Courses to Consider – General Education

Behavioral / Social Sciences

CCJ 239. Introduction to Criminal Justice. 3 Hours.
The course covers the underlying principles and processes of the criminal justice system, with emphasis on the interdependence of law enforcement, the courts, and corrections. The relationship between criminal justice agencies, social groups, and communities are examined.

ECO 201. Introduction to Microeconomics. 3 Hours.
Provides students with fundamental issues related to the market price system, allocation of economic resources, cost and production of private firms, various market structures, prices of economic resources, and some issues related to welfare economics.

SOA 221. Social Problems. 3 Hours.
Analysis of contemporary social problems such as those involving individuals and families, and specifically those relating to crime, inequality and power, poverty, human diversity, militarism, drug and alcohol abuse, mental illness, environment, and modernization.

PSY 201. Principles Of Psychology. 3 Hours.
A survey of significant theory, issues, methods of inquiry, and applications in all areas of psychology.

First-Year Seminar

GBL 101. Global Culture and College-age Youth. 3 Hours.
This introductory college course explores concerns, interests, and aspirations of college-age students around the world. Using comparative tools, it develops skills to discover issues of identity, diversity, and inclusivity of college-age people in the U.S. and abroad.

Humanities

PHI 101. Introduction to Philosophy. 3 Hours.
This course introduces students to some of the basic issues, readings and methods of philosophy. We will cover such topics as right and wrong action, the nature and limits of human knowledge, the relation between mind and body, and the existence of God. Open to all undergraduates.

Math

MAT 121. Applied Statistics. 3 Hours.
May be used to meet the mathematics general education requirement for admission to UIS. Topics may include descriptive statistics, elementary probability, basic probability distributions, sampling, estimation, testing of hypotheses, simple linear regression, and correlation.

Elective

SOA 235. ECCE: Working USA and the 99%. 3 Hours.
This course provides an overview of the world of work, the lives of employees, and the politics of class in the US. We look at economic, social, and political issues facing working people, and the ways that they come together across races and cultures to better their lives historically and today.
Courses to Consider – Upper-Division Electives

**Upper-Division Courses**

**BUS 331. ECCE: Business, Ethics, and Society. 3 Hours.**
Interdisciplinary evaluation of the social responsibility of business. Examines experiences at the intersection of race, class, immigration, and urban/rural communities. Uses current and historical examples to understand how business, and business policy, differentially affects different populations in the U.S.

**BUS 470. Topics in Human Resource Management. 1-3 Hours.**
Each topic covers a different human resource management concept and may include an intensive workshop. May be repeated for an indefinite number of hours, but particular topics must differ.

**BUS 471. Human Resources Planning and Staffing. 3 Hours.**
Addresses organizational analysis, job analysis and its impact on other HR functions (i.e. recruitment, and selection, performance appraisal, compensation), determining employee staffing levels, recruitment processes and sources to maximize the number of qualified applicants for positions, and effective selection techniques.

**BUS 473. Employee Appraisal and Development. 3 Hours.**
Examines processes by which organizations and managers provide feedback and develop employee talents to their maximum potential. Topics include needs assessment, employee performance appraisal, career planning, and training.

**COM 331. Business and Managerial Communication. 3 Hours.**
Application of business and managerial communication skills necessary for leadership and success in organizations. Students will examine features of organizational communication processes and verbal/nonverbal communication. Construction and evaluation of written communication in business contexts, social media, and oral presentations with an emphasis on analysis, data representation, and evidence-based arguments will be practiced.

**COM 362. Introduction to Public Relations. 4 Hours.**
Introduction to the theories, functions, and applications of public relations. Analysis of the most effective methods of internal/external public relations in profit and nonprofit organizations.

**COM 425. ECCE: Intercultural Communication. 4 Hours.**
Analysis of domestic and international cultures. Examines differing world views, nonverbal cues, beliefs, language, artifacts, sources of conflict, and methods for negotiating meaning across borders.

**CCJ 347. ECCE: Race, Class, and Social Justice. 3 Hours.**
Considers the relationship between race and ethnicity, class, and the American criminal justice system, and the intersection of race/ethnic and class relations in America. Explores the experiences of marginalized ethnic minorities, working class, and poor people in the criminal justice system.

**CCJ 463. Introduction to Human Rights. 3 Hours.**
This course will introduce students to the large issue of human rights as an American phenomenon and as an international phenomenon. The course may focus on one or two particular human rights issues and then compare the problems and the possible solutions at home and globally. For example, the course might focus on the problem of human trafficking and how it is manifested in the United States. Students will examine how the U.S. Communities deal with human trafficking and then how it is manifested in another country and how it is dealt with there. Students will examine international treaties and their implementation to judge efficacy and possible changes locally and internationally.
Courses to Consider – Upper-Division Electives

Upper-Division Courses

**ENG 309. Professional Writing. 3 Hours.**
Principles of composition and rhetoric applied to the basic genres of scientific, technical, and business writing including the report, proposal, manual, and correspondence.

**ENG 321. ECCE: From China to Chinese America. 4 Hours.**
This course exposes students to Chinese American literature, culture, and history. It also examines how traditional Chinese culture is transformed in the context of migration. The class reading includes literary works written by Chinese American authors that have attracted scholarly attention in both the United States and China. In addition, we shall read history and critical essays as well as view film and video clips to enhance the students' learning experience. The class discussion will focus on cross-cultural topics in Asian American Studies such as: the cross-dressing heroine Mulan, the mythology of the Monkey King, ethnic food and identity, multiethnic/multiracial families, to name only a few. Through examining Chinese American community's cultural heritage in China as well as its presence in American history and culture, students are expected to gain a comprehensive view of Chinese American literature and in the process to learn about cultural diversity within the United States.

