



Badge Course List

Fall 2025

Table of Contents

Achieving Cultural Competency through Narratives of Intersectionality	3
An Overview of Exporting.....	3
Care of Populations: Financial Planning.....	3
Care of Populations: Leadership and Systems Thinking.....	4
Care of Populations: Public Health Sciences	4
Computer Programming: Linear Systems for Engineers.....	5
Computer Programming: Numerical Analysis for Engineers	5
Computer Programming: Optimization for Engineers	6
Creative Interventions: Creative Process in Practice.....	6
Creative Interventions: Mindfulness in Practice	6
Gender at Work.....	7
Globalization and Its Implications	7
Human Resource Management: Designing Jobs.....	8
Human Resource Management: Effective Employee Recruitment	8
Human Resource Management: Managing Employee Performance.....	9
Human Resource Management: Mentoring Employees	9
Human Resource Management: Selecting the Right Employee	10
Intro to Criminal Justice: Corrections	10
Intro to Criminal Justice: Courts	11
Intro to Criminal Justice: Juvenile Justice	11
Introduction to Medical Terminology	11
Managing Across Cultures	12
Modes of Entry into Foreign Markets.....	12
Professional Writing Series: Crafting Your Resume and Cover Letter	13
Professional Writing Series: Editing Social Media.....	13
Professional Writing Series: Presenting Online.....	14
Professional Writing Series: Professional Correspondence, Emails, and Memos.....	14
Professional Writing Series: Researching Grants That Apply to You	14
Professional Writing Series: Writing for Social Media.....	15
Successful Grantwriting 101: Narrative Writing and Budgets	15

Achieving Cultural Competency through Narratives of Intersectionality (CRN: 13111)

This course uses reading, discussion, and reflective writing to explore the ways intersectionality can help service providers understand the barriers to and opportunities for service engagement, healing, and self-determination of those traditionally marginalized or oppressed.

Upon completion of this badge students will be able to:

1. Understand intersectionality in real-world contexts.
 2. Identify and articulate narrative as a way of understanding live experience in service delivery.
 3. Apply narrative concepts to real-world intersectional situations.
 4. Create action plans for using narrative-intersectional approaches to enhance cultural competency in service delivery.
-

An Overview of Exporting (CRN: 13127)

In this badge course, students will learn the basics of exporting. This includes the importance of exports, potential barriers to exports, evaluating export markets, and sources for export related market research.

Upon completion of this badge students will be able to:

1. Explain the benefits of exporting.
 2. Describe the different types of market and entry barriers.
 3. Identify the sources of market research data.
 4. Explain the different types of free trade agreements and their benefits.
-

Care of Populations: Financial Planning (CRN: 13131)

Financial Planning and Management principals are key for all organizations. Understanding these elements are crucial for professionals to assist in keeping organizations financially stable. This badge introduces students to various management concepts, as well as the basic principles of financial planning. Students will be exposed to financial and management tools to learn how they are utilized in all areas of decision making.

Upon successful completion of this course, students will be able to:

1. Describe public health funding mechanisms.
 2. Identify elements of financial statements and how they can be interpreted.
 3. Describe financial analysis methods used in making decisions about policies, programs, and services.
 4. Consider how teams can be effectively utilized to achieve program and organizational goals.
 5. Illustrate ways to improve program performance standards and measures.
-

Care of Populations: Leadership and Systems Thinking (CRN: 13130)

Leadership skills consistent with collaborative approaches are essential and need to be part of organizations that interest with the larger public health system. This badge will introduce six key practices of collaborative leadership: Assessing the Environment, Creating Clarity, Sharing Power and Influence, Building Trust, Self Reflection, and Developing People. & Course activities will build collaborative and team-oriented leadership capacity among public health professionals as well as diverse state and local community partners.

Upon successful completion of this course, students will be able to:

1. Identify needs for collaborative leadership and professional development.
 2. Describes the ways public health, health care, and other organizations can work together or individually to impact the health of a community.
 3. Understand public health as part of a larger inter-related system of organizations that influence the health of populations at local, national, and global levels.
 4. Consider standards of practice into all interactions with individuals, organizations, and communities.
-

Care of Populations: Public Health Sciences (CRN: 13129)

This badge introduces students to the tools of public health. Students will explore the history of the U.S. Public Health system and learn how public health practitioners integrate core competencies, essential services, and retrieval of evidence for the goal of improving the health of populations.

Upon successful completion of this course, students will be able to:

1. Describe the core functions and essential services of public health practice.
 2. Identify prominent events in the history of public health.
 3. Describe the delivery of the 10 essential public health services.
 4. Search community health data.
 5. Assess population health outcomes.
-

Computer Programming: Linear Systems for Engineers (CRN: 14378)

This course provides the essential knowledge of linear systems, aiming at understanding, analyzing, and designing various mechanical engineering systems. The students will learn matrix definition, build, property, and operation as basic engineering mathematical tools, and their practical applications to various mechanical engineering systems. Prerequisite: students must possess basic math skills in algebra before enrolling this course.

Upon successful completion of this course, students will be able to:

1. Identify engineering linear systems.
 2. Practice the engineering linear algebra.
 3. Apply the principles of linear systems to formulate mechanical engineering systems.
 4. Solve linear systems in order to determine mathematical solutions.
 5. Critically evaluate obtained mathematical solutions to analyze and design mechanical engineering systems.
-

Computer Programming: Numerical Analysis for Engineers (CRN: 14380)

This course provides the principles of evaluating numerical differentiation, integration, and interpolation. Students will also practice how to estimate the numerical accuracy using relative error. Prerequisite: students must possess basic math skills in algebra and calculus and basic understandings of Newton's second law before enrolling this course.

Upon successful completion of this course, students will be able to:

1. Introduce principles of numerical differentiation and integration.
 2. Practice the implantations of mathematical principles into the user-friendly computer code.
 3. Estimate the numerical accuracy.
 4. Identify advantages and disadvantages on each differentiation and integration.
 5. Practice the numerical differentiation and integration in engineering problems.
-

Computer Programming: Optimization for Engineers (CRN: 14381)

This course provides the basic principles of optimization and practices to optimally design mechanical engineering systems. Students will learn how to implement the mathematical principles into the user-friendly computer code, i.e., Matlab, to numerically determine optimal engineering solutions.

Prerequisite: students must possess basic math skills in algebra and calculus, and rudimentary computer programming skills before enrolling this course.

Upon successful completion of this course, students will be able to:

1. Identify optimization problems and build objective functions.
 2. Identify the difference between the local and global minima.
 3. Practice implantations of mathematical principles into user-friendly computer code.
 4. