding. Students who register for graduation in a Fall or Spring semester, and receive an approved graduation audit, are automatically eligible to participate in the associated commencement ceremony. Those students who do not receive an approved graduation audit may still be eligible to participate in the associated commencement ceremony—further details and instructions will be provided via e-mail to the student's ctx.edu e-mail account.

External Courses or Examinations

Students enrolled in outside courses or who plan to take exams for credit during their final term of study should inquire with the Office of Academic Operations to verify when due dates are for official enrollment verifications or official score reports (CLEP, IBO, DANTES, etc.).

Concordia University Texas strongly recommends that students not take courses at other institutions or examinations for credit such as CLEP during the final term of study. Delays can occur

in the receipt of final official transcripts and score reports from other institutions or organizations. This in turn can delay the term in which the student is awarded their degree.

Email Notification

Pending graduates will receive important information regarding graduation and commencement via their CTX email accounts. It is the student's responsibility to check their CTX email accounts regularly, as all official communication from Concordia University Texas can only be sent to CTX student email accounts.

Honors (Latin)

Undergraduate Students Only - Degree seeking, 4-year undergraduate students with at least 30 credit hours in residence and whose cumulative Concordia grade point average is 3.50 or higher at the end of the term in which the student completes degree requirements are eligible for graduation with honors. This academic status is recorded on the student's official transcript.

Honors are awarded as follows:

- Summa cum Laude 3.900 - 4.000
- Magna cum Laude 3.750 - 3.899
- Cum Laude 3.500 - 3.749

Diplomas

Concordia University Texas provides an official diploma to each of its graduates following certification of degree completion, according to the information provided in the University data system.

The name used on the diploma will be the one found in the university data system. Students will find the exact spelling and format of their name on their transcript. It is the student's responsibility to verify that their name is correct. The only name changes allowed are those made to the student's official records (excluding the inclusion of a student's middle initial or name, upon request from the student with supporting documentation). A change of this type is done by filling out a Name Change Request Form and submitting it along with appropriate documentation to the Student Academic Planner no later than four (4) weeks prior to the graduation date for that term. Student Academic Planner can assist with any questions a student may have about their name spelling and format, or with the name change process.

If a diploma must be reprinted and resent because the student did not verify the spelling and format of their name, the student must return the previously issued diploma and will be charged the replacement fee for a new diploma.

Diplomas are mailed at no cost to a student's permanent address as shown in the student data management system; other address types cannot be used. It is the student's responsibility to verify the permanent address is correct at all times, but especially prior to the end of the term in which the

student will graduate. Students must update their permanent address via MyInfo no later than the Friday before finals week of the term in question; diploma mailing addresses are confirmed on the first business day after the term is completed. Average length of time for diploma delivery is one to two months from the point of certification following the end of the term. Any diplomas that are returned as undeliverable will be held in the Office of Academic Operations at the Main Campus for pick up. If the student is unable to pick up their diploma, they must contact the Office of Academic Operations with an updated mailing address.

Only one diploma is issued per degree. For students graduating with a dual major, both majors will be listed on the diploma. If the student is graduating with different degrees (BBA, BA, BS, BSN) the student will be issued one diploma per degree.

Degree Certification

Degrees are awarded three times per year at Concordia University Texas. Once grades are posted and finalized for the term, the process of degree certification begins. Once it is determined that a student has met all degree requirements, the degree will be awarded and posted to the student's transcript. Undergraduate students will also have any applicable Latin Honors designation posted to their transcript at this time.

Diplomas will include the following information as applicable:

- Undergraduate: Name, degree, major, and Latin honors (if applicable)
- Graduate/Doctoral: Name, degree, and concentration (if applicable)

Final transcripts will include degree, major, concentration/specialization, degree date, and for undergraduate students only, applicable Latin honors designation.

Any student that has not met graduation requirements will receive an email to their ctx.edu account detailing which requirements are missing so that they can successfully graduate in a later term.

Commencement Ceremonies

Students may participate in commencement only once per degree awarded. Students graduating with dual degrees or majors may choose which college in which they wish to be acknowledged at the service. Students will be listed in the commencement program separately for each degree.

The following conditions must be met before students are declared eligible to participate in the commencement service. The student must:

- Have completed or be currently enrolled in all remaining classes and requirements needed for graduation; OR, have only six (6) hours or two courses outstanding at the time of registration for commencement
 - **NOTE:** For students who are either (A) enrolled in all remaining classes but are expected to graduate in a different term than the commencement ceremony in

question; or, (B) have outstanding degree requirements left to complete but wish to participate in commencement early—these students will need to complete the Commencement Participation Petition form via their Student Academic Planner.

- Be at or above the minimum GPA requirement for the degree and major;
- Submit any exam scores, enrollment verifications or transcripts by deadlines designated by the Office of Academic Operations

NOTE (Summer Graduates): Students who complete their degree and graduate in a Summer term, and wish to participate in either the Fall or Spring commencement ceremony, are not required to register for the applicable Graduation course. The student must contact Student Central to request clearance to participate in the applicable commencement ceremony; additional information or paperwork may be required of the student before they are approved to participate.

NOTE (Latin Honors and Commencement): Students who wish to participate in commencement prior to completing all degree requirements (six hours or two classes outstanding), are not eligible to wear Latin Honor cords at commencement. Should the student be eligible for Latin Honors at the time of graduation, such honor will be noted on the student's official transcript.

Four-year undergraduate students who have completed all degree requirements are eligible for Latin Honors recognition at commencement, including cum laude, magna cum laude, and summa cum laude. The student's records must also show that they will meet the thirty (30) hour residency requirement by the end of their final term of study. For four-year undergraduate students who (A) are eligible to participate in commencement and (B) are enrolled in their final semester with in-progress coursework at the time of their participation in commencement, their Latin Honors recognition will be based on their cumulative GPA at the time of their participation in commencement (in-progress courses will not be factored into their Latin Honors status for the purposes of recognition at commencement).

Commencement regalia are purchased through the Concordia University bookstore. Undergraduate students will receive their honor cords for Latin Honors with their cap and gown order, while graduate students receive honor cords and any other regalia from the honor society to which they belong.

Concordia offers graduation ceremonies twice a year. All graduation and commencement information can be found at any time on the Graduation/Commencement Page: <http://www.concordia.edu/commencement>.

Honors Societies

The student is responsible for requesting any honor cords or recognition from an honor society. Concordia University does not provide them as they are unique to each different society.

Alpha Chi

Alpha Chi is a nationally affiliated honor society. In order to be considered for inclusion in this honor society, students must achieve

- junior or senior standing,
- a grade point averages of 3.50 or above,
- completed one-half of the credits required for graduation (traditional) or earned not fewer than twenty-four credit hours of credit toward a baccalaureate degree (transfer), and
- rank in the top 10% of their classes.

Alpha Sigma Lambda

Alpha Sigma Lambda is a nationally affiliated honor society for adult non-traditional students with a grade point average of 3.50 or higher and who have completed at least 24 hours at Concordia University.

Chi Alpha Sigma

National College Athlete Honor Society - Established in 1996 Chi Alpha Sigma to recognize nationally the academic achievements of intercollegiate student-athletes. In accordance with the Chi Alpha Sigma Charter student-athlete inductees must have the following in order to be inducted:

- Be in their Junior or Senior year
- Must have achieved a cumulative GPA of 3.4 or greater
- Must have the endorsement from the Head Coach
- Must be in good standing within the University Community

Lambda Pi Eta

Lambda Pi Eta is the National Communication Association's official honor society at four-year colleges and universities. LPH has more than 500 active chapters nationwide. Membership is open to juniors or seniors who have completed at least 12 semester credit hours in communication studies and have a minimum 3.0 overall cumulative GPA and a minimum 3.25 GPA for all communication courses.

Pi Lambda Theta

Pi Lambda Theta is a nationally affiliated honor society for junior or senior undergraduate, graduate and certificate/diploma students in education who have maintained a grade point average of at least 3.5.

Psi Chi

Psi Chi is an international honor society that exists to encourage, stimulate and maintain excellence in scholarship of the individual members in all fields, particularly in Psychology, and to advance the science of psychology. To be eligible, students must rank in the upper 35 percent of their respective classes in general scholarship, earn a cumulative GPA of 3.0 or greater and also demonstrate

superior scholarship in psychology by earning a GPA of 3.0 or greater in Psychology courses. Members wear platinum and dark blue cords or a platinum sash with their academic gowns.

Sigma Beta Delta

Sigma Beta Delta is the highest nationally recognized honor society for students of business management and administration. Members must rank in the top 20% of the junior, senior or master's class and be invited to membership by the faculty officers.

Sigma Tau Delta

An international academic honor society with service components in 11 countries and 50 United States. Members represent all majors as undergraduates and English programs as graduate students. Membership is permanent, continuing in alumni networking. Undergraduates meet a 3.0 average in English. Graduate students meet a 3.3 average. Members wear red and black cords or stoles with their academic gowns.

DegreeWorks

DegreeWorks is a comprehensive academic advising, transfer articulation, and degree audit solution that aligns students, advisors, and institutions to a common goal: helping students graduate on time. DegreeWorks is found in MyInfo under the Student tab. If you are under a catalog earlier than 2013, you are not eligible to use DegreeWorks. Instead, you can request a manual audit through Student Central.

DegreeWorks:

- Provides real-time advice and counsel
- Speeds time to graduation
- Provides intuitive web access to self-service capabilities
- Streamlines the graduation process
- Allows direct access to multiple related services and advice through hyperlinks to catalog information, class schedules, transcripts, help desk services, and FAQs

Admissions

Classifications

Students are admitted to Concordia University Texas under one or more of the following classification categories:

Degree-Seeking Student

Students enrolled in courses for credit who are seeking a degree, certificate, or other formal award.

This includes students who:

- received any type of federal financial aid, regardless of what courses they took at any time;
- received any state or locally based financial aid with an eligibility requirement that the student be enrolled in a degree, certificate, or transfer-seeking program; or
- obtained a student visa to study at a U.S. postsecondary institution High school students also enrolled in postsecondary courses for credit are not considered degree/certificate seeking.

Undergraduate

A student who has no prior postsecondary experience (except as noted below) attending any institution for the first time at the undergraduate level. This includes students enrolled in academic or occupational programs. It also includes students enrolled in the fall term who attended college for the first time in the prior summer term, and students who entered with advanced standing (college credits or postsecondary formal award earned before graduation from high school).

