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INTERNATIONAL DEVELOPMENT PROGRAM

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These pages relate to the off-campus, part-time International Development Program. For information about the full-time, on-campus Community & International Development Program, consult the Behavioral Sciences section of this Bulletin, p. 113.

Education at Andrews University has always been rooted in the concept of Christian service. Educators, administrators, nurses, agronomists, and various technicians have developed schools, hospitals, agricultural programs, and a host of other institutions and facilities that can improve the quality of life for people everywhere. Through its Affiliation and Extension Programs, Andrews University has made it possible for students to earn degrees at off-campus locations around the world. The International Development Program is one such option. The principal purpose of this program is to provide a venue for leadership training of professionals whose work responsibilities and life situation do not permit a return to full-time study at a university campus. The interdisciplinary program takes three to five years to complete and it draws on the strength of all six schools of the university. Students attend 3–4 week intensive sessions at extension sites in various locations around the world. The goal of the Program is to strengthen organizations in project management skills and administration. The ultimate goal is to enable graduates to acquire whatever capacities they need to be effective agents in assisting communities to attain well-being for its present members and their future generations.

Administration of the Program

The off-campus International Development Program is administered by the Interdisciplinary Masters Council, an inter-school council, made up of administrators and faculty from the Affiliation & Extension Program, the College of Arts & Sciences, the School of Business Administration, the School of Education, the School of Architecture, the College of Technology, the Seventh-day Adventist Theological Seminary, and the School of Graduate Studies & Research. The council also works with the Adventist Development and Relief Agency (ADRA) and other governmental and non-governmental organizations in planning and implementing new courses and curricula and in scheduling venues for delivery of intensives. It also develops and monitors compliance with policies governing admission of students to the program, student academic progress, and admission to candidacy status.

The day-to-day administration of the program is the responsibility of the International Development Program office. Faculty guidance is provided by the IDP Coordinating Committee. These teams are headed by the Director of the International Development Program.

Teaching Sites

The International Development Program offers its classes in multiple regions and languages around the world. Venues and languages are subject to change but currently include Canada (English), Chile (Spanish), Ghana (French and English), Italy (English), Japan (English), Kenya (English), and South Africa (English). A university campus is the preferred venue in each region for the teaching sessions.

Admission Requirements

To be admitted to regular standing into the International Development Program, students must

- Qualify for general admission into graduate studies at Andrews University (see p. 44)
- Have a four-year baccalaureate degree or its equivalent
- Demonstrate computer literacy skills such as word processing and Internet usage

Note:

- Access to e-mail communication is very important for participation in this program.
- The Graduate Record Examination (GRE) transcript requirement is waived for students in the overseas program.
- TOEFL is waived for students in this program.

MSA: International Development (39–40)

The International Development emphasis is to meet the evolving needs of professionals to advance their field of interest, whether it is humanitarian work, economic development, international business, health, or other professions involved with social, cultural, and political challenges within communities. It is a program to build capacity in leadership based on principles of excellence, justice, and advocacy to embrace sustainable partnerships.

Core Courses—29

Social Science Foundations—7
SOCI520; EDPC622; ANTH517
Planning/Evaluation—6
SOCI530, 535, 545
Management—8
BSAD525, 530; COMM590
Individual and Organizational Accountability—8
ACCT625; IDSC610; PLSC525

Concentration—10-11

Research and Practicum Requirements—5-6
IDSC680; IDSC697 or IDSC699
Development Concentration–5
IDSC597, 640, 690

TOTAL—39–40

Concentrations in International Development

Students in the International Development Program are required to complete a concentration involving a minimum of ten semester credits in a selected specialization area. The majority of the Concentration courses are completed in an independent format. This allows the student's specialization area to be uniquely tailored to suit his/her needs and professional goals. Examples of concentration topics include: Advocacy, Agro Forestry; Civil Society; Cross Cultural Relations; Development Policies of Government and Religion; Disaster Preparedness; Education; Environmental Studies; Food Security; Gender and Development; International Agriculture; Microenterprise;

NGO Policies and Operations; Peace and Conflict Resolution; Poverty Mitigation; and Public Health. A concentration area is selected in consultation with the Concentration Advisor during the first two years of study. Once a topic has been decided, a Concentration Mentor is assigned who, together with the Concentration Advisor, guides the student through the concentration requirements.

MSA: Organizational Leadership (39–40)

The mission of the Organizational Leadership emphasis is to develop trained leadership to meet the needs of a growing church membership, a growth which will place significant demands on support organizations and other church institutions. Such leaders will develop skills based on the concepts of servant leadership, will understand and practice leadership as a collaborative process, and will demonstrate appropriate administrative skills in research, strategic approaches to program planning and evaluation, finance, communication, and ethics along with skills in a specific area of leadership. Concentrations may include church administration, community and international development, or other concentrations as requested and approved.