**ENG 326. ECCE: #Melanin: Global Colorism. 3 Hours.**
This course provides students with an interdisciplinary and intersectional study of how colorism impacts socio-political realities around the world. Students design and create original projects that help address the issue.

**ENG 331/WGS381. ECCE: Asian American Women. 4 Hours.**
This course explores the complex nature of Asian-American literature to discover its diverse themes, foci, narrative strategies, and approaches to culture and history, with a particular focus on women.

**ENG 360. Topics in English Studies. 3 Hours.**
Open to majors and non-majors, the course focuses on topics relevant to English Studies. Credit may be earned in several sections of 360, but students must study a different topic in each section.

**ENG 381. Graphic Novel. 3 Hours.**
Examination of the format and content of the graphic novel with a focus on global context.

**HIS 421. ECCE: Introduction to Oral History Methods. 3 Hours.**
Introduction to oral history technique, including interviewing, transcription, and editing. Includes technical and conceptual literature, collateral fields, and professional concerns. Student work added to UIS oral history collection.

**HIS 429. ECCE: Civil Rights Movement of the Twentieth Century. 4 Hours.**
This discussion course examines the connections between the oral histories of the civil rights movement, the intellectual contributions of African American essayists to traditions of thought in United States history in the twentieth century and the political activism of educated professionals and grass-roots community figures.

**LES 307. Law and Society. 3 Hours.**
Introductory, interdisciplinary survey of the functions of law in society. Analyzes law, legal and social institutions, and legal theory, with special emphasis on issues of justice, fairness, and equality.
Courses to Consider – Upper-Division Electives

Upper-Division Courses

LES 333. ECCE: Sexual Orientation and Public Policy. 3 Hours.
Interdisciplinary examination of factual basis of majority ideas about sexual orientation, gender identity, or sexuality used to assign important legal rights and disabilities to lesbian, gay bisexual, transgender and queer communities. Explores political movements and issues involved in the struggle for civil rights for sexual minorities. Requires an open mind.

LES 454. Law and Literature. 3 Hours.
This course explains important aspects of the law through close readings of literary texts. Through these texts, we will address legal theory, ethics and history, black letter law, legal controversies regarding race, gender, sexuality, and whether or not there is a moral obligation to obey the law. We will read several novels, short stories, and plays in addition to short excerpts from secondary sources such as legal cases, theoretical and philosophical texts and popular culture.

MGT 310. Managing Organizational Behavior. 3 Hours.
(CBM Core Course) Examines and analyzes the organization and the organizational environment as a social system. The impact of its various components on individuals and groups within the organization will also be considered. Topics include individual differences, perceptions, attitudes, emotions, motivation, performance, job design, culture, innovation, change, strategy and structure, and leadership.

MGT 431. Human Resource Management. 3 Hours.
Theories and applications of the leadership and development of people in organizations. Topics include human resource planning, recruitment, selection, orientation, training, career development, performance appraisal, compensation, incentives, union-management relations, ethics, diversity, and succession planning.

PHI 353. Person, Identity, and Dignity. 4 Hours.
Focuses on such questions as: What makes people different from other things in the world? What makes people identical with themselves over time? Do any moral considerations (questions of value) depend on our status as people? No prior familiarity with philosophy required. Combines elements of philosophical anthropology, moral philosophy, and philosophy of mind.

PSY 341. Industrial-Organizational Psychology. 4 Hours.
This course will examine the various issues relevant to industrial and organizational psychology, including job analysis, personnel selection, organizational behavior, and occupational health and stress.

PSY 422. Race, Culture & Psychology. 4 Hours.
This course illustrates the interconnections between culture and psyche, including by comparing various cultural perspectives on concepts such as time, psyche, morality, mental illness, gender, etc. Special attention is given to the cultural construct of "race" and how we each maintain and perpetuate ideas and inequities surrounding race through our daily actions. Designated Writing Course.

SOA 302. Understanding Cultures. 4 Hours.
Learn skills to understand other cultures and your own through this introduction to cultural anthropology. See how beliefs, power, the production of goods, social identities, equality/inequality, and relationship to the environment fit together in different types of cultures. Learn social science writing skills.
Courses to Consider – Upper-Division Electives

Upper-Division Courses

SWK 366. ECCE: Beyond Bias: Racism, Sexism and Heterosexism. 4 Hours.
Interdisciplinary examination of the concepts of race, ethnicity, gender, sexual orientation, age, and disability in terms of causes and effects of social problems. Particular emphasis on personal and cultural attitudes towards inclusion and diversity; envisioning a just, equitable society.

WGS 301. ECCE: Introduction to Women and Gender Studies. 4 Hours.
Introduction to basic concepts and terminology in Women and Gender Studies: history of women's movements; feminist theories and concepts; issues such as socialization, work, violence, sexuality, marriage, media representation.

WGS 449. Employment Discrimination Law. 3 Hours.
Development and implementation of anti-discrimination laws in employment, including hiring, firing, promotion, terms and conditions, benefits and pay, with respect to race, gender, disability, religion, and national origin, among others.

Minors to Consider
- African American Studies
- Criminology and Criminal Justice
- English
- Legal Studies
- Sociology
- Women and Gender Studies

Experiential Learning
- IPL 300. ECCE: Internship
- IPL 301: ECCE: Project
- IPL 305: ECCE: Prior Learning