Graduate Student

Student who has earned a baccalaureate degree and wishes to enroll in courses to earn a Master's degree from Concordia. Also, students who already hold a Master's degree and are seeking further certification or a Doctoral degree.

Non-resident alien student (Related term: international student)

A person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely.

Non-degree-seeking student

A student enrolled in courses for credit who is not recognized by the institution as seeking a degree or formal award.

Readmitted student

Previously enrolled student who has not attended Concordia University Texas for one complete academic year, defined as three academic semesters. Such students must reapply for admission to resume their studies.

Application Deadlines

Concordia University Texas accepts undergraduate applications for admission on a rolling basis. Specific Concordia University Texas application deadlines are established for some undergraduate and graduate programs. Please contact the Office of Admissions regarding deadline dates, exceptions, or extensions.

International students will need more time to complete the visa process. Applicants should have their files complete by June 1 for the fall term, November 1 for the spring term, and February 1 for the summer term. In the event a student cannot get the visa issued prior to the semester of application, admission may be deferred to a future semester as long as it is within one year of the admission application date.

ALEKS Testing

ALEKS testing is available to the following students:

- Admitted students who, based on ACT, SAT, or TSI test scores, placed into a developmental math course and would like to try and place into a college-level math course.

Admissions Requirements

First-Time in College Students (Undergraduate)

Required Materials

- Completed application for admission
- Official high school transcript

Optional Materials

- Official SAT/ACT Scores

Admission Criteria

An admissible enrollment score as determined by a student's high school GPA or by a combination of their high school GPA and highest SAT/ACT score according to the current admission matrix. The admission matrix is a method used to determine an undergraduate applicant's eligibility for admission to the University based upon a calculation referencing the student's GPA score and SAT/ACT score. In the case of students who do not meet admission requirements, additional

information may be required for evaluation and those students may still be eligible for admission to Concordia.

Transfer Students

Required Materials

- Completed application for admission
- Official transcripts from any college or university attended

Admission Criteria

A cumulative grade point average of 2.0 on 12 or more college-level credit hours.

In the case of students who do not meet admission requirements, additional information may be required for evaluation and those students may still be eligible for admission to Concordia University Texas.

International Students (Nonresident Aliens):

Required Materials

- Completed application for admission
- Official transcripts of all credits earned or attempted from each high school and/or college/university.
 - If the student did not attend high school and/or college in the U.S., then an official evaluation completed by WES Foreign Education Credential Service evaluation of all secondary or post-secondary work completed outside of the U.S. is required.
 - If the student has completed the equivalent of a U.S. high school degree, then a Basic Statement of Comparability Evaluation is required. This statement is provided by an international transcript evaluation service provider and determines the level of comparability between a foreign education and U.S. education.
- Proof of English Proficiency
- Proof of Financial Support

Admission Criteria

- Demonstrated proficiency of English according to the English Proficiency Policy
- Meet any and all criteria as set by the Department of Education.
- For students who have not attended any higher education institution, the US equivalent of a high school diploma with a grade point average of 2.5 on a 4.0 scale
- For students who have attended any higher education institution in or outside the United States, the U.S. equivalent of a 2.0 grade point average on all college work attempted

Non-Degree Seeking Students:

Required Materials

- Completed application for admission
- Official transcripts if demonstrating prerequisite completion in the required content area

Admission Criteria

- Are not required to meet regular admission standards,
- Are not eligible for financial assistance.
- Are required to submit official transcripts only if the courses planning to enroll require a prerequisite and the student has passed an equivalent course in the required content area.

Graduates of a Non-Accredited High School

GED Candidates

Students who did not graduate from high school will be considered for admission to Concordia upon submission of satisfactory GED scores. A satisfactory score is 50 for those who took the test prior to 2002, 500 for those who took the test between 2002-2013, or 580 for those who took the test after 2013. GED candidates may be required to submit additional information at the request of the Admissions Officer.

Homeschool Students

Applicants from non-accredited high schools will be considered for admission upon submission of notarized transcripts of the work completed in high school, ACT/SAT scores, and such other documentation as the Office of Admissions may direct.

Readmission of Former Students

Former students who have not actively attended Concordia University for more than three semester terms must apply for readmission. Students who enrolled at another college or university must furnish an official transcript of their academic coursework. New transfer work from other regionally accredited colleges and universities will be considered in determining the applicant's readmission but will not affect their GPA. Official transcripts must be supplied by the end of the first term in which the student re-enrolls. Failure to provide transcripts by designated timeframe will result in loss of credit hours.

Students being readmitted can elect to continue under the terms of either the degree requirements in force at the time the student first entered Concordia OR the degree requirements in force at the time of readmission. All requirements for a degree at Concordia must be completed within seven years of the date of the degree requirements elected by the student.

Students who left in good standing are eligible for readmission at their old GPA if they have not taken any other college-level coursework.

Students dismissed from Concordia University for academic reasons must complete the Academic Dismissal Appeal Process regardless of the amount of time that has transpired since the dismissal. The Academic Dismissal Appeal forms are available through the Student Central Office. At the discretion of the College or Center Dean, applicants who left on academic probationary status may be readmitted. If readmitted, student will be placed on Scholastic Probation at their old GPA.

Hybrid Programs-Admissions

In addition to the regular admissions requirements listed above, all students that seek admission to any program designated as being an adult delivery program must fulfill the following requirements. Adult delivery programs are defined as those whose regular mode of delivery has less than the equivalent of 14 hours of contact per credit hour in its standard class schedule. This would include all of the programs offered in our adult degree format.

Concordia selects students who we consider most likely to be successful, contributing members of the Concordia community and to graduate. Required Materials

- Completed application for admission
- Official transcripts from any college or university attended if applicable
- Official high school transcript, if never enrolled at a college or university

Admission Criteria

A cumulative grade point average of 2.0 on 12 or more college-level credit hours or a 2.5 high school GPA if less than 12 college-level credit hours. In the case of students who do not meet admission requirements, additional information may be required for evaluation and those students may still be eligible for admission to Concordia University Texas.

Bachelor of Applied Arts and Sciences Degree Program

For admission into the Bachelor of Applied Arts and Sciences Degree Program, the student must have been awarded an approved Associate of Applied Science (AAS) degree. Admission for applicants who fall below these standards will be determined by the Enrollment Committee. Those applicants will be required to submit additional information.

Required Materials:

- Completed application for admission
- Official transcripts from all colleges/universities attended

Transcripts must reflect all credits attempted and/or earned through regular enrollment, correspondence, extension, or night school programs from each institution. Failure to report all prior colleges attended constitutes reason for refusal to admit or for dismissal. Transfer students must arrange to have all transcripts for work attempted at other colleges or universities sent to Concordia directly from the institution of record. A student-delivered transcript will not be accepted as an official transcript, unless it is received in the original sealed envelope and appropriately stamped by the institution of record as "issued to student in a sealed envelope."

Nursing and Graduate Program Admissions

BSN Admission Requirements

Students seeking admission to our BSN program may be considered for admission provided they have fulfilled the minimum criteria below. Concordia only accepts credit from regionally accredited institutions:

- Minimum cumulative GPA of 3.0 in the prerequisite natural science courses.
- CTX pre-nursing degree requirements GPA of 3.0 or conferred bachelor's degree cumulative GPA of 3.0.
- Achievement of minimum score requirement of 67 on the Test of Essential Academic Skills (ATI TEAS) within one year prior to beginning Nursing coursework.
- Applicants who do not meet these admission criteria may be considered for administrative review by Concordia University Texas.

BSN Direct Admit Track

This track for the BSN program is designed for high-achieving incoming freshmen who would like to be guaranteed a spot in the BSN program should they meet all the requirements.

Preliminary Requirements

- 3.0 high school cumulative GPA
- Sciences courses with a cumulative GPA of 3.0
- Math courses with a cumulative GPA of 3.0

Final Requirements

- Minimum cumulative GPA of 3.0 in the natural science courses
- Achievement of minimum score requirement of 67 on the Test of Essential Academic Skills (ATI TEAS) within one year prior of beginning Nursing coursework

Participation Requirements for the BSN Program

Once you are accepted into our BSN program, you must complete the following:

- American Heart Association CPR certification from the “Basic Life Support for Healthcare Providers” course
- Criminal background screening.
- Drug screening.
- Certified background checks for both the University and the Texas Board of Nursing.
- Satisfactory completion of all immunization and health participation requirements through Clinical Student.
- Proof of Health Insurance (May not be a monthly plan).

You will be required to submit proof you have completed all of these participation requirements before you begin the BSN program. These requirements are subject to change for each cohort and will be provided to you upon your acceptance into our program.

Incoming Students

Students interested in completing the Bachelor of Science in Nursing degree will first be accepted as Pre-Nursing Majors and will complete the nursing prerequisite courses before enrolling in the BSN Program. All Pre-Nursing students must meet with their assigned advisor to ensure enrollment in the correct Pre-Nursing courses.

Current Concordia Students

Concordia students can apply for the Nursing Program during the last semester of prerequisite courses. Students should work with their assigned faculty advisor to ensure they are on track. To complete the Bachelor of Science in Nursing (BSN) program, you must fulfill certain Pre-Nursing requirements.

Master of Business Administration (MBA) Students

Required Materials

- Completed application for admission
- Official transcripts from the college or university where the student earned their baccalaureate degree
 - For students with a GPA lower than 2.75, a personal essay must be submitted
 - Students who did not hold a business undergraduate degree must have a demonstrated proficiency in Accounting, Finance, Statistics, and Economics. If the student does not meet proficiency, then the student must take a pre-requisite or leveling course in the respective content area(s).
- For international applicants,
 - Proof of English Proficiency
 - Proof of Financial Support
 - If the degree granting institution is not in the U.S., then an official WES Foreign Education Credential Service evaluation of all post-secondary work is required.

Admission Criteria:

- A minimum 2.75 cumulative GPA (on a 4.0 scale) from the undergraduate degree granting institution OR a minimum 3.0 cumulative GPA (on a 4.0 scale) from the master's degree granting institution
- A bachelor's degree from a regionally accredited institution of higher education or a recognized foreign institution of higher learning
- Professional experience as outlined by the College of Business & Communication

MBA 4+1 Program Admission Criteria:

- A minimum GPA of 3.0 for initial admission for freshmen, similar to Honors Program.
- A minimum GPA of 2.75 for current or incoming sophomores and juniors, similar to MBA Admissions. Seniors should be encouraged to apply directly for the MBA Program.

- The program is open to all Business majors regardless of modality or program, as well as BAAS Students, but not international students. 4+1 students need to complete 60 undergraduate credits before enrolling in their first MBA classes.
- If a student is a Business minor, they must also complete the Peregrine Leveling Courses before enrolling in their first MBA classes.

Students who do not meet admissions requirements may be considered for provisional admission by the MBA Admissions Committee.

MBA applicants with a nonbusiness undergraduate degree and a GPA under 2.75 are required to take Peregrine course preparation modules in the following disciplines prior to registering for the course.

- Statistics
- Economics
- Accounting
- Finance

The student must take the appropriate module the semester prior to registering for the class. A student is allowed to take each module twice; if the student does not successfully complete the module the second time with a 70% or higher, the student will be dropped from the program.

Master of Education (M.Ed.) Students

Required Materials:

- Completed application for admission
- Official transcripts from the college or university where the student earned their baccalaureate degree.
- For international students,
 - Proof of English Proficiency
 - Proof of Financial Support
 - If the degree granting institution is not in the U.S., then an official WES Foreign Education Credential Service evaluation of all post-secondary work is required.
- In the case of students who do not meet our admissions standards, additional information may be required prior to admission. Admission for applicants who fall below standards will be determined by the Graduate Education Committee.

Admission Criteria:

- A bachelor's degree from a regionally accredited institution of higher education or a recognized foreign institution of higher learning.
- Additional program-specific criteria based on the specialization being pursued:
 - Educational Administration
 - Undergraduate GPA must be 3.0 or higher (Cumulative OR last 60 hours) for standard admission

- Undergraduate GPA of 2.75-2.99 (Cumulative OR last 60 hours), student must submit GRE scores*
 - Teaching Certification and a minimum of two full years of teaching experience in public or private schools
 - Instructional Leadership
 - Undergraduate GPA must be 2.5 or higher for standard admission
 - If GPA does not meet the minimum requirements, submission of an essay for review by the Graduate Education Committee is required.
 - Teaching Certification and a minimum of one full year of teaching experience in public or private schools
 - Coaching & Sports Administration
 - Undergraduate GPA must be 2.5 or higher for standard admission.
 - If GPA does not meet the minimum requirements, submission of an essay for review by the Graduate Education Committee is required.
 - Educational Technology & Innovation
 - Undergraduate GPA must be 2.5 or higher for standard admission.
 - If GPA does not meet the minimum requirements, submission of an essay for review by the Graduate Education Committee is required.
 - Teaching Certification and a minimum of one full year of work experience in technology.

*GRE Scores must reflect what is approved by TEA for admission: Verbal: 143-157; Quantitative: 140-155; Writing: 3-4.5

Doctor of Education (Ed.D.) Students

Required Materials:

- Completed application for admission
- Official transcript(s) from accredited master's degree conferring institution
- Resume or CV to summarize educational and professional career
- Letter of Intent: This serves as an applicant's introduction to the review committee. (Should be at least two pages, double-spaced.)
- Sample of Scholarly Writing: This sample may be academic work from graduate school or a published article.
- Employer Support Form (pdf) or a letter from applicant's employer indicating support for the candidate's pursuit of the EdD, willingness to allow the candidate to conduct field work in the organization, and flexibility in work schedule so that the candidate can attend class and conduct approved field work.
- Three Letters of Reference
 - Present supervisor;
 - Academic/Applicant's former professor;
 - Co-worker/Professional peer
- For international students:
 - Proof of English Proficiency

- Proof of Financial Support
- If the degree granting institution is not in the U.S., then an official WES Foreign Education Credential Service evaluation of all post-secondary work is required.
- For students pursuing Superintendent Certification (There may be additional requirements for those students interested in the Superintendent Certification):
 - Copy of Service Record
 - Social Security Number
- Optional: Although no formal testing is required for entry, scores from a recent (5 years or less) Graduate Record Exam (GRE) will be accepted and may be used for admission consideration.
- In the case of students who do not meet our admissions standards, additional information may be required prior to admission. Admission for applicants who fall below standards will be determined by the Graduate Education Committee.

Admission Criteria:

- Master's Degree from an accredited university
- A graduate grade point average of at least 3.0 on a 4.0 scale.

Doctor of Nursing Practice (DNP) Students

Admission to the DNP Program is made as a result of a holistic examination by faculty of the applicant's Admissions Portfolio. The faculty is charged with selecting doctoral students who present the most competitive applications and who they consider most likely to be successful, contributing members of the Concordia community and to graduate. An interview may be scheduled if further information is desired, or if clarification is warranted.

The admissions portfolio review by faculty will include, but not be limited to, the following items:

Admission Criteria:

1. Approved university application;
2. Bachelor's Degree in Nursing from an accredited university;*
3. Official transcripts from accredited BSN degree-conferring institution and all previous coursework attempted;
4. Minimum of two years of relevant nursing experience, which may include: credited nursing experience, administrative/leadership experience (mid-management, charge nurse, preceptor, clinical education, etc), or other types of similar and applicable positions;
5. Resume or Vita – this should summarize the applicant's nursing experience, community involvement, professional organizations, and professional career;
6. Letter of Intent (LOI);
7. A graduate GPA of at least 3.0 on a 4-point scale;

8. Sample of scholarly writing that may be a research project from a BSN program, a published article, or a paper that demonstrates the ability to conduct cited scholarly research. This paper must include citations and a reference list;
9. Evidence of English language fluency (if applicable);
10. Contact information for two (2) professional references;
11. Although no formal testing is required for admission, scores from recent (five years or less) Graduate Record Exam (GRE) will be accepted and may be used if space is limited;
12. Optional: Employer Letter of Support

* “Accredited” normally means the degree-conferring institution holds accreditation from a regional accreditation body, such as SACSCOC; however, a master’s degree from an institution accredited by other bodies may be considered by faculty on a case-by-case basis.

Student Financial Services

Recommended Application Dates

Returning Students

For the 2023-2024 School year: March 1, 2024

New Students

Starting Fall 2023: March 1, 2023

Starting Spring 2024: October 31, 2023

Starting Summer 2024: March 1, 2024

Applications will be accepted after these dates. However, students will need to work with a Student Financial Planner to review deadlines and payments for tuition due.

Application Information

Students interested in applying for financial aid must be accepted for admission to Concordia University Texas (CTX) and submit the Free Application for Federal Student Aid (FAFSA) for the relevant year. Students applying for federal student aid must meet all US Department of Education eligibility requirements. If an applicant's FAFSA is selected for verification, students may also be asked to submit additional documentation as instructed by CTX Student Financial Services. When all required documents have been received by CTX Student Financial Services, the student's eligibility is calculated and an award package is then constructed through a combination of scholarships, grants, low-interest loans, and/or on-campus work-study programs depending upon the student's eligibility and the funds available.

Eligibility for all financial aid requires that a student be accepted for admission or be currently enrolled and maintaining Student Financial Services Satisfactory Academic Progress described below.

Return of Title IV Funds

Financial aid is awarded to a student based on the assumption that the student will complete the period for which the aid has been awarded. When a student withdraws from the university and has federal aid, a Return of Title IV Funds calculation must be completed. Funds included in the Title IV return include: the Federal Pell Grant, the Federal Supplemental Educational Opportunity Grant (FSEOG), and Teacher Education Assistance for College and Higher Education Grant (TEACH); along with Federal Direct Loans such as subsidized, unsubsidized, and the PLUS loan (both Parent and Graduate). Federal Work-Study earned is not included in the calculation.

An overview of the Return of Title IV process is as follows:

- The student should contact their Student Academic Planner for a Withdrawal Form. This form should be completed for all students wishing to withdraw from the university and not just for those with federal aid.
- The withdrawal date is reported on the Withdrawal Form and is generally the last day of attendance. Should there be any question about the date, Student Financial Services will determine the date of withdrawal based on feedback from the student’s professors.
- Student Financial Services will be responsible for completing the return within 30 days of the date of withdrawal and will notify the student as to whether the school or the student will be responsible for repayment of Title IV funds, if applicable.
- Student Financial Services is responsible for tracking all notifications and deadlines and, in the event of an overpayment by the student, the office will notify the student within 30 days of the withdrawal date as to the student’s responsibility to repay the funds within 45 days of the date of the notice and the options for repayment.
- Should the student be eligible for a post-withdrawal payment of aid, a written notice to the student will occur within 30 days of the date of withdrawal. The student will be required to report to Student Financial Services within 14 days after the date of the notice as to whether or not they wish to accept the post-withdrawal disbursement. In the case of a loan creating the post-withdrawal disbursement, the student will be counseled as to the nature of the funds. The school will disburse any accepted post-withdrawal disbursement within 120 days after the date of withdrawal.

Satisfactory Academic Progress (SAP) Policy – Financial Aid

Student Financial Services at Concordia University Texas (CTX) utilizes the qualitative (grade based) and quantitative (pace) Satisfactory Academic Progress policy as follows:

Level	Percentage of attempted hours that must be earned	Cumulative GPA
Freshman [0 - 29 earned hrs.]	45%	2.00
Sophomore [30 -59 earned hrs.]	50%	2.00
Junior [60 - 89 earned hrs.] ¹	60%	2.00
Senior [90 + earned hrs.] ¹	67%	2.00
Graduate Students	67%	3.00

¹Undergraduate students enrolled in the College of Education with 60 or more credit hours earned must maintain a 2.75 cumulative GPA.

In addition to those measurements, students must complete their academic program within the federally mandated maximum permissible time frame (not to exceed 150% of the published length of the program). Application of these requirements includes all terms of enrollment, whether or not aid was awarded or received.

Incomplete courses, withdrawals, repetitions and transfer credits² are included in the qualitative and quantitative Financial Aid SAP calculations. Courses graded as "pass/fail" are considered for the quantitative requirement, but excluded for the qualitative requirement. Student Financial Services does not recheck SAP and/or recalculate Financial Aid SAP as a result of grade changes that occur between formal SAP evaluations.

²Grade points from accepted transfer credits are only figured into the qualitative calculation for students enrolled in the College of Education majoring in Interdisciplinary Studies or Education Content Curriculum.

