

# CUW

## Adult Education

Concordia University 2011 - 2012 academic catalog



Inspiration *in Action*™

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Concordia University Wisconsin admits qualified students of any age, sex, race, color, national or ethnic origin, physical or mental conditions, or developmental disability, to all the rights, privileges, programs, and activities generally accorded or made available to students at the school. Concordia University Wisconsin does not discriminate on the basis of race, color, national or ethnic origin, age, sex, physical or mental condition, or developmental disability in the administration of



Concordia University Wisconsin is a Lutheran higher education community committed to helping students develop in mind, body, and spirit for service to Christ in the Church and the world.



Concordia University's Adult Education Studies is charged with carrying the mission of the University to the non-traditional adult student. Like the traditional degree programs, the programs in the Adult Education Studies are founded in the Christian Liberal Arts tradition of the University.

However, the program is very much tailored to the needs and unique capabilities of the adult learner. For instance, classes are offered at locations near students' homes or work. Classes are offered in an accelerated evening format. Three credits can be earned in four to six weeks (eight weeks in the Masters Program) with classes meeting once per week. In addition, students can earn credit in a variety of modalities from the traditional classroom setting to college level learning experiences obtained through their career or even hobbies.

The adult student and the traditional post high school age student differ in that the former has benefited from years of life experience and then sought the academic education, while the traditional student first receives the education and then the life experience. Thus, the needs of the adult learner are different; socialization, for instance, plays a much greater role in the academic life of the traditional student and, indeed, accounts for much of the necessity for extended contact hours. Adults, on the other hand, are interested in cutting right to the essence of a topic and are capable of processing greater amounts of material over much shorter periods of time.

We are often asked what the difference is between Concordia's programs and those of other accelerated adult degree programs. We are often asked how we get as much accomplished in a four to six week schedule as one does in a traditional semester. If one views the adult educational paradigm as merely an accelerated version of a traditional semester, then the format fails - it lacks academic integrity. If, however, one considers the paradigm as a "distance learning" or "independent study" format to which are added 16 to 24 hours of classroom experience, then one will have a better understanding of the adult learning process. It is expected and required that the majority of the learning will occur outside the classroom through directed independent study.

A hallmark of all adult education degree programs is a strong emphasis on the direct applicability of the course material to the students' careers. Our majors accomplish this admirably. In addition, and this is the key difference, our entire program is infused with the liberal arts conveyed in a Lutheran Christian context.

The goal in adult education is personal development. The University has identified nine competencies or areas in which this should occur: aesthetic sensibilities, communication skills, cultural understanding, numeracy, problem solving, physical development, spiritual development, scientific literacy, and citizenship. Growth in these areas occurs throughout the program of study and is measured and documented by the school's comprehensive assessment plan.



Concordia University Wisconsin is accredited by the Higher Learning Commission and is a member of the North Central Association of Colleges and Schools. In addition, the School is accredited by the educational agencies in the states in which it has centers.

The Higher Learning Commission  
230 South La Salle Street, Suite 7-500  
Chicago, IL 60604-1413  
312-263-0456





The Business Management major includes study from a variety of disciplines which will enable the student to develop knowledge, skills, and attitudes to more effectively deal with managerial, human, and financial dynamics within an organization. Student learning goals for the Business Management major include:

- Identify and analyze the organization's environment and its impact on the organization's performance.
- Apply management theories and concepts to solve organizational problems.
- Analyze and evaluate the organization's internal and external resources.
- Develop and implement effective organizational strategies.
- Analyze and evaluate the organization's financial performance.
- Apply ethical and social responsibility principles to organizational decisions.
- Analyze and evaluate the organization's human resources and organizational culture.
- Analyze and evaluate the organization's marketing and sales strategies.
- Analyze and evaluate the organization's production and operations management.
- Analyze and evaluate the organization's information systems and technology.
- Analyze and evaluate the organization's legal and regulatory environment.



