WALDORF
UNIVERSITY

ADDENDUM TO THE CATALOG

Published: March 1, 2021

Waldorf University Catalog Addendum
Published 3/1/2021

Beginning March 01, 2021 Waldorf University will offer the following **_new_** degree programs of study as approved by the Higher Learning Commission, The Waldorf University Board of Trustees, and the Faculty of Waldorf University.

Associate of Arts (AA) in Early Childhood Education

The Associate of Arts degree program in Early Childhood Education is designed to increase knowledge and skills of individuals in early childhood fields including childcare programs, governmental organizations, and additional early childhood settings. This program is ideal for professionals already employed in this area who desire career advancement, increased educational opportunities, or better job security. This program is not designed to be a PK – 3 licensure pathway.

Program Learning Outcomes
- Promote healthy, safe, respectful, and supportive learning environments for young children.
- Apply child development knowledge to produce positive learning outcomes.
- Develop awareness of standards for safe, healthy learning environments.
- Demonstrate competence for working with diverse student populations, including social, cultural, and linguistic awareness.
- Establish positive relationships with families and community partners to enhance learning and development for young children.

Curriculum Plan AA in Early Childhood Education

General Education Core Curriculum	45 credit hours
Major Curriculum Requirements:	15 credit hours
ECE 1010 Introduction to Early Childhood Development	3 credit hours
ECE 2010 Early Childhood Health and Safety	3 credit hours
ECE 2020 Teaching and Learning in the Early Childhood Classroom	3 credit hours
ECE 2030 Introduction to Children with Special Needs	3 credit hours
ECE 2040 Community and Family Engagement	3 credit hours
Total	60 credit hours

Masters of Education (M.Ed.) in Instructional Design and Technology (IDT)

The Master of Education in Instructional Design and Technology at Waldorf University prepares educational professionals to apply a systematic, theory-based approach to designing learning activities. Students learn to analyze needs and provide and evaluate training solutions to instructional problems. These specialized skills may be applied in the classroom with students at all educational levels as well as other professions requiring the development of instructional materials.

Program Learning Outcomes
- Analyze strategies for effective classroom management for diverse populations. (M.Ed. specific.)
- Create a professional action plan focused on continuous improvement efforts in education. (M.Ed. specific)
- Appraise the relationship between student and institutional data. (M.Ed. specific)
- Apply the systems approach to designing instruction. (IDT specific)
- Develop theory-based instruction. (IDT specific)
- Evaluate the effectiveness of learning activities. (IDT specific)

M.Ed. Instructional Design and Technology Curriculum Plan

Major Curriculum Requirements	24 credit hours
EDU 5000 Adults as Learners	3 credit hours
EDU 5100 Personal Leadership Skills and Team Building	3 credit hours
EDU 5101 Culture of Continuous Improvement in Education	3 credit hours
EDU 5200 Building Professional and Community Relationships	3 credit hours
EDU 5400 Instructional Strategies	3 credit hours

EDU 5700 Digital Strategies for 21st Century Learning	3 credit hours
EDU 6000 Assessment, Learning, and Action Research	3 credit hours
EDU 6800 Program Evaluation	3 credit hours
Instructional Design and Technology Specific Courses	12 credit hours
IDT 5100 Instructional Systems Design	3 credit hours
EDP 5100 Learning Theories for Instruction	3 credit hours
IDT 5200 Online Learning and Management Systems	3 credit hours
IDT 5300 Digital Media	3 credit hours
Total	36 credit hours

Master of Business Administration (M.B.A.) with option concentration:
a) Public Administration;
b) Leadership; or
c) General.

The Master of Business Administration provides students with the knowledge and skills they need to be successful in today's global business climate and integrated value chains. This is accomplished through required core advanced classes in economics, marketing, accounting for managerial decision making, human resource management, corporate finance, and management information systems. In addition, students select one of three concentration options. Concentrations include public administration, organizational leadership, and a general concentration option that are designed for students to meet their specific educational goals and enhance their career opportunities. To satisfy the general concentration requirements, students select any five (15 credit hours) graduate-level courses not used to meet other program requirements.