SAP Evaluation – Eligibility to Receive Financial Aid

Student Financial Services will evaluate SAP requirements at the end of each term and before aid is disbursed for the following term. Students who fail to meet SAP requirements will be automatically placed in a “Warning” status for one (1) term. Those students are expected to meet SAP requirements by the end of that term or risk being placed on financial aid “Suspension.” Students cannot receive federal or state financial aid while on financial aid suspension. Students who have experienced documented, extraordinary circumstances that led to their financial aid suspension may petition for one (1) additional term of eligibility for financial aid disbursements.

Financial Aid SAP Petition Process

Students who believe they have extraordinary, extenuating circumstances must submit a “SAP Petition - Student Financial Services” via Dynamic Forms by the following deadlines:

- Fall Semester: November 15
- Spring Semester: March 15
- Summer Semester: July 15

If the petition is not submitted by the deadline, it is possible that the petition may be approved, but there is no guarantee that Student Financial Services will be able to disburse all of the student’s financial aid before the end of the semester.

The SAP Petition should explain their situation and provide the following information:

- Student name, Banner ID, the semester they plan to enroll, the SAP requirements they did not meet and their Academic Program.
- Detailed explanation addressing:
 - The basis for the appeal (examples: death of a relative, injury/illness of the student, etc.)

- How these circumstances have been remediated or are no longer a contributing factor toward the student's ability to perform academically.
- Attach supporting documentation from a 3rd party if available (e.g., police report, detailed hospital bill, physician's statement, death certificate, etc.)

The "SAP Petition - Student Financial Services" will be routed via Dynamic Forms to the student's Academic Planner. The student will need to meet with their Academic Planner to determine an Academic Plan for the following term of enrollment. If the student will meet the Financial Aid SAP Policy at the end of that term, no additional documentation is necessary and the SAP Petition can be completed by the Academic Planner in Dynamic Forms and will be sent to Student Financial Services for review. If the student will **not** meet the Financial Aid SAP Policy at the end of that term, the student and Academic Planner will need to develop Academic Plans for additional semesters until the student will meet the Financial Aid SAP Policy at the end of the term. Once that is complete, the SAP Petition can be completed by the Academic Planner in Dynamic Forms and will be sent to Student Financial Services for review. Student Financial Services will notify the student via their ctx.edu email once a decision has been made.

Financial Aid SAP petition decisions are made independently of the Academic Appeal process described in the Academic Information Section of this catalog. However, students must be academically eligible to enroll for coursework to receive financial aid. Financial Aid SAP petitions will not be reviewed if the student's Academic Standing is "Academically Ineligible."

Students who have successfully petitioned financial aid suspension are placed in "Probation" status. Students in probation status are eligible to receive financial aid for one (1) term, after which they must meet SAP standards in order to receive aid in a future term.

Submitting a Revised Academic Plan

Before the beginning of the second session of any academic term in which the student has been approved "Probation" status, and the student on probation feels that they are in danger of not completing the requirements of the Academic Plan, they must contact Student Central to discuss their options with their Academic Planner. If an updated Academic Plan is desired, the student must submit the updated Academic Plan via Dynamic Forms with their explanation of what happened to make the change necessary and how they will be able to make academic progress. Changes to the Academic Plan can only be applied *within* the term in which the student is currently enrolled and under "Probation" status. This will be sent to Student Financial Services for review. The submission deadline is prior to the beginning of the second session for the given term.

Students who fail to meet SAP at the end of the probation term may:

- If the student is following their Academic Plan from their original SAP Petition, but has not yet met SAP Standards, they will need to complete the "Academic Plan Review Request (SAP Suspension)" form via Dynamic Forms, which will be sent to Student Financial

Services for review. If the student has followed the Academic Plan, they will be placed in “Probation” status for one (1) term.

- If the student did not follow or complete the Academic Plan from their original SAP Petition, they will need to submit a new SAP Petition via Dynamic Forms. The new SAP Petition must be based on a reason *different* from the first petition.

Veterans Educational Benefits

For students who are eligible, Veterans Educational Benefits can be used to offset college costs. For information about Veterans benefits, please use the VA website, www.gibill.va.gov.

Chapter 30 - Montgomery G.I. Bill/Pre-1990 G.I. Bill¹

Chapter 31 - Vocational Rehabilitation

Chapter 32 - Post-Vietnam Era Veterans' Educational Assistance

Chapter 33 - Post 9/11 and Yellow Ribbon Program

Chapter 35 - Survivors' and Dependents' Educational Assistance

Chapter 1606 - Selected Reserve Educational Program

Chapter 1607 - Gulf War Selected Reserve Educational Program

Once the Veterans Administration determines eligibility, the student will be issued a certificate of eligibility from the VA. A copy of the certificate must be turned into the VA Certifying Official at Concordia University before the student's enrollment will be certified to the VA. A copy of the student's DD-214, if the student is the service member, needs to be submitted to the VA Certifying Official. An official copy of the student's Joint Services Transcript needs to be submitted to the school when the student applies for admission so that any military credit can be considered for transfer credit.

Students must complete a certification request form prior to each semester. This form authorizes Concordia University to provide required information and to certify your enrollment for the specified semester to the U.S. Department of Veterans Affairs. This form must be submitted each semester you plan to attend Concordia University and receive VA benefits. The Certification request form can be found here: <https://www.concordia.edu/admissions/service-members.html>

Students receiving VA educational benefits must maintain a cumulative GPA of 2.00 to be considered making satisfactory academic progress. Students on academic probation, who fail to achieve a term GPA of 2.00 at the end of the first probationary term, will be reported to the Department of Veterans Affairs as making unsatisfactory progress. Students who fail to achieve a cumulative GPA of 2.00 at the end of the second probationary term will be reported to the

¹ GI Bill® is a registered trademark of the U.S. Department of Veterans Affairs (VA).

More information about education benefits offered by VA is available at the official U.S. government Web site at <https://www.benefits.va.gov/gibill>

Department of Veterans Affairs as being academically ineligible to return. For more information on satisfactory progress, see the Standards of Academic Progress section of this catalog.

Tuition, Fees, Refunds

Tuition

- Traditional Undergraduate, Full-Time (12-18 hours)
 - Tuition per-semester \$17,300
- Traditional Undergraduate, Part-Time (Registered hours <12, or over 18)
 - Part-Time Rate, per credit hour \$1135
 - No charge for 1 extra hour beyond 18 if due to enrollment in an approved course
- Traditional Undergraduate - Summer
 - Tuition per credit hour \$495
- Undergraduate - Hybrid
 - Tuition per credit hour \$495
- Undergraduate Programs (Non-Traditional)
 - Undergraduate Online Tuition, per credit hour \$495
 - 2+2 Connect BAAS \$3000/year
- ABSN Degree Program
 - ABSN Tuition, per semester
 - AY 23/24 start \$17,300
 - AY 22/23 start \$16,700
 - Pre-ABSN Tuition, per credit hour \$495
- Masters Degrees –
 - M.Ed. Tuition, per credit hour
 - AY 23/24 start – LOCKED TUITION \$620
 - AY 22/23 start - LOCKED TUITION \$600
 - MBA Tuition, per credit hour
 - AY 23/24 start - LOCKED TUITION \$785
 - AY 22/23 start - LOCKED TUITION \$760
- Doctoral Degrees –
 - Ed.D. Tuition, per credit hour
 - AY 23/24 - LOCKED TUITION \$825
 - AY 22/23 start - LOCKED TUITION \$800
 - AY 21/22 start - LOCKED TUITION \$775
 - AY 20/21 start - LOCKED TUITION \$760
 - DNP Tuition, per credit hour
 - AY 23/24 - LOCKED TUITION \$750

Room & Board / Residential Life Program

- Meal Plans
 - Plan A (Full-Meal Plan, 19 Meals/Week + \$50 DCB) \$2,475

- Plan B (Reduced Meal Plan, 14 Meals/Week + \$75 DCB) \$2,320
- Plan C (180 Block Meal Plan + \$50 DCB) \$2,475
- Plan D (Commuter Plan, 5 Meals/Week + \$100 DCB) \$775
- Fall/Spring(per semester) Room Rates - Alumni and Founders Halls
 - Room—All, single occupancy (per semester)* \$6,200
**By special permission only*
 - Room--All, double occupancy (per semester) \$3,995
 - Room--All, triple occupancy (per semester) \$2,950
- Fall/Spring (per semester) Room Rate - Regents Hall
 - Room—All, single occupancy (per semester)* \$6,850
**By special permission only*
 - Room--All, double occupancy (per semester) \$4,510
- Summer Housing Rates/Fees
 - Double \$1,200
 - Single \$1,800

Fees

- General Enrollment Fees
 - Traditional Gen. Services Fee \$470
(Full-Time, \$260+\$10/Credit Hour | Part-Time - per term)
 - Non-Traditional Gen. Services. Fee \$170
(ADP, Graduate, Online; per term)
 - Athletic Supplemental Insurance Fee (per Academic Year) \$TBD
 - Traditional Nursing Student Nursing Fee \$1750
(Full-Time | Part-Time, \$100 per credit hour)
- DCE Internship
 - Internship Fee per long Semester (Fall/Spring) \$1000
 - New site visitation fee (charged to congregations) \$105
 - Administrative fee \$305
Non-refundable deposit charged to congregations
- Community Programs
 - Community Learning Opportunity, cost per course \$200
- Administrative Fees
 - Accounting Fees
 - Late Payment Fee \$75-250
 - Returned Payment Fee \$50
 - Admissions Fees
 - Application Fee – Undergraduate \$25
 - Application Fee - Undergraduate – International \$50
 - Application Fee – Graduate \$50
 - Graduation Fees
 - Graduation Fee \$150

■ Diploma Replacement Fee	\$50
○ Security Fees	
■ Replacement ID	\$25
○ Transcripts	
■ Standard (3-5 day processing)	\$5
■ Express (Same day processing)*	\$25
	<i>*Only available in-person via Student Central</i>
○ Course Fees	
■ Course By Arrangement	\$250
■ Independent Study Course (per credit hour)	\$90
■ Online course fee (Traditional Students only)	\$200
■ On-Ground course fee (Online Students only)	\$200
■ Study Abroad Administrative Fee	\$500
○ Textbook Rental Program Late Return	\$10
○ Textbook Non-Return Fee	<i>Varies</i>

Deposits

Commitment Deposit

A non-refundable \$275 commitment deposit is required of all new traditional main campus students. A portion of your deposit will go towards a mandatory orientation fee. The remaining amount will go towards the students' tuition charges.