AL 107	Student Success Strategies	3 credits, 4 weeks
AL 234*	Speech Communication	3 credits, 4 weeks
AL 204*	College Writing	3 credits, 6 weeks
AL 159*	Heritage of Faith	3 credits, 5 weeks
AL 169	Statistical Methods	3 credits, 6 weeks
AL 356*	Critical Thinking and Creativity	3 credits, 4 weeks
AL 272	Organizational Management Principles	3 credits, 4 weeks
AL 366	Marketing Management	3 credits, 5 weeks
AL 359	Human Resource Management	3 credits, 4 weeks
AL 347*	Macroeconomics	3 credits, 6 weeks
AL 367	Global Dimensions in Business	3 credits, 4 weeks
AL 368	Philosophy of Values and Ethics	3 credits, 4 weeks
AL 365	Accounting	3 credits, 6 weeks
AL 346	Business Finance	3 credits, 6 weeks
AL 371	Business Policy	3 credits, 4 weeks
AL 474	Integrative Project: The Business Plan	3 credits, 8 weeks

\*Starred courses fulfill core requirements inside the major.



Civilization and World Views: History (3 credits)**	Christian Doctrine (3 credits)
Civilization and World Views: Literature (3 credits)	Culture (3 credits)**
Mathematics (3 credits)	Creative Arts (3 credits)**
Language and Culture (3 credits)	Social Science (3 credits)
Physical Development (2 credits)	Lab Science (3 credits)
Theology Elective (3 credits)	

\*\*Required for Associate Degree.



The Business Management major is available in an E-Learning format.





The Human Resource Management major develops the knowledge and skills necessary for management of the human resource function within an organization. Students develop interpersonal as well as technical skills in areas such as employment practices, staffing, compensation and benefits, training, and change management. Student learning goals for this major include the ability to:

- 1. Analyze organizational structure and design.
- 2. Apply human resource management practices to organizational needs.
- 3. Evaluate the effectiveness of human resource management practices.
- 4. Develop and implement human resource management plans.
- 5. Communicate effectively with organizational members.
- 6. Analyze and solve human resource management problems.
- 7. Apply ethical and legal principles to human resource management.
- 8. Evaluate the impact of human resource management on organizational performance.
- 9. Develop and implement human resource management strategies.
- 10. Apply human resource management practices to organizational needs.



AL 107	Student Success Strategies	3 credits, 4 weeks
AL 234*	Speech Communication	3 credits, 4 weeks
AL 204*	College Writing	3 credits, 6 weeks
AL 180	Interpersonal Communication	3 credits, 4 weeks
AL 159*	Heritage of Faith	3 credits, 5 weeks
AL 272	Organizational Management Principles	3 credits, 4 weeks
AL 270*	Intercultural Communication	3 credits, 4 weeks
AL 271*	Social Psychology in the Workplace	3 credits, 4 weeks
AL 359	Human Resource Management	3 credits, 4 weeks
AL 265	Employment and Labor Relations	3 credits, 5 weeks
AL 266	Staffing	3 credits, 4 weeks
AL 267	Compensation and Benefits	3 credits, 6 weeks
AL 269	Workplace Health and Safety	3 credits, 4 weeks
AL 300	Training and Employee Development	3 credits, 4 weeks
AL 368	Philosophy of Values and Ethics	3 credits, 4 weeks
AL 472	Managing Change	3 credits, 5 weeks
AL473	Integrative Project: Human Resource Management	3 credits, 6 weeks

\*Starred courses fulfill core requirements inside the major.



Civilization and World Views: History (3 credits)**	Creative Arts (3 credits)**
Civilization and World Views: Literature (3 credits)**	Christian Doctrine (3 credits)
Philosophical Foundations (3 credits)	Physical Development (2 credits)
Language and Culture (3 credits)	Lab Science (3 credits)
Mathematics (3 credits)	Citizenship (3 credits)
Theology Elective (3 credits)	

\*\*Required for Associate Degree.



The Human Resource Management major is available in an E-Learning format.







The Bachelor or Associate of Arts in Health Care Management addresses supervisory skills essential to fields of management and administration throughout the acute, community and long term systems of care. These skills are integrated with concepts and themes from a variety of disciplines working collaboratively to understand, make decisions, and direct change within the health care setting. Opportunities to enhance personal growth and promote professional development are encouraged to help build the foundation for continued growth.

