Grace Opportunities for Adult Learners (GOAL)

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GOAL Program Description

Grace College offers an adult degree completion program leading to the Bachelor of Science in Management degree. Known by the acronym GOAL, this program serves those who have interrupted their higher education for work, family or other commitments.

GOAL is specifically designed for adult learners and for Ivy Tech Community College graduates who desire to complete their four-year degree while maintaining full-time life responsibilities. Grace offers the faculty, courses, and academic resources to make completing a bachelor's degree a reality with convenient scheduling, current technology, and outstanding conventional classroom instruction.

Purpose
The Grace Opportunities for Adult Learners (GOAL) program exists to provide adult learners the ability to complete a Grace College degree while maintaining their family and career responsibilities.

Program Goals and Assessment
Those learners who complete the core of the GOAL program in organizational management at Grace College will be assessed in three domains:

1. Understanding Self – A learner completing the GOAL core will examine personality and leadership styles in order to assess one’s personality and leadership roles in the workplace.

2. Understanding People – A learner completing the GOAL core will analyze, incorporate, and utilize all the information obtained to produce a significant project in their place of business that involves and utilizes personnel effectively to complete that project.

3. Understanding Management – A learner completing the GOAL core will in their senior seminar, produce a paper and presentation that demonstrates a clear knowledge of planning, organization, leadership, and controlling in the development of a management project that reflects a value oriented ethical integrity.

Schedule
New cohorts are typically formed in order to begin their programs in either September or in January.

Each adult degree completion cohort (approximately 20–25 students) will attend classes together for 16 months (four straight terms).

Three of the terms will consist of four courses. Three of those four courses will meet one night per week for five weeks each. The fourth course of those terms will meet on two Saturdays.
The summer semester for each cohort will contain only three courses that will meet for one night per week for five weeks. No Saturday courses are required in the summer term.

**Delivery Formats**
The B.S. in Management degree is delivered in two formats: on-campus in Winona Lake, Indiana and hybrid-online. The Office of Graduate and Adult Education Enrollment can provide further details about each program and which may be more advantageous for individual students.

Information regarding the technology and user-skill requirements for the hybrid-online program are available on the Office of Information Technology page of the institution’s Web site.

**Handbook**
The GOAL Program has a handbook that outlines its policies and the unique situations encountered by adult learners. This handbook is available from the GOAL Program Office and is on the institution’s Web site.

**GOAL Program Admission and Completion**

**Admission Requirements**
1. Adult Degree Completion Application.
2. All transcripts of previous college coursework.
3. If applicable, a portfolio detailing experiential learning (information on how to produce an acceptable portfolio will be provided).
4. A hand-written admissions essay completed on the Admissions Essay form provided by the Office of Graduate and Adult Education Enrollment to include the following:
   a. Describe yourself as a student, professional, and a citizen.
   b. Describe three strengths that contribute to your current successes academically, professionally and/or personally.
   c. Describe three weaknesses that you wish to overcome in order to be more productive academically, professionally and/or personally.
   d. Discuss at least three areas in which you would like to grow academically, professionally and/or personally check off your list as accomplishments.
   e. In the future, how do you wish others will describe you as a human being and a professional?

**Program Pre-Requisites**
Certain courses must typically be completed prior to entrance to the program. These general education requirements are:

- Introduction to Sociology or Psychology ....3 hrs
- Public Speaking/ Communications ............3 hrs
- Mathematics ..................................3 hrs
- Science .........................................3 hrs
- Computer Science ................................3 hrs
- English Composition ............................3 hrs
- Social Science ..................................3 hrs

Students should contact the Office of Graduate and Adult Education Enrollment for further details about completion of these pre-requisites.

Degree Requirements
Building upon previous college credit and learning experiences equivalent to about two years of college, the GOAL B.S. in Management degree can be completed in 16 months when these requirements are met:

1. High School diploma was awarded at least five or more years prior to enrollment in GOAL OR was a graduate of an Ivy Tech Community College program.

2. Transfer 60 semester hours to Grace College from an approved, accredited institution with a minimum GPA of 2.0.

3. Complete 45 credits comprised of 15, three credit hour courses in the Grace College B.S. in Management major.

4. Complete a total 120 credit hours including those described in items 2 and 3 above.

Note: The combination of transfer credits (60) and B.S. in Management credits (45) typically provide 105 of the required 120 credits necessary for graduation. To complete the remaining 15 credits, students may:

   a. Transfer in the additional 15 credit hours needed OR
   b. Take additional hours at Grace College OR
   c. Take additional hours at Ivy Tech Community College OR
   d. Earn (up to 24) credits for experiential learning OR
   e. Earn credits through CLEP or DANTES examinations.

Students should contact the Office of Graduate and Adult Education Enrollment for further details about transfer credits, CLEP exams, and how credits for experiential learning are awarded. Life credits are
awarded based on Council for Adult and Experiential Learning (CAEL) guidelines.

Contact

For additional information about admission requirements or course enrollment and completion, please contact the Office of Graduate and Adult Education Enrollment, Grace College, 200 Seminary Drive, Winona Lake, IN 46590 (telephone: 877.607.0012) or visit: www.grace.edu/goal.
COURSES

GOL300 Adult Learner
In this course, students will examine adult developmental stages including physical, cognitive, personality, social and moral development. This course will provide orientation activities for adult learners to adjust to the college environment, facilities and technology. Experiential learning portfolio instruction is also provided, if applicable. Three hours.

GOL310 Business Writing in the New Millennium
Students will build a writing portfolio for diverse audiences and purposes. A writing rubric will ensure strong ideas, logical organization, conversational voice, clear words, smooth sentences, correct copy, and a reader-friendly design. Computer tools will be used to create and enhance written messages that meet the needs of today's fast-paced business environment. Three hours.

GOL320 Expanded Conversation: Public Speaking in the Workplace
In this course, students will learn to analyze, construct and deliver a variety of presentations required in the modern workplace. Emphasis will be on practicality and individual growth. Three hours.

GOL330 Gifts Differing: Diversity and Teamwork in the Workplace
Students will gain experience with and knowledge of concepts related to diversity in the workplace. Special emphasis is placed on understanding personality preferences. Group dynamics such as power, perception, motivation, leadership and decision-making are analyzed through readings, written assignments and class discussion. Three hours.

GOL340 Principles of Management
This course will survey the role of managers in organization: planning, organizing, leading and controlling. We will explore leadership styles and techniques, preparing students to solve problems and apply effective decision-making processes in their environments. Three hours.

GOL350 Business Law
Students study the basic legal principles which control modern business transactions. Additionally, the course deals with such topics as contracts, agencies, employment, negotiable instruments, property, sales and business relations with government. Three hours.

GOL360 The Human Factor
Students will be exposed to major theories of human resource management and contemporary trends in recruiting, training, motivating and retaining a
productive workforce. The legal, psychological, social and economic issues related to managing people will also be addressed. Three hours.

**GOL400 Interpreting Basic Statistics**
Students will learn how to interpret basic statistics in order to aid in the decision making process. Examples from research studies will be employed to help the student comprehend how various statistics can be used to make decisions about real life problems in the workplace. Three hours.

**GOL410 Ethical Change Agents**
Students will develop ethical awareness and accountability and considerations to ethics in the working world including small group analysis of selected rules and cases. Three hours. Elective.

**GOL420 Fundamentals of Finance**
This course is an introductory survey analyzing the three fundamental forms of financial statements: Balance Sheet, Income Statement and Cash Flow Statement. Interpretive skill set development will focus on strategic planning, assessing risk and applying effective budgeting controls. Three hours.

**GOL430 The Dynamic Organization**
The study of organizational development explores how companies must adapt to ever-changing internal and external environments in order to thrive in today’s economy. Change strategies and intervention processes will be studied so students can apply practical solutions to various organizational challenges in case histories and in their own workplaces. Leadership and teamwork will be explored in the context of organizational development. Three hours.

**GOL440 Operations Management Elective**
Students will learn how to use mathematics and statistics and various computer packages to solve common business problems. Three hours.

**GOL450 Information Technology Management**
This course will primarily focus on understanding and utilizing information technology and information systems within the organization from a managerial perspective. Three hours.

**GOL460 Applied Research**
This course introduces the student to specific research terminology and research fundamentals such as design, samplings, surveys, experiments, focus groups, and other qualitative & quantitative approaches, culminating in a student research project. Three hours.

**GOL470 Senior Seminar**
This culmination experience will enable students to select individualized activities that demonstrate their practical managerial skills in the workplace. Three hours.

**GOL480 Spiritual and Leadership Development**
This course focuses upon servant leadership, equipping and empowering others for leadership, and leading as a change agent. Though the leadership principles in this course are based upon Scripture, they are all applicable to a variety of contexts in the workplace. Three hours. Elective.