Residence Hall Reservation Deposit for Current Concordia Students

A non-refundable reservation deposit of \$200 is required of each student planning to live in a residence hall. This \$200 is due in full by the published deadline for the relative term. It is applied to the payment of room fees.

Payment Options

All charges for tuition and fees are due in full 14 days prior to the first day of class. If registration is completed after the normal payment deadline, tuition and fees are due immediately upon registration. Payment may be made either online, by mail or in person at Student Central. Additional charges for special course fees, insurance, etc., may be assessed after registration and are due when charged to the student account.

Students who complete the financial assistance process may apply identified Credits/Anticipated Credits on the Student Schedule/Bill against the total charges; any remaining balance is due and must be paid in full. Eligible students planning to pay charges through the various student aid programs (please refer to the section on Financial Aid) must meet the deadlines required by the

Student Financial Services Office. If student aid is not recorded by the due date shown on the Student Schedule/Bill, other payment arrangements must be made.

To satisfy payment requirements for the fall and spring terms, students may request participation in a payment plan program that allows eligible students to make payments in installments. Information regarding this payment plan can be obtained from your Student Support Coordinator. Setup fees are charged for participation in the program.

Payment may be made by cash, check, money order, ACH, American Express, MasterCard, Visa, or Discover. Concordia assumes no responsibility for loss of cash if sent through the mail. Payments made by mail must be received by Concordia on or before their due date. A late charge may be assessed for accounts past due for over thirty (30) days. Further, a student whose account is in arrears may not be able to register for classes, receive transcripts, or recommendations.

Refunds

Tuition refunds are processed in accordance with the following schedule:

Traditional/Flat Rate Tuition Programs Fall, Spring, and Summer Terms

- If withdrawn within second week of the term 100%
- Between the second and final week of the term 0%

NOTE: Traditional students taking coursework during the summer will follow the refund guidelines for per credit hour tuition programs listed in the next section.

Hybrid/Online/Graduate or Per Credit Hour Tuition Programs

If the student withdraws or is administratively dropped from the class:

- Within first week of the term 100%
- Between the second and final week of the term 0%

Students should contact Student Financial Planning for further information or questions about refunds.

Other Refunds Are Processed as Follows

- Scholarship, grant, and loan funding (student aid) awarded through the Student Financial Services office will be subject to the same prorated formula applied to tuition and fee refunds, unless otherwise stipulated by program requirements. The percentage of tuition, fees, room and board charged the student would be paid; the remainder of the student aid will be returned to the fund from which the award was paid. All students receiving Title IV (federal) student aid are subject to the return of student aid if withdrawing prior to the 60% point of any enrollment period. No refund of assistance will be paid to the student.

- The unused portion of the Meal Plan Fee may be refunded when students discontinue food service during a term. Unused portions of the Food Service Fee at the end of a term will not be refunded.
- Student housing charges for students who leave the dorm during a term will follow the tuition and fees refund schedule listed above.
- Refunds will be made payable to the student, with the exception of PLUS loan refunds which are made payable to the person who incurred the loan debt.
- These provisions apply to all students without respect to the reason for withdrawal or dismissal.

International Students

New Students

Required Prior to Admission

All students seeking an I-20 leading to an F-1 (student) visa must submit the following in order to be considered for admission:

- A completed and signed Concordia University Texas Application for Admissions for International Students
- A non-refundable application fee of \$50.00.
- Official transcripts of all credits earned or attempted from each high school and/or college.
 - If the student did not attend high school and/or college in the US, an official evaluation through (WES) or (ECE) of all secondary and/or post-secondary work completed outside of the United States is required.

*High school transcripts are not required for graduate admission.

Admission Requirements

In addition to program specific criteria, students must meet the following requirements:

- The U.S. equivalent of a high school diploma with a grade point average of at least 2.5 on a 4.0 scale for students entering as first-time freshmen.
- Satisfactory SAT (1440) or ACT (20) scores, if applicable. (Undergraduate only)
- The U.S. equivalent of at least a 2.0 grade point average on college work attempted for students who have attended any higher education institution in or outside the United States.
- Demonstrated proficiency of English. Students can do so in one of the following ways:
 - Citizenship in an English speaking country [Australia, New Zealand, the British Virgin Islands, Jamaica, United Kingdom, Ireland, Antigua, Northern Ireland, Philippines, Scotland, South Africa, St. Lucia, Wales, Bahamas, Barbados, Nigeria, Kenya, Zimbabwe, Ghana, Namibia, Tanzania, Uganda, the Fiji Islands, Sierra Leone, Gambia, Liberia, Switzerland, Holland and Canada, excluding French-speaking Quebec.
 - Undergraduate applicants must have at least one year of successful education in the United States. Education must be at the high school level. Graduate applicants must have at least one year of successful English at the collegiate level.
 - Satisfactory scores on one of the following tests:
 - TOEFL – The university encourages students to complete the TOEFL as we are now able to retrieve the official scores electronically from the ETS website
 - Internet-Based TOEFL (IBT): 80
 - Paper-Based TOEFL (PBT): 550
 - Computer-Based TOEFL (CBT): 213

- IELTS
 - Undergraduate: 5.5
 - Graduate: 6.5
- Pearson Test of English
 - Score: 64

The scores are only valid for two years from given test date. Students are required to provide an official copy (in sealed envelope) of the test (with exception to TOEFL).

Required Prior to Issuance of an I-20

All students must submit the following before Concordia will issue an I-20:

- Written proof of financial support for one school year in the United States. All international students are required to show proof that they can cover all related costs for one year. Costs include Tuition/fees, books and supplies, room and board, personal expenses, health insurance, and additional costs for spouse and dependents. Financial support documentation must be submitted as original bank/financial statements in English and in US dollars issued within the last 90 days.
- Copy of valid Passport.

Current International Student Information

- F-1 students are required to provide a copy of their passport and visa to the DSO during the first week of classes.
- F-1 students are required by United States Citizenship and Immigration Services (USCIS) to take a full course load, in accordance with their program. Dropping below a full course load may put the student out of status with USCIS. International students should talk with a DSO before dropping below a full course load.
- International students in search of employment and internship opportunities either on campus or off campus should consult with a DSO to determine employment eligibility.
- All F-1 students are required to obtain health insurance through the duration of their program. Students will be registered through the Institution's 3rd party provider. To go through an outside provider, students must contact their DSO and provide proof of insurance.

Intercollegiate Sports and Athletics

Intercollegiate Athletics

Concordia is affiliated with the National Collegiate Athletic Association (NCAA) Division III and with the American Southwest Conference. Concordia currently participates in men's and women's basketball, golf, soccer, tennis, cross country, and track and field, as well as men's baseball, and women's softball and volleyball.

NCAA Athletic Eligibility

The athletic program is available to all TRADITIONAL full-time, qualified students who are in good standing with the university and who are in compliance with the NCAA and Concordia University academic eligibility requirements indicated below. Concordia athletes compete in men's and women's basketball, cross country, golf, soccer, tennis, track and field, men's baseball, and women's softball and volleyball.

The Faculty Athletic Representative, the NCAA Compliance Officer, the Athletic Director and the Director of Student Information Systems & Records are charged with the responsibility of ensuring that all participants in intercollegiate athletics are eligible in accordance with the rules and regulations of the NCAA prior to their representing the institution in any manner.

Maintaining NCAA Eligibility for Student Athletes

In order to remain eligible to participate in NCAA intercollegiate athletics, student-athletes must:

- Demonstrate satisfactory progress toward a recognized baccalaureate or graduate degree
- Meet Concordia's Standards of Academic Progress requirements
- Remain in "Good Standing" academically
- Must carry a minimum of 12 credit hours to practice or compete.

Student Services

Student Services staff members seek to support the mission of Concordia University Texas by intentionally building relationships among students, faculty and staff to enhance a sense of community as well as facilitating holistic growth and development among all students. . For more specific information about Student Services, please refer to the University's website.

Career Services

Career Services provides career services and career advising to students and alumni. Career Services helps with career planning, professional coaching and assessment, internships, and job search planning and preparation.

Career advisors interpret assessment tools such as Gallup StrengthsFinder and Focus 2, coach students through the job and internship search, host career exploration events, and oversee the internship program.

For more information and to schedule an appointment visit Concordia.edu/careerservices.

Library

Concordia University Texas Library, located in Building F on the main campus, provides access to over 200,000 books, in print and/or online format, as well as collections of DVDs, CDs, and vinyl recordings. The library subscribes to more than 150 academic databases with access to hundreds of thousands of online journals, many in full-text format. Our website (www.concordia.edu/library) offers both on-campus and off-campus users access to our online catalog and the majority of our online databases through a sophisticated discovery tool ("Jump Start") that streamlines access to library resources with one search box. The library website also provides online research guides and tutorials to assist users during all stages of their research and writing process. For personalized research help, students can contact library staff -- by phone at (512) 313-5050, by email at library@concordia.edu, or they can text us at (512) 981-7550. Students also have 24/7 access to librarian support via chat.

The library over both levels has several study and seating options, including several locked study rooms with white boards and blackboards for individual and group check out.

For items not held in our collection, the library offers Interlibrary Loan, by which patrons can have materials sent to this library from other participating libraries. CTX Library is also a member of the state's TexShare card program, which allows our patrons to receive a card to directly access, and in some cases even check out, materials when they visit most academic and large public libraries across the state.

Academic Support Center

Successfully reaching your educational goals can be stressful at times. When you need assistance whether it be for academic support or accommodations for students with disabilities, the Academic Support Center is available to help you.

Services for Students with Disabilities

Concordia University Texas provides reasonable accommodations for students with disabilities according to federal guidelines. Students desiring accommodations are encouraged to register with the Academic Support Center.

<https://www.concordia.edu/resources/academic-support-center/services-for-students-with-disabilities/>

Peer Tutoring

Peer tutoring is provided both in person and online for students. Students can schedule appointments with tutors on the Concordia website.

<https://www.concordia.edu/resources/academic-support-center/peer-tutoring/>

Tutor.com

24/7 online tutoring is provided in many subjects for CTX students. More information about Tutor.com can be found on the Concordia website.

<https://www.concordia.edu/resources/academic-support-center/tutorcom.html>

Writing Center

Located in Cedel Hall room C-209, the writing center provides writing support to any student on campus. Staffed by master level or higher professionals, students can bring any assignment to the writing center for writing support.

Math Center

Located in Cedel Hall room C-207, the math center provides math assistance to CTX students. Staffed by a math professor and peer tutors, students can bring their math problems and questions to the math center and get math help.