The Health Care Management Bachelor’s Degree program is a State of Wisconsin approved “regular course of study,” qualifying the graduate to take the Nursing Home Administrator examination. Students graduating with the Bachelors Degree in Health Care Management in states other than Wisconsin may be required to take additional classes and/or participate in an externship in order to qualify for the examination.

The goals of the Health Care Management program are to:

- Uphold the dignity, worth, and rights of the individual;
- Assist in the development of health care policy and decision-making in health care;
- Assist in the development of an interdisciplinary health care team
- Assist in the development of a health care organization
- Assist in the development of a health care organization
- Assist in the development of a health care organization



AL 107	Student Success Strategies	3 credits, 4 weeks
AL 234*	Speech Communication	3 credits, 4 weeks
AL 204*	College Writing	3 credits, 6 weeks
AL 159*	Heritage of Faith	3 credits, 5 weeks
AL 169	Statistical Methods	3 credits, 6 weeks
AL CollN.232 0 TIIN. 4C>Bhinkxt< & Tle009t1eksmm	Communication	3 credits, 4 weeks
AL CollN.232 0 TIIN. 4C>Bhinkxt< & Tle009t1eksmm	Communication	3 credits, 4 weeks

God reveals Himself through His Word and, to a lesser degree, through His world. The Theological Studies Major examines the Bible, God's revealed Word, in broad introductory overviews of the Holy Scriptures (isagogics) as well as in close reading of a particular biblical book (exegetical studies). The major also studies God's providence in history. In addition, students receive practical training in the application of their studies in ministry to others. The Theological Studies Major offers some students the opportunity for a vocation in church, either as a primary or secondary calling.

Through participation in, and upon completion of, the Theological Studies Major at Concordia University Wisconsin, students will:

- 1. understand the Bible as the revealed Word of God and as the primary source of Christian doctrine and ethics;
- 2. understand the Bible in its historical and cultural context and as a living Word that speaks to the present;
- 3. understand the Bible as a witness to the person and work of Jesus Christ and to the Kingdom of God;
- 4. understand the Bible as a source of spiritual nourishment and as a guide for Christian living;
- 5. understand the Bible as a source of inspiration and as a guide for Christian ministry.

Students who complete this major and wish to become certified as LCMS lay ministers should apply to the Lay Ministry TEE Certification Program. They may get application forms from the Lay Ministry office at [ellen.leslie@cuw.edu](mailto:ellen.leslie@cuw.edu) or at 262-243-4343. Applicants must be of good moral character and must meet other qualifications specified by the program. They will also need to complete the remaining courses in the Theological Education by Extension (TEE) program (see the CUW Undergraduate Academic Catalog). These courses are or will be available through extension sites, by e-learning, or by correspondence courses.



AL 107	Student Success Strategies	3 credits, 4 weeks
AL 204*	College Writing	3 credits, 6 weeks
AL 379*	Classical Greece and Rome	3 credits, 4 weeks
AL 159	Heritage of Faith	3 credits, 5 weeks
REL201	The Old Testament	3 credits, 6 weeks
REL203	The New Testament	3 credits, 5 weeks
REL383		





■  
AL 159 Heritage of Faith  
AL 159 Heritage of Faith (EL)

■  
AL 210 Theology  
AL 210 Theology (EL)  
REL 204 Biblical Theology

■  
AL 235 Voices in Democracy (EL)  
AL 284 Civil War (EL)  
AL 310 Constitutional Law  
AL 310 Constitutional Law (EL)  
AL 347 Macroeconomics  
AL 387 The Age of Enlightenment  
ECON 200 General Economics (EL)

■  
■  
AL 161 World History  
AL 161 World History (EL)  
AL 285 Historical Methods

■  
■  
AL 105 Literature  
AL 136 Literary Visions (EL)

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AL 180 IEWS: HISI9.88735 0 0 8.5 77.5 557.887 Tm (C)Tj EMC (IVILIZATION AND )Tj 0 Tw (usicj EMC (IEWS: HISI9.88735 0 0 8.5 77.5



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1. Attend an Information Session or personal appointment with a program representative.
2. Complete the Application Form and submit it along with the \$50 application fee to the director of the Center you plan to attend. This form is also available online.
3. Request that official transcripts from all colleges or universities attended be sent directly to the Center at which you are enrolling. In cases where the student has less than 12 transferable credits, a high school transcript must also be requested.
4. Prospective students for whom English is not their native language must submit scores from the Test of English as a Foreign Language (TOEFL). The exam is now computer based, and a score of 173 is required for admission.