Core Courses—27

Individual and Organizational Accountability—9
ACCT625; MSSN615; THST634

Planning/Evaluation—9
EDPC622; IDSC620, 630

Management—9
BSAD525, 530; COMM554

Concentration—12–13

Church Administration—9
CHMN526, 543; IDSC690; SOCI520

Community and International Development—9
CHMN526; IDSC690; PLSC525; SOCI520

Research Requirement—3–4
IDSC697 or 699

TOTAL—39–40

Graduate Certificates

To qualify for a graduate level certificate, prospective students must already hold a terminal undergraduate degree (a bachelor's degree). The purpose of a graduate certificate is to provide specialized knowledge within a certain emphasis. The certificate involves less cost and requirements than a master's degree. The certificate program represents a focused collection of courses (15 credits) and when completed affords the student a record of academic accomplishment at the graduate level in organizational leadership or international development.

Graduate Certificate: International Development

Required courses—5
BSAD530, SOCI520

Elective courses—10
ACCT625, ANTH517, BSAD525, COMM590, EDPC622, IDSC610, PLSC525, SOCI530, 535, 545

TOTAL—15

Graduate Certificate: Organizational Leadership

Required course—3
MSSN615

Required course—3
CHMN543 or IDSC620

Elective courses—9
ACCT625, BSAD525, 530, CHMN526, COMM554, IDSC630, SOCI520, THST634

TOTAL—15

Courses (Credits)

See inside front cover for symbol code.

ACCT625 **(3)**
Financial Analysis and Reporting
Develops business leaders' financial-statement literacy. Topics include: understanding the nature of business transactions, identification of relevant economic events for reporting, determination of appropriate financial measures for those events, analysis of the effects of those events in the organization's performance and financial condition.

ANTH517 **(2–3)**
Cultural and Development Anthropology
Introduction to the basic concepts, methods and theories of cultural anthropology. Anthropological perspectives on culture change, globalization, global and local world-making, indigenous knowledge, sustainable community development, and project management. Special emphasis on anthropological principles and techniques that inform development work including application of anthropological knowledge and research to real-world problems.

BSAD525 **(3)**
Organizational Behavior for Managers
Explores basic and applied concepts as well as research findings in the management and organizational behavior areas to aid managers to effectively perform their duties. Topics include management functions (planning, organizing, leading, and controlling), learning, perception, personality, motivation, attitudes, performance, groups, teamwork, leadership, communication, diversity, decision making, and organizational change. Not available for MBA program.

BSAD530 **(3)**
Management for Not-for-Profit Organizations
Issues facing managers in third-sector organizations. Studies of the mission and objectives pursued, strategic leadership and board composition, organizational structure and operation, marketing and fund-raising, financial management, training and motivation of volunteers, assessment of stakeholder satisfaction and overall operating effectiveness. A major field project is required.

CHMN526 **(3)**
Conflict Management in the Church
This course offers biblical resources and contemporary research informing creative management of human conflict. Included is examination of the causes and dynamics of conflict in churches. Participants develop skills in resolution and mediation. A variety of instructional methods, including lectures, case studies, role-plays, media, and personal style instruments are employed.

CHMN543 **(3)**
Christian Leadership in a Changing World
The course explores biblical and theological principles of Christian leadership, as well as organizational theory and systems thinking applicable to the church. It seeks to instill in students servant leadership qualities. Additionally, it facilitates growth in administrative areas such as strategic planning, managing change, finance, Christian education, and conflict management.

COMM554 **(2-3)**
Topics in Intercultural & Organizational Communication
An examination of the relationship between culture and communication. Development of sensitivity to diversity issues. Application of analytic and communication skills which enable effective communication in various communities. Includes study of group process within organizations for the purpose of problem-solving and team building.

COMM590 **(2–3)**
Graduate Seminar in Communication in Development Practice
Students examine the relationship between culture and communication. Apply analytic and communication skills which enable effective communication in various communities. Develop skills in persuasion and explore sensitivity to diversity issues.

EDPC622 **(3)**
Development Research and Applied Statistics
Introduction to methodology of conducting responsible social science research as applied to community based problem-solving in the field of international development. Principles of designing, administrating, interpreting, and writing research. Interpretation of scientific reports and professional journals. Applications of statistical data and reasoning including practical utilization of a statistical package. Components of this course will be taught online.

IDSC597 **(1)**
Portfolio
An organized collection of educational and professional accomplishments to date is produced. This will include basic personal and background information, a profile of the student's organization, outstanding academic work, and other products acquired during his/her time in the program.