Speech Center

Located in Cedel Hall room C-202, the speaking center is a communication resource for all CTX students offering coaching for all forms of oral communication including public speaking, panel presentations, group presentations and interviewing.

Student Academic Planners

Student Academic Planners partner with faculty members to help students move along in degree progression. Student Academic Planners help facilitate several academic processes such as petitions, Study Abroad, internships, and building degree plans. Each Student Academic Planner is assigned specific majors to work with and serve populations in both undergraduate and graduate programs

Student Financial Planners

Student Financial Planners serve as financial aid advisors and accounts receivables representatives. They ensure students take care of financial aid requirements (including VA assistance) and pay their bill. They also strive to increase student financial literacy and can provide additional resources. They serve all populations in both undergraduate and graduate programs.

Mental Health

The Counseling Center is committed to helping students succeed and benefit from their experience at Concordia. This may include helping you with managing your stress, coping with difficult emotions, becoming more effective in your relationships with others, or resolving past hurts. CTX Counseling Services offers the following to students:

- Brief individual counseling
- Couples/relationship counseling
- Personal social adjustment counseling
- Referral sources & resources
- Brief depression anxiety assessments
- Alcohol substance use inventory/intervention
- Consultation regarding concerns for peers

Visit the website at [Concordia.edu/resources/counseling-services](https://www.concordia.edu/resources/counseling-services) for more details.

University Information

Concordia Academy opened in 1926 to train young men for ministry in the Lutheran Church. The junior college department, added in 1951, became coeducational in 1955. Concordia received authorization to proceed with the implementation of a four-year liberal arts program in 1979 and its first B.A. students graduated in May 1982. In July 1995, Concordia moved from college status to university status. During the summer of 2007, Concordia University at Austin became Concordia University Texas. In July 2008, Concordia University Texas closed its doors for the last time at its 3400 Interstate Highway 35 North location and threw open the doors of its new campus at 11400 Concordia University Drive in northwest Austin. Building on the eighty-plus-year history of this wonderful institution, this change is the culmination of many hours of dedicated prayer, discussion, and planning, moving Concordia forward in its continuing mission of developing Christian leaders.

Currently, Concordia confers the following degrees: the Bachelor of Arts, the Bachelor of Applied Arts and Sciences, the Bachelor of Business Administration, the Bachelor of Science, the Bachelor of Science in Nursing, the Master of Business Administration, Master of Education, Master of Public Health, and the Doctor of Education degree.

Concordia serves its diverse student body through a variety of programs and modalities, including evening and online courses. The Community Learners Program provides educational opportunities for members of the local community who are not seeking academic credit. Concordia supports Veterans Administration Benefit programs including the Yellow Ribbon Program.

Mission, Vision, Values

Mission: Concordia University Texas empowers students of all backgrounds to lead lives of critical thought, compassionate action and courageous leadership. As a liberal arts university rooted in the Lutheran tradition and aligned with the Lutheran Church-Missouri Synod, Concordia develops the mind, heart, soul, and body, preparing leaders for lives of service.

Our Vision: We are the premier university where the adventure of faith, learning, and life-changing experiences leads to meaningful work.

Our Core Values:

- Christ-Centered
- Caring for People
- Vocation
- Life-Long Learning
- Trust
- Courage

Location

Concordia is located on a tree-shaded, 389-acre campus in the northwest corner of Austin, Texas. Located in the Texas Hill Country, Austin is an educational and cultural center, providing many opportunities for enrichment. Austin's Sun Belt location provides an average winter high temperature of 62° and an average summer high of 94°, allowing ample opportunity for recreation on the seven Highland Lakes beginning within the Austin city limits. Concordia's main campus site includes 250 acres of nature preserve, with wetlands, caves, dense tree cover and a habitat for the Golden-Cheeked Warbler. Concordia University Texas is one of a few universities in the U.S. to hold a Fish and Wildlife 10A permit. With this, the University will play a leadership role in urban environmental studies and offer students the rare opportunity to study environmental management and stewardship.

Worship

Faith in Jesus Christ as Savior and Lord is the integrating factor in the curriculum at Concordia University Texas. The main campus community is invited to attend Chapel daily for worship. Students organize additional worship experiences and the chapel is open during the day for private meditation. Students are encouraged to participate actively in the worship life on campus and in one of the Austin area churches.

Accreditation

Concordia University Texas is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award the associate, bachelor, and master degrees along with the Doctorate in Education (Ed.D). Concordia University Texas also may offer credentials such as certificates and diplomas at approved degree levels. Questions about the accreditation of Concordia University Texas may be directed in writing to the Southern Association of Colleges and Schools Commission on Colleges at 1866 Southern Lane, Decatur, Georgia 30033-4097, by calling 404-679-4500, or by using information available on SACSCOC's website (www.sacscoc.org).

Concordia's Bachelor of Business Administration degree in the College of Business and Communication is accredited by the International Assembly for Collegiate Business Education (IACBE). Contact the IACBE at 11960 Quivira Road STE 300, Overland Park, KS 66213, or call 913-631-3009 for questions about the accreditation of Concordia University Texas' Bachelor of Business Administration degree.

Concordia's elementary teacher, secondary teacher, and special education programs are approved by the Texas Education Agency (TEA) for pre-school through grade 12. Students successfully completing Concordia's teacher education programs are eligible for teacher certification in Texas after passing the appropriate state certification exams.

The Bachelor of Science in Nursing (BSN) program is approved - by the Texas Board of Nursing, allowing program graduates to take NCLEX-RN, the licensing exam for registered nurses. All baccalaureate and Master's degrees in nursing at Concordia University Texas are accredited by the Commission on Collegiate Nursing Education, One Dupont Circle, NW, Suite 530, Washington, DC 20036, 201-887-6791.

Legal Notices

This catalog is a general information publication only. It is not intended to nor does it contain all regulations that relate to students. All students are advised to thoroughly review the University's Student Handbook, Academic Catalog, website and official communications via email, printed letter of other forms, for a complete description of all rights and responsibilities under University policy, as well as state and federal law. The provisions of this catalog do not constitute a contract, expressed or implied, between any applicant, student or faculty member and Concordia University Texas. The University reserves the right to withdraw courses at any time and to change fees, rules, policies, calendar, curriculum, degree programs, degree requirements, graduation procedures and any other requirements affecting students. Changes may occur without notice and will be immediately effective, unless otherwise specified, and will apply to both prospective students and those already enrolled. When changes are made, updated information can be found on the Concordia website at www.concordia.edu. Concordia University Texas reserves the right not to teach any course listed in the catalog or its published schedules if enrollment does not warrant offering it or if other circumstances dictate its withdrawal.

Non-Discrimination

Concordia University Texas complies with Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments Act of 1972, Section 504 of the Rehabilitation Act of 1973, and The Age Discrimination Act of 1975. Concordia University Texas does not exclude, expel, limit, or otherwise discriminate against an individual seeking admission as a student or an individual enrolled as a student in the terms, conditions and privileges of Concordia University Texas because of disability, sex, age, race, color, religion, national or ethnic origin, or status as a veteran.

Concordia University Texas, in compliance with Section 504 of the Rehabilitation Act of 1973, does not discriminate on the basis of disabilities in admission or access to its programs. The Director of the Concordia Academic Support Center is the Disability Coordinator. The Chief Enrollment Officer is the Section 504 compliance officer. Any person who has a question about discrimination with respect to a disabling condition should address the inquiry to the Director of the Academic Support Center. Students who believe they have been discriminated against may institute an internal Grievance Procedure for Disability Complaints to resolve their complaints. For more information, please visit our website.

Discrimination and Harassment Prevention

Concordia University Texas is committed to maintaining a learning and working environment free from discrimination and harassment. The institutional guidelines on discrimination and harassment, including definitions, complaint and reporting procedures, and prohibitions are addressed within the current University Policy which should be reviewed by all faculty, staff, and students.

Campus Security

As required by the Jeanne Clery Campus Security Act, Concordia University Texas maintains statistics for the previous three years regarding criminal offenses that have occurred on campus; in certain off-campus buildings or property owned or controlled by Concordia University Texas; and on public property within, or immediately adjacent to and accessible from, the campus. The Annual Campus Security Report includes current information about the CTXPD policies, campus crime statistics, crime prevention information, crime reporting procedures and contact information. The Report also includes information related to the CTX policies regarding sexual assault offenses, missing student notification procedures, liquor law and drug violations, hate crimes, emergency response and evacuation procedures and fire safety procedures and statistics. This information can be obtained by calling the Concordia University Texas Police Department during business hours or by accessing our website.

Equity in Athletics

As required by the Equity in Athletics Disclosure Act (EADA), The Report on Athletic Program Participation Rates and Financial Support Data is intended to make prospective and current students aware of Concordia University Texas' commitment to providing equitable athletic opportunities for its men and women students. This report contains participation rates, financial support, and other information on men's and women's intercollegiate athletic programs. For further information, contact the Director of Athletics during business hours or access the following Web site: <http://ope.ed.gov/athletics/>

Family Educational Rights and Privacy Act

The Family Educational Rights and Privacy Act of 1974 (FERPA), as amended, is a Federal law which states (a) that a written institutional policy must be established and (b) that a statement of adopted procedures covering the privacy rights of students be made available. The law provides that the institution will maintain the confidentiality of student education records. As of January 3, 2012, the U.S. Department of Education's FERPA regulations expand the circumstances under which your education records and personally identifiable information (PII) contained in such records — including your Social Security Number, grades, or other private information — may be accessed without your consent. First, the U.S. Comptroller General, the U.S. Attorney General, the U.S. Secretary of Education, or state and local education authorities ("Federal and State

Authorities") may allow access to your records and PII without your consent to any third party designated by a Federal or State Authority to evaluate a federal- or state-supported education program. The evaluation may relate to any program that is "principally engaged in the provision of education," such as early childhood education and job training, as well as any program that is administered by an education agency or institution. Second, Federal and State Authorities may allow access to your education records and PII without your consent to researchers performing certain types of studies, in certain cases even when we object to or do not request such research. Federal and State Authorities must obtain certain use-restriction and data security promises from the entities that they authorize to receive your PII, but the Authorities need not maintain direct control over such entities. In addition, in connection with Statewide Longitudinal Data Systems, State Authorities may collect, compile, permanently retain, and share without your consent PII from your education records, and they may track your participation in education and other programs by linking such PII to other personal information about you that they obtain from other Federal or State data sources, including workforce development, unemployment insurance, child welfare, juvenile justice, military service, and migrant student records systems.