[REDACTED]

en

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engages students in cultivating the abilities necessary for academic and professional success, including study and research skills, learning styles, use of technology, and critical thinking skills. 3 credits, 4 weeks.

examines the basics of algebra including solving linear and quadratic equations, inequalities, exponents, polynomials, radicals, functions, and the graphing of linear equations and functions. Prerequisite: AL 096 or acceptable test score. 3 credits, 4 weeks.

studies problem solving, size and shape, growth, measurement and geometry, patterns, probability, statistics, street networks, planning and scheduling, and linear programming. A knowledge of high school algebra and geometry is required. Prerequisite: AL 122 or AL 096 or acceptable test score. 3 credits, 6 weeks.

examines linear, quadratic, polynomial, exponential and logarithmic functions and their graphs, asymptotes and end-behavior of functions, inverse functions, systems of equations, and applications of these. Prerequisite: MATH 121, AL 122, or two years of college preparatory algebra at the secondary level. 3 credit hours.

brings literature to life with dramatizations of individual works and readings of literary passages. This introduction to literature incorporates both contemporary and traditional works in its selection of literary texts. It also places a strong emphasis on writing about literature as a way for students to learn and use advanced compositional techniques. 3 credits, maximum 16 weeks.

Introduces the basic concepts of the use of the computer in business, management, and in communication. Students will become aware of the main applications programs available, including word processors, spreadsheets, databases, and presentation packages. Uses of the Internet for research will also be explored. 3 credits

Provides the student with a general understanding of physical scientific methods utilized in criminal investigative operations. Using the laboratory method of instruction, the course will expose the student to current advances in criminalistics such as DNA identification. 3 credits, 5 weeks.

Environmental Science introduces students to vocabulary, major concepts, and contemporary issues related to the natural world and human interaction with it. 3credits.

studies the empirical methods and quantitative techniques used by scientists. In addition, this course will view science with regard to its philosophic reasoning, historic development, and its unique character and limitations as an intellectual discipline. A knowledge of high school level algebra is required. Lab included. Prerequisite: AL 122 or 125. 3 credits, 4 weeks.

■ focuses on oral communication between the speaker and audience. Ethical speaking and critical thinking skills are developed as students gather information, organize, style, practice, and deliver formal speeches. The ability to speak with confidence is further developed through informal speech exercises. Topics include listening, research and use of visual aids. Application to workplace and community settings is emphasized. No duplication with AL 100 Public Communication. 3 credits, 4 weeks.

■ introduces the student to the study of American government, its structure, processes and actors. Students will examine the operations of the federal government as well as the roles of state and local governments. Also, the course will examine the role of the media and of public interest groups in American politics, as well as the nature of the electoral process. 3 credits.

■ will acquaint the student with the various research skills and methods used in this discipline. Both quantitative and qualitative research strategies will be discussed, as well as issues in measurement, research design, and hypothesis formation. 3 credits, 6 weeks.

■ provides a foundation to introduce students to the strategic areas and fundamental skills for nonprofit sector success in a managerial role. Students will gain a general understanding of nonprofit practices, human resource development, organizational development and strategic management. 3 credits, 4 weeks.

■ develops an appreciation for the application of federal laws, regulations and legal precedence affecting the employment relationship. Students examine major labor and employment topics





■ examines the people of Pacific Asia on a topical basis comprising geographical and historical background, literature, music and fine arts, ideology, culture, social life, political systems, and religion. An emphasis will be placed on the contrast between Eastern and Western thought, comparing Japan, China, and India with the United States.

Provides a single semester introduction to both Micro and Macro Economics.