Program Learning Outcomes
- Explain how key international factors affect business.
- Analyze processes that influence the control and management of organizations.
- Apply the various theories and methods associated with employee motivation and morale.
- Evaluate the concepts of professional integrity.

Master of Business Administration Curriculum Plan

Major Curriculum Requirements	21 credit hours
ACC 5301 Management Applications of Accounting	3 credit hours
HRM 5200 Emerging Trends in Human Resource Management	3 credit hours
MBA 5401 Management Information Systems	3 credit hours
MBA 5501 Advanced Marketing	3 credit hours
MBA 5652 Research Methods	3 credit hours
MBA 6053 Economics for Managers	3 credit hours
MBA 6081 Corporate Finance	3 credit hours
Public Administration Concentration	15 credit hours
COM 5360 Crisis Communication and Leadership	3 credit hours
PA 5302 Ethics for Public Administration	3 credit hours
PA 5305 Public Finance and Budgeting	3 credit hours
PA 5306 Public Policy	3 credit hours
PA 6304 Local Government Planning	3 credit hours
Leadership Concentration	15 credit hours
ORG 5000, Personal Leadership Development	3 credit hours
ORG 5100, Leadership Theory and Practice	3 credit hours
ORG 6600, Culture of Learning Organizations	3 credit hours
ORG 6700, Diversity and Inclusion in the Organization Culture	3 credit hours
ORG 6800, Organization Development	3 credit hours
General Concentration	15 credit hours
This concentration is designed for students to meet their specific educational goals and enhance their career opportunities. To satisfy the general concentration requirements, students select any five (15 credit	

hours) graduate-level courses not used to meet other program requirements.	
Program Total	36 credit hours

Beginning March 01, 2021 Waldorf University will offer the following **_updates_** to the following degree programs of study as approved by the Higher Learning Commission, The Waldorf University Board of Trustees, and the Faculty of Waldorf University.

Bachelor of Science in Homeland Security - Cybersecurity Concentration
Bachelor of Science in Criminal Justice - Cybersecurity Concentration

Concentration Requirements	
Required Course	3 credit hours
HLS 3010 Homeland Security and Cyber Threats	3 credit hours
Select three (3) of the following courses	9 credit hours
CYB 3301 Security Application Development	3 credit hours
CYB 3302 Advanced Information Security	3 credit hours
CYB 4301 Cyber Security and Crime	3 credit hours
CYB 4302 Cyber Warfare and Application	3 credit hours
CYB 4303 Critical Infrastructure Protection in Cyber Security	3 credit hours
CYB 4304 Cybersecurity Law and Policy	3 credit hours
CYB 4401 IS Disaster Recovery	3 credit hours
CYB 4402 Principles of Digital Forensics	3 credit hours
Total	12 credit hours

Graduate Certificate in Leadership

Certificate Requirements	12 credit hours
ORG 5000 Personal Leadership Development	3 credit hours
ORG 5100 Leadership Theory and Practice	3 credit hours
ORG 6000 Leadership Development and Coaching	3 credit hours
EDU 5100 Personal Leadership Skills and Team Building	3 credit hours
Total	12 credit hours

Bachelor of Science in Business Administration with Concentration in Industrial Organizational Psychology

Concentration Requirements	
Required Course	15 credit hours
PSY 3140 Social Psychology	3 credit hours
PSY 3490 Industrial Organizational Psychology	3 credit hours
PSY 1010 General Psychology	3 credit hours
PSY 4510 Attitudes and Persuasion	3 credit hours
PSY 4560 Psychological Assessment	3 credit hours
Choose three courses from the following:	9 credit hours
PSY 3019 History and Systems of Psychology	3 credit hours
PSY 3150 Developmental Psychology	3 credit hours
PSY 3380 Psychology of Adjustment	3 credit hours
PSY 3350 Theories of Personality	3 credit hours
PSY 3460 Cognitive Psychology	3 credit hours
PSY 3480 Principles of Learning	3 credit hours
PSY 4515 Psychology of Prejudice and Discrimination	3 credit hours
PSY 3220 Health Psychology	3 credit hours
PSY 3205 Psychology of Gender	3 credit hours
PSY 3210 Close Relationships	3 credit hours
Total	24 credit hours