Concordia University Texas accords all the rights under the law to all eligible students. No one outside the institution shall have access to, nor will the institution disclose any information from, students' education records without the written consent of students except to:

- Personnel within the institution who have a valid educational interest
- Officials of other institutions in which students seek to enroll
- Persons or organizations providing financial aid
- Accrediting agencies carrying out their accreditation function
- Parents of dependent students. The parent must present documentation that the student is a dependent for income tax purposes by claiming the student on their income tax form; the parent must renew the request annually to show that the student is still a dependent for income tax purposes
- Persons in compliance with a judicial order
- In an emergency in order to protect the health or safety of students or other persons

All these exceptions are permitted under the Act.

Within the Concordia University Texas community, the following offices' staff and faculty, individually or collectively, acting in the student's educational interest is allowed access to student education records:

- Academic Operations
- Financial Aid
- Admissions
- Accounting
- Chief Academic Officer/Provost
- Placement Advisors
- Academic Advisors
- NCAA Athletic Certification Official(s)

- Coaches
- Legal Counsel
- Other administrative personnel within the limitations of their need to know.

Inspect and Review

The law provides students with the right to inspect and review information contained in their educational records, to challenge the contents of their educational records, to have a hearing if the outcome of the challenge is unsatisfactory, and to submit explanatory statements for inclusion in their files if they feel the decisions of the hearing panels to be unacceptable. The Director of Student Information Systems & Records at Concordia University Texas has been designated by the institution to coordinate the inspection and review procedures for student educational records, which include admission, personal, academic, and financial files, cooperative education, and placement records. Students wishing to review their educational records must make written requests to the Office of Academic Operations listing the item or items of interest. Copies of the policy detailing the procedures to be used by Concordia University Texas for compliance with the provisions of the Act can be found in the Office of Academic Operations.

Directory Information

Directory information is that information which may be made public without the written consent of the student. Such information may be disclosed by the institution for any purpose, at its discretion. Concordia University Texas hereby designates the following student information as Directory Information:

- Name
- E-mail address
- Local Address
- Local phone number
- Dates of attendance
- Classification
- Major Field of study
- Previous institution(s) attended
- Awards, honors (incl. Honors list)
- Expected date of graduation
- Degree(s) conferred with date(s)
- Photographs
- Past and present participation in officially recognized sports and activities
- Physical factors of athletes (height, weight)

Currently enrolled students may withhold disclosure of directory information. To withhold disclosure, written notification must be received in the Office of Academic Operations prior to the ninth class day of any regular term. Forms requesting the withholding of Directory Information are available in the Office of Academic Operations. Request for non-disclosure will be honored by the

institution until the student takes action in writing to revoke the request. Before taking this action, students are strongly encouraged to talk with the Director of Student Information Systems & Records as implementation of this block results in far-reaching consequences.

Concordia University Texas assumes that failure on the part of any student to specifically request the withholding of Directory Information indicates individual approval for disclosure.

The Family Educational Rights and Privacy Act ("FERPA") permits universities to notify the parents or guardians of students under 21 of alcohol and other drug violations which result in a determination that the student has committed a disciplinary violation. This exception to the privacy rights of students was enacted because of the health and safety consequences of alcohol and other drug abuse.

Concordia University Texas believes that parents share the University's concern for their students' health, safety, and academic progress. Therefore, Concordia University Texas may notify parent(s) or legal guardian(s) of any student under the age of 21 found responsible for a violation of any federal, state, and/or local law or University policy regarding alcohol and/or controlled substances or other dangerous drugs.

Students have the right to file complaints with the Department of Education concerning alleged failures by institutions to comply with the Family Education Rights and Privacy Act. Written complaints should be directed to: The Family Policy Compliance Office, U.S. Department of Education, 400 Maryland Avenue, SW, Washington, D.C., 20202-5920.

The Solomon Amendment

The Solomon Amendment is a federal law that allows military recruiters to access some address, biographical and academic program information on students age 17 and older.

The Department of Education has determined the Solomon Amendment supersedes most elements of FERPA. An institution is therefore obligated to release data included in the list of "student recruiting information," which may or may not match the FERPA directory information list. However, if the student has submitted a request to the University Office of Academic Operations to restrict the release of his/her Directory Information, then no information from the student's education record will be released under the Solomon Amendment.

Definition - "Student Recruitment Information" or "Solomon Information"

- Name
- Address (home and mailing)
- Telephone (home and mailing)
- Age
- Place of birth
- Level of education
- Academic major
- Degrees received

- Educational institution in which the student was most recently enrolled

Procedure for releasing information to military recruiter:

Under the Solomon amendment, information will be released for military recruitment purposes only. Military recruiters may request student recruitment information once each term or semester for each of the 12 eligible units within the five branches of the service listed below:

- Army: Army, Army Reserve, Army National Guard
- Navy: Navy, Navy Reserve
- Marine Corps: Marine Corps, Marine Corps Reserve
- Air Force: Air Force, Air Force Reserve, Air Force National Guard
- Coast Guard: Coast Guard, Coast Guard Reserve

The request should be submitted in writing on letterhead clearly identifying the unit of service requesting the student recruitment information. The request should specify whether the information needed is for the current or previous semester.

Student Records

Concordia University Texas abides by the policies found in the Family Education Rights and Privacy Act of 1974 (FERPA), which provides eligible students a right of access to educational records that contain information directly related to them. FERPA also restricts access to student records by third parties; disclosure of student educational records is not permitted unless the student consents to the disclosure or unless otherwise authorized by law. In particular, disclosures are permitted without consent of the student when the disclosure is to a University official who has a legitimate educational reason to receive the information and when the disclosure is in response to a subpoena, court order, or health or safety emergency. FERPA also permits the University to release certain information known as “directory information.” For more detailed information about student rights under FERPA, including the University’s definition of directory information, access the University’s website.

Transcripts from Other Institutions

Student transcripts from previously-attended institutions that were provided for admissions consideration become the property of Concordia University Texas (CTX) and are considered official only at the time of receipt. CTX does not provide copies of transcripts from other institutions that are part of a student’s education record. In order to obtain accurate up-to-date information and assure that protocols of the issuing institution are not circumvented, a student must contact the originating college/university for a copy of that transcript.

Hazing

Concordia University Texas fully supports and abides by Texas Education Code §§ 37.156 & 51.936 which prohibit and criminalize hazing in post-secondary institutions of education. Hazing is defined

as any intentional, knowing, or reckless act, occurring on or off the campus of an educational institution, by one person alone or acting with others, directed against a student, that endangers the mental or physical health or safety of a student for the purpose of pledging, being initiated into, affiliating with, holding office in, or maintaining membership in any organization whose members are or include students at an educational institution. A person can commit a hazing offense not only by engaging in a hazing activity, but also by soliciting, directing, encouraging, aiding or attempting to aid another in hazing; by intentionally, knowingly, or recklessly allowing hazing to occur; or by failing to report, in writing to the Dean of Students or another appropriate official of the institution, first-hand knowledge that a hazing incident is planned or has occurred. The fact that a person consented to or acquiesced in a hazing activity is not a defense to prosecution for hazing under this law. Hazing can subject a person to criminal charges ranging from a Class B misdemeanor to State Jail Felony.

Use of Alcohol and Controlled Substances

Concordia University Texas strictly adheres to all local, state, and federal laws regarding the distribution and consumption of alcohol. The University expects its students to maintain an environment that is safe and healthy. The unlawful possession, use, or distribution of illicit drugs and alcohol by students on University property or as a part of any University activity are violations of University rules as well as the law. Possession, use, or distribution of certain non-prescription drugs, including marijuana, amphetamines, heroin, cocaine, and non-prescription synthetics; procurement or distribution of alcohol by anyone under 21 years of age; and provision of alcohol to anyone under 21 years of age are violations of the law and of University policy. All students are expected to comply with any University rules governing possession or serving alcohol. Additional information is available in the Student Handbook regarding the University's drug and alcohol policies.

Complaints

Concordia University Texas is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award the associate, bachelor, and master degrees along with the Doctorate in Education (Ed.D). Concordia University Texas also may offer credentials such as certificates and diplomas at approved degree levels. Questions about the accreditation of Concordia University Texas may be directed in writing to the Southern Association of Colleges and Schools Commission on Colleges at 1866 Southern Lane, Decatur, Georgia 30033-4097, by calling 404-679-4500, or by using information available on SACSCOC's website (www.sacscoc.org).

Complaints against the institution from students, faculty, staff, or other interested parties in any area may be submitted in writing to the Chief Academic Officer. Within thirty days, the Chief Academic Officer will review the complaint, investigate it thoroughly, explore all available avenues, and respond in writing. All procedures expressed in this paragraph and elsewhere will be followed or, in those cases where other university officials must address the complaint, the Chief Academic

Officer will guide the process through the appropriate procedures. In all cases, the Chief Academic Officer will supervise the process in order to bring it to a responsible conclusion.

Concordia University Texas also offers students opportunities to express their complaints about various processes according to established procedures. The appropriate personnel at Concordia will help students through the resolution process in accord with the Christian principles that are laid out in our Mission Statement.

Complaint procedures regarding the following areas are specified in the Student Handbook, as well as the website:

- Faculty Member
- Harassment
- Security Matters
- Food Service
- Residential Life

Complaints not resolved by the procedures contained in the Student Handbook may be submitted for final resolution to the President of Concordia University Texas.

Alumni

The CTX Alumni Association provides graduates the means to remain connected to fellow graduates, faculty, staff, and university resources in order to support them in their chosen vocation and the University in its mission to develop Christian leaders. Examples include monthly updates via the Alumni Newsletter, quarterly print and E-Magazine content, one-to-one and group meetings, and biannual celebrations on campus.

The CTX Alumni Association is also on social media. Feel free to interact with us through:

- Facebook – CTX Alumni
- Twitter – CTX Alumni
- LinkedIn – Concordia University Texas – alumni
- Website- Alumni.Concordia.edu

And as always, don't hesitate to email or call us regarding more specific ways that YOU can get involved at Alumni@concordia.edu or 512-313-4321.

Memberships

Concordia is a member of the Independent Colleges and Universities of Texas, the Association of Texas Colleges and Universities, the American Association of Colleges for Teacher Education, the Association of Independent Liberal Arts Colleges for Teacher Education, the Texas Association of

Colleges for Teacher Education, the Association of Lutheran College Faculties, and the International Assembly for Collegiate Business Education.