Students emerge with a basic understanding of the concepts behind economists analysis of labor and product markets as well as business decisions. They also learn to recognize the perspectives of macroeconomists and evaluate how fiscal and monetary policy may adversely or positively impact the macro-economy, (fulfills the requirement for AL347 Macroeconomics in the Business Management major. 3 credit hours.

Provides an introduction to the basic functions of financial management, including financial statements and analysis, financial markets, financial institutions, investment returns, capital budgeting methods, asset valuation, leverage, time value of money, dividend policy, and optimal capital structure. Prerequisite: AL365 Accounting or ACCT 101. 3 credit hours.

Studies causations of crime, including sociological, psychological, biophysiological and free will theories. 3 credit hours.

Examines the law relating to arrests, searches, and seizures by law enforcement officers as well as rules of evidence and courtroom procedures followed by prosecutors and defense attorneys. 3 credit hours.

PLESPLES





The Master of Business Administration (MBA) Program is based upon the University’s stated mission of developing in students the “professional competencies and commitment required for responsible participation and leadership in a complex society.”

Concordia University Wisconsin’s MBA Program is designed to prepare men and women to meet the challenges of a changing administrative environment. The program is designed to provide the opportunity of a professional education for the working student. The curriculum provides the broad base of knowledge needed by middle and upper level managers. While the MBA program is designed for those in business professions, it is readily adapted to meet the needs of students from engineering, health, non-profit, religious, and other fields.

The MBA degree requires 39 semester hours of credit comprising 13 courses. No thesis is required for this degree. Students ordinarily take one course at a time. This allows the program to accommodate a student’s professional and personal schedule to the maximum degree possible. The capstone course, MBA 590, must be taken at the end of the degree program. Students must complete all requirements for the MBA degree within five (5) years of entry.

Our flexible program gives you the choice of pursuing your MBA in accelerated eight week classroom courses or through E-Learning where you have up to 16 weeks to complete a course.

You are given the flexibility to design your MBA program. With our guidance you decide the course load and courses you wish to take.



No. Your undergraduate cumulative grade point, work experience, and letters of reference are used to determine your acceptance into the MBA program. A 3.0 minimum undergraduate cumulative GPA is required for full acceptance. In addition, all MBA applicants are required to have earned their bachelor’s degree from an accredited college or university.



Terms begin every eight weeks for the accelerated classroom program, or you can start at any point in the flexible E-Learning format.



The MBA program is accredited by the International Assembly for Collegiate Business Education (IACBE).




In keeping with the purpose of a MBA, our curriculum is designed to provide the student with a broad spectrum of the business scene. To this end, the courses provide advanced instruction in many areas of business. The utilization of a concentration allows the student at the same time develop an area of expertise. The MBA program consist of 39 credits which include eight core courses and five courses in concentration area. The MBA program has six prerequisite courses. They are Accounting, Finance, Management, Marketing, Economics, and Statistics.


MBA 500/800	Managerial Economics	MBA 575/875	Business Ethics
MBA 510/815	Applied Statistical Methods	MBA 580/880	Leadership and Organizational Behavior
MBA 530/830	Corporate Finance	MBA 610/910	Issues in Human Resources Management
MBA 540/840	Accounting: Financial Analysis for Decision Making	MBA 590/890	Strategic Management (Capstone-taken last)



CHOOSE FIVE COURSES IN ONE AREA


 (Choice of four classes within emphasis and one elective from another concentration, per Dean's approval)

- 527/827 Project Management
- 550/850 Strategic Marketing
- 554/854 Advertising Management
- 555/855 Small Business Management
- 556 Real Estate Management
- 557/857 Sustainable Business Practices
- 565/965 Supply Chain Management
- 570/870 Legal Aspects of Business
- 576/876 Fraud Management
- 622/922 Risk Management and Insurance
- MIB 530/830 Global Production and Operations
- MIB 560/860 International Business
- MBA 558 Real Estate Investment

