Competency Based Education Courses

CBE 111 - Critical Thinking
Hours: 3
Critical thinking is a necessary skill for anyone to be able to problem solve including making clear decisions and conclusions. This course dissects the components of arguments and helps students interpret them based on their own perspectives. The students are introduced to the processes of logical reasoning to interpret arguments and learn how to evaluate the quality of reasoning behind arguments, interpretations, and/or beliefs.

CBE 126 - Computer Information Systems
Hours: 3
In this course, students examine how an information system (IS) can manage a business' processes and organization, as well as the factors that can influence a business selection of their IS. Students also study how databases are used in business to collect data, the different methodologies used to develop an IS, its functional systems, and the fundamentals of communication and networking within a system and among multiple systems. Students also evaluate the Internet's impact on the use of IS in organizations. Finally, students study the variety of roles and responsibilities within an IS department and the role of management, as well as ethical considerations and how an organization must protect itself against system threats.

CBE 130 - Introduction to Organizations
Hours: 3
The course is an introduction to how organizations work in all of its forms (collegial, bureaucratic, political, and organized anarchical/cybernetical), with implications for leadership and followership approaches and practices. Sources of power will also be discussed.

CBE 145 - Customer Service
Hours: 3
This course will help prepare students for providing customer service in a variety of workplace situations

CBE 201 - Supervision
Hours: 3
This course introduces you to the world of work and the functions of a supervisor. Emphasis is placed on analyzing supervisory roles and the skills and competencies needed to be successful in today's ever-changing work environment.

CBE 225 - Record Keeping for Leaders
Hours: 3
This competency course explores the foundational knowledge of record-keeping, including recording transactions, understanding financial statements and long-term liabilities, cash flow and financial statement analysis, and other budgeting tools that impact decision-making. Students learn how to make better business decisions based on information derived from analyzing transactions, financial statements, cost, and financial ratios.

CBE 338 - Talent Ldrshp in HR
Hours: 3
This course looks at the different roles that the human resource department plays in a company and the skills needed to accomplish the day-to-day activities of HR personnel. Emphasis is placed on the role of HR management in the strategic management process of a company. Processes used by HR departments to recruit talent, train, and conduct performance appraisals are covered. Workplace discrimination, labor laws, and global trends are also examined.

CBE 339 - Legal Issues in Organizations
Hours: 3
This competency course will explore legal issues in organizations including torts, crimes, intellectual property, contracts, negotiable instruments, agency, employment, as well as the law with respect to ethics and social responsibility, government regulation, personal property, real property, and international trade.

CBE 342 - Leading Innovation
Hours: 3
This course helps students develop the critical thinking skills needed for a role as an organizational leader, whether starting and operating a small business or not-for-profit organization or working for an existing corporation or company. In other words, the hallmark of a successful manager and leader is treating the company for which an individual work as if it were your own. As such, this course develops the basic skills individuals need to evaluate opportunities that can be applied across myriad managerial and leadership positions, anticipate challenges, assess the best course of action, monitor its progress, make adjustments, develop competitive advantages, seize and respond to opportunities, adapt to market changes, and the like.

CBE 346 - Numbers for Leaders
Hours: 3
This course covers key components of financial leadership by exposing students to the financial skills needed for professional and personal success. Emphasis is on analyzing and interpreting data to write, decide and lead competently in both personal and professional arenas.

CBE 347 - Research Methods
Hours: 3
The course is an introduction to two main categories of research methodology-- quantitative and qualitative research-- and their related components, including sample or case selection procedures, data gathering techniques, data analytical procedures. Some references are made to mixed methods, also.

CBE 350 - Proposal Writing and Grants Administration
Hours: 3
Basic steps in researching funding ideas, including how to use the Internet as a fundamental tool and the detailed steps required for preparing funding applications. Focus on the skills and tools needed to monitor funds once grants have been awarded.

CBE 356 - Personal Branding and Identity
Hours: 3
This course will guide students through the process to research and create a personal brand and identity using social and career networking platforms. Students will explore best practices to create and sustain their personal brand that is aligned to their career goals after graduation.

CBE 357 - Data Visualization for Business Insights
Hours: 3
This course will provide intermediate skills in data visualization using industry-standard business intelligence software. Students will develop visualizations from existing data and learn to use various charts, graphs, maps, dashboards, and stories. In this course, students will receive an introduction to the area of data visualization which will be supplemented by hands on work by using a data visualization tool. Students will build on analytical skills to locate and prep data from external sources to be used in data visualization and to derive insight from the data. Students will then learn how to effectively communicate insights from data to a broader audience and make informed business decisions. Students will have the opportunity to build on their technical skills throughout the semester by completing assignments and the cumulative project.

CBE 422 - Project Management for Leaders
Hours: 3
Students will explore a leader's responsibility for conceiving, designing, implementing, and managing the organization's overall objectives, culture, and environment as part of the project management process. Within this context, the course primarily focuses on understanding project management, aligning project management with the organization, project management oversight, projects as capital investments, globalization, and resources optimization.

CBE 431 - Developing Globally Competent Leaders
Hours: 3
This course dissects the components of global competence and helps students to interpret them in relation to the critical role of leadership. Students are introduced to a wide variety of resources that have been shown to improve levels of global competence. Upon completion of the course, students are expected to better interpret and understand their own strengths and development areas that may benefit from further study and attention

CBE 477 - Writing with Artificial Intelligence (AI)
Hours: 3
Students will learn how artificial intelligence (AI) technologies can be used to enhance and inspire various forms of writing. Students will gain practical experience in using AI as a collaborative tool for writing and research while exploring the ethical and creative implications of AI in the writing process.