Governance

Board of Regents, Concordia University Texas

Dr. Michelle Abrego, Harlingen, TX
Mr. Quentin Anderson, Harlingen, TX
Mr. Christopher Bannwolf, San Antonio, TX, Chair
Ms. Kristy Carr, Austin, TX
Dr. Theodore Crofford, Fort Worth, TX
Dr. Sandra Doering, New Braunfels, TX
Dr. Mary Beth Gaertner, Magnolia, TX
Rev. Lonnie Gonzales, Houston, TX
Mr. Peter Hames, Willis, TX
Mr. Raymond Kym, Tomball, TX
Mrs. Heidi Lewis, Houston, TX
Mr. Scott Linebrink, Walburg, TX
Rev. Michael W. Newman, San Antonio, TX
Dr. Denise Patrick, Austin, TX
Mrs. Deborah Rich Herczeg, San Antonio, TX
Mrs. Sylvia Schmidt, Houston, TX
Dr. Stephen Sohns, Spring, TX
Ms. Betty Voshage, Austin, TX

Concordia University Texas Leadership Team

Donald A. Christian, D.M. – President, Chief Executive Officer
Kristi D. Kirk, Ph.D. – Provost, Executive Vice President
Dan Gregory, Vice President of Finance & Administration
Elaina Jackson, Ph. D., Vice President of Enrollment, Marketing, and Communications
KC Pospisil, Ph.D., Vice President of Academic Operations
Ronda Seagraves, Vice President of Athletics
Jeffrey Utzinger, Ph.D., Dean of Teaching and Learning

College Deans/School Directors

Kelly Gordon, Ph.D. - School of Fine Arts, School Director
Amber Shammas, Ph.D. - College of Health Sciences, Senior Director
Abigail Pfiester, Ph.D. - College of Business and Communication, Director
Stephanie Hartzell, Ph.D. - College of Education, Senior Director
Eric Staron, Ph.D. - School of Natural and Applied Sciences, School Director

Ann Schwartz, Ph.D. - School of Humanities and Social Sciences, School Director
Grant Carey, D.Min. - School of Ministry

Faculty

Brandy B. Alba (Associate Professor, English; Director of Undergraduate Writing)
Concordia University Texas, Austin, TX, B.A., 2008; Texas State University, San Marcos, TX, M.A., 2011; Texas State University, San Marcos, TX, Ph.D., 2016.
At Concordia since 2012.

Joanne Antrim (Professor, Education)
Seton Hall University, South Orange, NJ, B.S., 1969; Texas State University, San Marcos, TX, M.Ed., 2001; Capella University, Minneapolis, MN, Ph.D., 2007.
At Concordia since 2008.

Matthew D. Bloom (Professor, History)
Heidelberg College, Tiffin, OH, B.S., 2003; Bowling Green State University, Bowling Green, OH, M.A., 2005; Ph.D., 2009.
At Concordia since 2010.

Gerard Bolling (Assistant Professor, Leadership and Theology)
Concordia University, River Forest, IL, B.A., 2012; Concordia Seminary, St. Louis, MO, M.Div., 2016; Concordia University, Portland, OR, Ed.D., 2021.
At Concordia since 2021.

Brent A. Burgess (Professor, Political Science)
West Texas A&M University, Canyon, TX, B.S. Political Science, B.S.. 2001; West Texas A&M University, Canyon, TX M.A., 2005; University of Arkansas, Fayetteville, AR, Ph.D., 2008.
At Concordia since 2011.

Prairie Burgess (Associate Professor, Leadership)
West Texas A&M University, Canyon, TX, B.A., 2000; West Texas A&M University, Canyon, TX, M.A., 2003; University of Arkansas, Fayetteville, AR, Ed.D..
At Concordia since 2017.

Grant E. Carey (Associate Professor, Religious Education, Assistant Director, DCE Program)
Concordia University, Irvine, CA, B.A., 2001; Fuller Theological Seminary, Pasadena, CA, M.A., 2007; George Fox University, Portland, OR, D.Min., 2014.
At Concordia since 2012.

Nickles I. Chittester (Professor, Psychology)

Arizona State University West, Phoenix, AZ, B.A., 1999; Washington State University, Pullman, WA, M.S., 2003; University of Florida, Gainesville, FL, Ph.D., 2007.
At Concordia since 2007.

Donald A. Christian (Associate Professor; President/CEO)
Concordia University, River Forest, IL, B.S.Ed., 1981; College-Conservatory of Music, University of Cincinnati, Cincinnati, OH, M.M., 1986; University of Phoenix, Phoenix, AZ, D.M., 2007.
At Concordia since 2005.

Angela Clements (Instructor, Management HR)
Avila University, Kansas City, MO, B.S., 1995; Central Michigan University, Mt. Pleasant, MI, M.S., 1999. *At Concordia since 2015.*

Gregory Coleman (Assistant Professor, English)
Holy Names University, Oakland, CA, B.A., 2006; Mills College, Oakland, CA, M.A., 2009; University of Massachusetts, Amherst, MA, Ph.D., 2019.
At Concordia since 2019.

Whitney Crowley (Assistant Professor of Music)
Vanderbilt University, Nashville, TN, B.M., 1995; The University of Texas at Austin, Austin, TX, M.Mus., 2002; Concordia University Texas, Austin, TX, EdD, 2022.
At Concordia since 2022.

Carlos Daniel (Kinesiology Program Chair)
California University of Pennsylvania, California, PA, M.S., 2010; Concordia University Chicago, Chicago, IL., Ph.D, 2020.
At Concordia since 2022

Katina Duffey (Instructor of Kinesiology)
University of Texas at Arlington, Arlington, TX., B.A.; Concordia University Texas, Austin, TX, M.Ed., 2018. *At Concordia since 2021.*

Lori Einfalt (Assistant Professor, Education)
Purdue University, West Lafayette, IN, B.A., 1982; The University of Texas, Austin, TX, M.Ed., 1989; The University of Texas, Ph.D., 2002.
At Concordia since 2007.

Christopher Fitzgerald (Associate Professor, Art)
Western Washington University, Bellingham, WA, B.A., 1999; Yale University School of Art, New Haven, CT, 2008; The Pennsylvania State University, State College, PA, M.F.A., 2012.
At Concordia since 2013.

Bindu George (Assistant Professor, Computer Science)

University of Texas, El Paso, TX, M.S., 2006; Capella University, Dallas, TX, Ph.D., 2018.

At Concordia since 2021.

Curtis P. Giese (Professor, Theology)

Concordia College, St. Paul, MN, B.A., 1984. Concordia Seminary, St. Louis, MO, M.Div., 1989; S.T.M., 1990. Hebrew Union College-Jewish Institute of Religion, Cincinnati, OH, M.Phil., 1994; Ph.D., 1999.

At Concordia since 2004.

Kelly Carolyn Gordon (Associate Professor, Theatre; School Director, School of Fine Arts)

Ohio Wesleyan University, Delaware, OH, B.A., 1992; Emerson College, Boston, MA, M.A., 1994; University of Georgia, Athens, GA, Ph.D, 2001; St. Edward's University, Austin, TX, M.S., 2014.

At Concordia since 2012.

Erik W. Green (Professor, Communications)

Central Michigan University, Mt. Pleasant, MI, B.A., 2002, M.A., 2004, University of Texas, Austin, TX, Ph.D. 2012.

At Concordia since 2011.

Daniel Guerrero (Instructor of Management, Business)

Texas State University, San Marcos, TX, B.A., 2000; St. Edward's University, Austin, TX, M.S., 2009.

At Concordia since 2021.

Christina Hamilton (Associate Professor, Mathematics)

Louisiana State University, Shreveport, LA, B.S., 2003, University of Texas at Brownsville, Brownsville, TX, M.Ed., 2008, University of North Texas, Denton, TX, Ph.D., 2013.

Stephanie Hartzell (Associate Professor, Education)

Utah State University, Logan, UT, B.S., 1999; University of Nevada, Las Vegas, NV, M.B.A., 2001; University of Nevada, Las Vegas, NV, Ph.D., 2012.

At Concordia since 2018.

Alexandra R. Herron (Assistant Professor, English; Senior Director, Online and Digital Learning)

Gonzaga University, Spokane, WA, B.A., 2007; National University, La Jolla, CA, M.S., 2011, M.A., 2013; Creighton University, Omaha, NE, Ed.D., 2015.

At Concordia since 2012.

Jennifer Hofmann (Associate Professor, Biology)

Concordia University, Portland, OR, B.A., 2001; University of California, Los Angeles, CA, Ph.D., 2009.

At Concordia since 2015.

Todd Hostager (Professor, Management)

St. Olaf College, Northfield, MN, B.A., 1981; University of Minnesota, Minneapolis, MN, Ph.D., 1992.

At Concordia since 2018.

Mary Kay Johnston (Professor, Biology)

University of Oklahoma, Norman, OK, B.S., 2000; M.S., 2004; The University of Texas at Austin, Austin, TX, Ph.D., 2011.

At Concordia since 2011.

Kristi D. Kirk (Assistant Professor; Provost, Executive Vice President)

Concordia University at Austin, Austin, TX, B.A., 1995; The University of Texas, Austin, TX, M.A., 2000; Capella University, Minneapolis, MN, Ph.D. 2013.

At Concordia 1993-98, and since 2000.

Michael Maguire (Assistant Professor, Chemistry)

University of Leeds, Leeds, West Yorkshire, England, B.S., 1986; University of Sussex, Falmer, Sussex, England, Ph.D., 1992; Wayne State University, Detroit, MI, M.B.A., 2008.

At Concordia since 2014.

Jim Marriott (Assistant Professor of Music)

Concordia University Nebraska, Seward, NE, B.M., 2004; Concordia University Mequon, Mequon, WI, Master of Church Music, 2008; Garrett-Evangelical Theological Seminary, Evanston, IL, Ph.D., 2017.

At Concordia since 2022.

Jo McIntosh (Assistant Professor, English)

Texas State University, San Marcos, TX, B.A., English, 2010; Texas State University, San Marcos, TX, M.A., Literature, 2013.

At Concordia since 2017.

Hannah Meineke (Assistant Professor, Education)

Concordia University, Seward, NE, B.S., 2010; Concordia University, Mequon, WI, M.S., 2013; University of Wisconsin, Milwaukee, WI, Ph.D., 2017.

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