IDSC610 **(2)**
Ethics in Development
Examination of theoretical foundations of ethics in community and international development. Ethical dimensions of policies and practices of major development players are investigated. Focus on contemporary approaches to development ethics in terms of purposes, roles, participants and audiences. Introduction of frameworks for ethical decision-making.

IDSC620 **(3)**
Strategic Planning in Global Leadership
A multi-disciplinary course which focuses on current and emerging issues of organizational leadership. The course will teach the role of creating a meaningful strategic plan for an effective administrative system for organizations to survive intensifying globalization. Components include the strategic planning process, roles of board and staff, critical importance of a stakeholder analysis, the purpose of mission and vision, and the difference between goals, strategies and objectives.

IDSC630 **(3)**
Program Design and Evaluation
Introduction to concepts and methods of conducting community needs assessment and capacity mapping. Development of skills in selecting, analyzing, interpreting and presenting data affecting program planning and implementation. Considers complex interactions affecting program accountability and outcomes. Provides practical opportunity to exercise skills needed for project design and grantmanship.

IDSC640 **(1–3)**
Topics: _____

IDSC640 **(3)**
Topics: Professional Training in: Area of Concentration
Students are required to participate in a minimum of 45 contact hours of Professional Training related to their area of Concentration. In addition, the student in the final year of the program will design and implement a Colloquium to present best practices in his/her area of Concentration.

IDSC650 **(0)**
Project Continuation

IDSC655 **(0)**
Program Continuation
Registration for this title indicates part-time status.

IDSC660 **(0)**
Thesis Continuation

IDSC665 **(0)**
Preparation for Comprehensive Examinations

IDSC670 **(0)**
Comprehensive Examinations

IDSC680 **(2)**
Field Practicum
The Field Practicum integrates International Development theory into practice. Students will complete (a) a baseline study that describes the current level of the agency where the practicum is pursued; (b) a benchmarking of best practices in the field [area of concentration]; and (c) an oral presentation of their findings to their peers.

IDSC689 **(1–3)**
Seminar
Projects, reports and discussions on various subjects corresponding to faculty specialization. Repeatable with different subject matter. Needed to accommodate new topics under different concentrations.

IDSC690 **(1–3)**
Independent Study
Individualized reading or research in a specified area under the guidance of an instructor, Repeatable to 6 credits.

IDSC690 **(1)**
Independent Study: Area of Concentration
Students are required to broaden their knowledge in their area of Concentration through independent study of books, scholarly journal articles, professional association publications and newsletters, local government publications, publications of multi-government organizations such as the United Nations or the World Bank, publications by various international non-government organizations, or Internet resources. The outcome of this research should be a "Specialist Paper."

IDSC697 **(3)**
Research Project
A research project typically carried out by a master's-degree candidate in which the student's mastery of the research process is demonstrated.

IDSC699 **(4)**
Master's Thesis

MSSN615 **(3)**
Anthropology for Mission and Ministry
The fundamentals of culture, social structure, group organization, and social change studied as a basis for intercultural understanding and communication. Attention given to issues which constitute challenges and opportunities to cross-cultural workers.

PLSC525 **(3)**
Public Policy
Governments are pressed to address issues of individual and collective concern. Resolving matters may demand the creation of programs and governmental policies, modification of

existing ones or termination of current policy. Utilizing a case study approach, this course considers the essential phases of policymaking on behalf of civil society.

SOCI520 **(2)**
Concepts of Community Development
Community development refers to the practice of planning and implementing projects to improve the quality of life for people living in poverty, both locally and internationally. Development will be presented as the building of social capital in our communities that enables them to function at a higher and more efficient level. Building on the core Christian principles that emphasize development, this course will provide students with a better understanding of community, while applying basic development concepts to local and international realities.

SOCI530 **(1–2)**
Needs Assessment, Capacity Mapping & Program Planning
An overview of various methods of assessing community needs, mapping community capacity, and program development. Includes damage assessment for emergency situations.

SOCI535 **(1–2)**
Program Planning, Budgeting, and Grantsmanship
Building on assessment and capacity mapping, the related topics of program planning, budgeting, and grant-writing are presented. Hands-on experience is sought, linking classroom instruction and real community situations. Grant writing not covered when taken for 1 credit.

SOCI545 **(1–2)**
Project Implementation and Evaluation
Strategies for implementation. Review of various methods of evaluation with emphasis on measuring outcomes and assessing quality in community program development.

THST634 **(3)**
Christian Social Ethics
An exploration of selected issues currently confronting the church, such as ethnic relations, the role of women, nationalism and liberation theology, poverty and hunger, and relations with civil governments.