Associate of Arts in Sport Management

General Education Core Curriculum	45 credit hours

Major Curriculum Requirements:	15 credit hours
SMT 2701 – Sociology of Sport	3 credit hours
SMT 2801 – Sport Public Relations and Promotions	3 credit hours
SMT 4001 – Sport Facilities	3 credit hours
SMT 4101 – Sport Administration	3 credit hours
SMT 4301 – Sport Legal Liability and Risk Management	3 credit hours
Total	60 credit hours

Department of Defense (DoD) Disclosure statement added: Waldorf University Online does not offer programs that require programmatic accreditation to validate the degree in the work force. This information will be incorporated into both the Waldorf website and the Waldorf catalog.

Waldorf University Online does not offer programs that require graduates to attain professional credentials and/or licensure to obtain employment in the applicable field.

Beginning March 01, 2021 Waldorf University has updated the following course descriptions as approved by The Waldorf Faculty Senate and the Faculty of Waldorf University.

Course Descriptions

Undergraduate Courses

CIS 4101 Internet and Network Security (3 cr.): Provides a practical examination of information security fundamentals. Includes security planning, technologies, and personnel issues. Covers material helpful in the preparation for the Security+ certification exam.

CYB 3301 Security Application Development (3 cr.): Introduces best practices for securing applications, networks, and databases. Students learn how organizations protect assets from unauthorized access. Students start the initial phase of building applications while documenting security procedures.

ECE 1010 Introduction to Early Childhood Development (3 cr.): Introduction to Early Childhood Development examines principles of child development from birth to the period of adolescence. Students will analyze theories, stages of development (including cognitive, physical, and social-emotional growth), and appropriate domains to support positive interactions in early childhood environments. Students will explore the basics of guiding behavior, building relationships, and observing and recording children's growth and development.

ECE 2010 Early Childhood Health and Safety (3 cr.): Early Childhood Health and Safety introduces students to information on children's safety and overall health. Skills for maintaining safe environments which promote cleanliness, organization, routines, and healthy habits are covered in this course. Students will learn how the environment stimulates and fosters a welcoming, supportive place for young children and their families.

ECE 2020 Teaching and Learning in the Early Childhood Classroom (3 cr.): Teaching and Learning in the Early Childhood Classroom provides students with knowledge to develop engaging activities based on best practices in early childhood education. This course will also explore various methods to effectively manage classroom environments and guide young children's behavior to maximize learning opportunities. Engaging activities and lesson plans that support the major content areas (early literacy, communication, math, science, civic awareness, and creative arts) will be practiced throughout this course. Application of observation strategies and classroom assessment tools are also covered.

ECE 2030 Introduction to Children with Special Needs (3 cr.): Introduction to Children with Special Needs allows learners to demonstrate competence in working with various special populations, including those with learning and developmental disabilities as well as dual language learners. Learners will explore how to adapt curriculum to meet the needs of young children with developmental differences and cultivate partnerships with families who have children with different abilities.

ECE 2040 Community and Family Engagement (3 cr.): Community and Family Engagement allows students to foster solid relationships with families and community partners to increase positive communication and cultural awareness. This course will investigate the importance of family/school partnership, ways to effectively communicate with families, and identify community

organizations to support cultural awareness. Various classroom strategies will be explored emphasizing culturally and linguistically appropriate methods supporting all children in becoming competent members of a diverse society.

HLS 3010 Homeland Security and Cyber Threats (3 cr.): This course introduces students to the myriad of emerging cybersecurity threats in both public and private sectors and their impacts on homeland security.

HUM 2350: Lessons for Life(3 cr.):   This course introduces the processes by which people apply the knowledge and skills necessary to manage emotions, set positive goals, and extend empathy to others, all while maintaining healthy relationships.

HUM 2360: Lessons for Life II (3 cr.): This course provides knowledge and skills important in maintaining healthy relationships in diverse environments by considering skills such perseverance, activism, kindness, empathy, and self-motivation as positive lessons for life.

HUM 2450: Fostering Diversity and Inclusion (3 cr.): This course provides knowledge and skills that are necessary to foster diversity and inclusion in various settings. Strategies to cultivate inclusive and positive interactions across diverse groups will be utilized in order to promote healthy relationships.