-  MPA 535/835 Budgeting in Public Agencies OR
- MPA 568/868 Public Personnel Administration
- 620/920 Economics/Public Policy of Health Care
- 622/922 Risk Management and Insurance
- 623/923 Statutory Accounting
- MBA 845 Internship in HC Management
- 685/985 Special Topics: Long Term Health Care, Ambulatory Care, Managed Care


-  576/876 Fraud Management
- 600/900 Compensation and Benefits
- 605/905 Alternative Dispute Resolution
- 615/915 Labor and Employment Law
- 622/922 Risk Management and Insurance
- MPA 568/868 Public Personnel Administration

-  556 Real Estate Management
- 570/870 Legal Aspects of Business
- 576/876 Fraud Management
- 621/921 Financial Institution Management
- 622/922 Risk Management and Insurance
- 625/925 Securities Analysis
- 626/926 Portfolio Mathematics
- MIB 540/840 International Finance
- MBA 558 Real Estate Investment

-  MMC 520/820 Managerial Communication: Practices and Principles
- MMC 525/825 Effective Business Writing in the Marketplace
- MMC 540/840 Public Speaking: Professional Reports & Presentations
- MMC 547/847 Advanced Interpersonal Communications and Interviewing
- MMC 506/806 Group Dynamics and Leadership

-  550/850 Strategic Marketing
- 552/852 Direct Marketing
- 553/853 Sales Management
- 554/854 Advertising Management
- 570/870 Legal aspects of Business
- MIB 555/855 International Marketing
- MBA 511 Social Marketing Strategies

-  MIB 530/830 Global Productions/Operations
- MIB 540/840 International Finance
- MIB 545/845 International Economics
- MIB 555/855 International Marketing
- MIB 560/860 International Business
- MIB 570/870 International study Abroad

-  MBA 520/820 Management Information Systems
- 521/821 Information Systems Theory and Practice
- 522/822 Business Data Communications
- 524/824 Systems Analysis and Design
- 526/826 Decision Support Systems
- 527/827 Project Management
- 528/828 Information Systems Management
- 529/829 Database Management

-  527/827 Project Management
- 845 Internship
- MLS 530/830 Administrative Law and Process
- MPA 535/835 Budgeting in Public Agencies
- MPA 540/840 Public Program Evaluation OR
- MPA 568/868 Public Personnel Administration
- MPA 569/869 Intergovernmental Relations

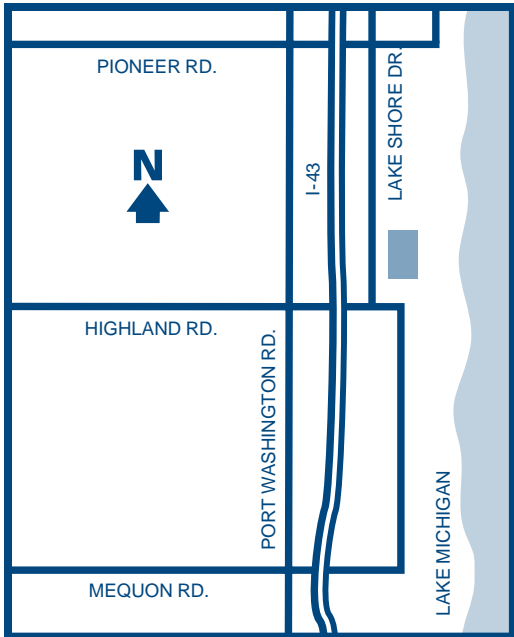
-  570/870 Legal Aspects of Business
- 576/876 Fraud Management
- 622/922 Risk Management and Insurance
- 623/923 Statutory Accounting
- 624/924 Health, Life, Business Social Insurance
- 625/925 Securities Analysis

-  BIO 510/810 Ecology
- BIO 556/856 Readings in Environmental Science
- BIO 567/867 Ecology of the Tropics
- CHEM 561/861 Environmental Chemistry and Toxicology
- MBA 571/871 Environmental Law
- MBA 557/857 Sustainable Business Practices



