

SPECIALIZATION

Human Services Administration (16 weeks)

Course ID	Course Title	Credits
** { MCY 8561	Development and Management of Programs for Children & Youth	3
** { MCY 8564	Dev. Human Relations Skills in the Mng. Of Prgs. for Children & Youth	3
*** { MCY 8567	Theory and Practices Management and Planning	3
*** { MCY 8565	Organizational Theory and Practices A Synthesis	3
HSAC 8803	Human Resource Issues & Challenges for Management of Programs	3
HSAC 8804	Advanced Selected Topics in Managing	3
Total Specialization Credits		18

** Courses must be taken at the same time

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MCY 8561 Development and Management of Programs for Children and Youths (3 credits)

This course will focus on the analysis and assessment of programs for children and youths from the manager/leader perspective. Emphasis will be placed on building skills required for program development, implementation, and evaluation. Study will also include an overview of selected management systems, models, and theoretical foundations necessary for an understanding of administrative and leadership procedures. Concepts and processes, such as organizational systems analysis and strategies that enhance the effectiveness of the manager/leader in a world of cultural diversity and socioeconomic differences, will be emphasized.

MCY 8564 Developing Human Relations Skills in the Management of Programs for Children and Youths (3 credits)

This course focuses on an examination of qualities that foster positive relationships in the work setting. Students will analyze strategies necessary in the identification, training, and assessment of personnel and will demonstrate these required skills, especially as they relate to inclusion.

MCY 8567 Theory and Practices: Management and Planning, Funding, and Budgeting (3 credits)

This course is designed to assist advanced students with a review of concepts learned in earlier specialization courses. An understanding of concepts and models of organizational behavior and development is critical for effective program development funding, implementation, and evaluation. A synthesis and reflection on knowledge, concepts, and skills gained will be done in conjunction with practicing strategic planning and developing grants appropriate for child and youth programs in a diverse society.

MCY 8565 Organizational Theory and Practices – A Synthesis (3 credits)

This course is designed to extend the knowledge and develop skills, both conceptual and practical, required of people with leadership responsibilities. Organizational systems and interventions that help to ensure organizational success are addressed. Issues such as individual needs; psychological, socioeconomic, and cultural diversity; and managerial styles are considered.

HSAC 8803 Human Resource Issues & Challenges for Management of Programs (3 credits)

This course provides the management specialty student with the operational knowledge of human resources as well as the strategic HRM approach needed to manage within today's organizations. Students will explore the legal framework of equal opportunity, sexual harassment, constitutional rights, and unfair labor practices. The strategic implications of effectively managing recruitment, compensation, performance management, training and development, and discipline procedures will be explored. Current HR issues will be identified including telework, diversity, and workplace violence.

HSAC 8804 Advanced Selected Topic in Managing (3 credits)

This course provides an integrating experience for students who are completing their management specialty. Specifically, it affords the opportunity to take an in-depth look at several current or emerging management issues. The issues will change with time and entail current readings, cases, and student debate on the subjects. Issues for the 2003-2004 courses will include leadership ethics, value driven management and strategic planning for professional and career development. Note: The precise selected topics will be reviewed on an annual basis and are expected to change over time. These topics will represent "hot issues" in management.