Graduate Courses

ACC 5301 Management Applications for Accounting (3 cr.): Focuses on how accounting information is used to make current and future strategic business decisions with an emphasis on ethical behavior that meets compliance and regulatory requirements. This course also focuses on applications of accounting-related concepts and reporting requirements in a global business environment.

EDP 5100 Learning Theories for Instruction (3 cr.): Reviews various theoretical approaches to learning. In this course, students compare essential elements of instructional design learning theory, select a theory, and apply it appropriately in the design and development of an instructional activity.

EDU 5010: Foundations of Social-Emotional Learning. (3 cr.): The focus of this course is based upon understanding the theoretical underpinnings for social-emotional learning (SEL). Students are introduced to the process by which people apply the knowledge and skills necessary to manage emotions, set positive goals, and extend empathy to others—all while maintaining healthy relationships.

EDU 5030: Social-Emotional Learning Pedagogy and Practice (3 cr.): The focus of this course is to apply the theoretical underpinnings of social-emotional learning (SEL) within in various environments including the educational classroom, small group settings, after-school programs, and community-based centers. Students will gain knowledge and skills to teach the importance of maintaining healthy relationships in diverse environments by considering skills such perseverance, activism, kindness, empathy, and self-motivation as positive lessons for life.

EDU 5050: Social Emotional Learning (SEL) for Students (3 cr.): A Path to Social Emotional Well-Being (3 cr.): The focus of this course is to extend the theoretical underpinnings of social-emotional learning (SEL) within the educational classroom setting. Students will learn how an individual's life affects him or her inside and outside of the classroom.

EDU 6800 Program Evaluation (3 cr.): Provides Master of Education students a capstone experience that focuses on school improvement. Students utilize applied, social research procedures to investigate the effectiveness of a school program.

IDT 5100 Instructional Systems Design (3 cr.): Introduces the systematic approach to designing instruction. In this course, students analyze the components of instructional design models and apply them in the design of an instructional unit.

IDT 5200 Online Learning and Management Systems (3 cr.): Examines the common attributes and functionality of learning management systems used in online learning. Students utilize these tools and instructional design principles to identify and apply an effective learning design for the online modality.

IDT 5300 Digital Media (3 cr.): Investigates the educational application of digital media. This course focuses on the instructional design principles and skills needed for selecting, implementing, and evaluating multimedia and other learning technologies for instruction.

MBA 5401 Management Information Systems (3 cr.): Considers the theory and practice of management information systems, including information requirements analysis, design methodology, and system implementation considerations. Topics include new technology convergence, management of disrupted technology, technology impacts, and business continuity planning.

MBA 5501 Advanced Marketing (3 cr.): Provides an overview of advanced topics in marketing management, planning, strategy, analysis, and control. The course provides a domestic and international emphasis on consumer needs, industry position, competition, and ethical marketing practices. Application will include the management of both traditional and digital marketing strategies towards an effective integrated marketing communication (IMC) plan.

MBA 5652 Research Methods (3 cr.): Introduces both the theory and practice of using quantitative and qualitative research methodological approaches to solve problems, leverage opportunities, and help achieve organizational goals. Applied research methods are illustrated, including surveys, interviews, focus groups, case studies, observations, and experimentation. Contemporary and actionable statistical procedures as well as data analysis tools are examined. Best practices for presentation of research results also are appraised.

MBA 6053 Economics for Managers (3 cr.): Applies economic theory to managerial decision-making and business problem solving. Topics include demand analysis and estimation, analysis of cost and production, profit maximization under different market structures, optimal pricing, decision-making under uncertainty, and issues in international trade. This course provides an overview into the MBA program including expectations, APA guidelines, scholarly research, library, and Waldorf support.

MBA 6081 Corporate Finance (3 cr.): Presents the fundamentals of corporate finance management, emphasizing the development of tools of analysis necessary to assess a company's financial health and value; allocate financial resources; determine cost of capital; and assess investment and business opportunities, risk-return relationships, and working capital management.

The term 5B21 start date is 4/28/2021.