The Appleton Center is conveniently





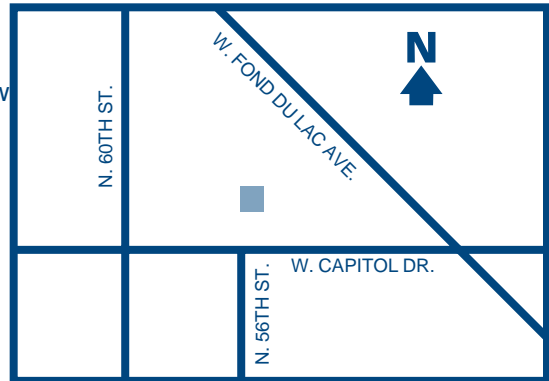
The Mequon Center is a part of the main campus of Concordia University Wisconsin. The campus is located on the shore of Lake Michigan just north of Milwaukee. Classes meet in various rooms of the University which are set up specifically to meet the needs of adult students.

Concordia University Mequon Center  
 12800 N. Lake Shore Drive  
 Mequon, WI 53097-2402  
 262-243-4399 (FAX 262-243-4438)  
 Toll Free: 888-969-4289



The Milwaukee Midtown Center is centrally located in the new Midtown Mall on 56th Street just north of Capitol Drive. As it is located in the Mall, there is ample free, secure, well-lighted off-street parking available.

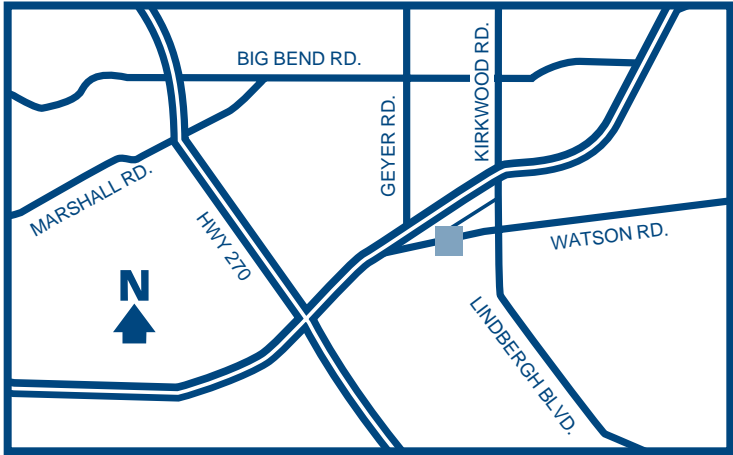
Concordia University Milwaukee Midtown Center  
 4151 North 56th Street, Milwaukee, WI 53216  
 414-444-0734 (FAX 414-444-1908)



The Miller Park Way Center is on the corner of Mitchell Street and 43rd Street (Miller Park Way) in West Milwaukee. The Center offers a full range of adult education degree programs as well as a Medical Assistant Program. The Center consists of six classrooms, a large computer lab and administrative offices.

Concordia University Miller Park Way Center  
 1670 Miller Park Way  
 Milwaukee, WI 53214  
 414-647-2523 (FAX 414-647-2545)





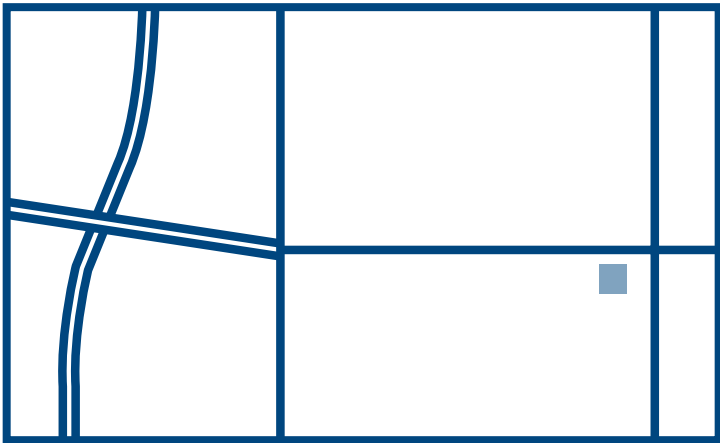
The St. Louis Center is located at 10825 Watson Road, Suite 204, Sunset Hills, Missouri, at the intersection of Highways 44 and 270. The two-story, red brick building is situated across from the Borders Bookstore.

Concordia University St. Louis Center  
10825 Watson Road, Suite 200  
Sunset Hills, MO 63127  
314-984-8840 (FAX 314-984-0078)  
Toll Free: 866-880-3289



The Wausau Center is located in Trinity Lutheran Church, 501 Stewart Avenue, near Highways 29 and 51. Ample parking is available in a lighted parking lot. The center offers a full range of associate, bachelor, and MBA degrees.

Concordia University Wausau Center  
501 Stewart Avenue  
Wausau, WI 54401  
715-302-3783 (FAX 715-426-5748)  
Toll Free: 866-214-9500



Abarca, Pierre  
J.D., University of Wisconsin - Madison  
Madison, Human Resource Management

Abels, Patricia  
M.B.A., Ashland University  
Fort Wayne, Management

Achten, Adam  
M.B.A., University of Wisconsin - Oshkosh  
Appleton/Green Bay, MBA

Adams, Wendy  
Executive M.B.A., University of Wisconsin -  
Madison; M.A., Clinical Psychology,  
Roosevelt University, Chicago, IL  
Madison, Business Management, Health Care

Ahern, Laura  
M.A., University of Wisconsin -  
Beloit, Human Resource Management

Ahlborn, Marvin  
M.Div., Wisconsin Lutheran Seminary  
Appleton, Green Bay, Liberal Arts

Ahrens, Sarah  
M.A., University of Wisconsin -  
Beloit, Criminal Justice

Aikman, Carol  
Ed.D., Indiana University  
Fort Wayne, Liberal Arts

Akers, James  
M.S., Southern Illinois University Carbondale  
Beloit, Liberal Arts

Aldous, Gregory  
M.S., University of Wisconsin - Madison  
Madison, Liberal Arts

Alexander, Li  
M.B.A., University of Wisconsin - Madison  
Madison, Business Management

Allen, Rev. Phillip  
J.D., Northern Illinois University  
Beloit, Management, Criminal Justice

Alsleben, Rev. Robert  
M.Div., Concordia Seminary - St. Louis  
Miller Park Way, Management

Anderson, Ricardo  
M.A., Springfield College  
Miller Park Way,  
Human Resource Management

Anglum, James  
M.B.A., Cardinal Stritch University  
Eau Claire, Management

Anhalt, Daniel  
M.S., University of Wisconsin - Milwaukee  
Mequon, Human Resource Management

Arendt, Brian  
Ph.D., Georgetown University  
M.A., State University of New York  
St. Louis, Liberal Arts

Argall, Nicole  
M.A., University of Wisconsin - Oshkosh  
Appleton, Green Bay, Liberal Arts

Arnold, Bart  
J.D., Valparaiso University  
Fort Wayne, Criminal Justice

Arnold, Victoria  
M.A., Marquette University  
Mequon, Management

Asher, Joseph  
M.A., Purdue  
M.Div., Concordia Theological Seminary  
Fort Wayne, Management

Atkins, Shalon  
M.B.A., Cardinal Stritch University  
M.S.M., Cardinal Stritch University  
Miller Park Way, Business

Bahr, Ferdinand  
D.Min., Trinity Ev. Divinity



Brinkman, Suzanne  
M.B.A., Concordia University Wisconsin  
Appleton, Green Bay  
Human Resource Management

Brooks, Angela  
M.B.A., University of Wisconsin – Whitewater  
Milwaukee Midtown Center,



Ellenbecker, Cynthia  
Ph.D., University of Wisconsin - Madison  
Appleton, Management

Ellerbrook, Debra  
M.M., Webster University  
St. Louis, Management

Emmrich, David  
M.A., St. Cloud University  
S.T.M., Concordia University Seminary  
M.Div., Concordia University Seminary  
Madison, Liberal Arts

Evans, Elizabeth  
Ph.D., University of Wisconsin - Milwaukee  
Mequon, Management, Liberal Arts

Eyman, Eric  
M.S., Cleveland State University  
Fort Wayne, Management

Faulkner, Rev. David  
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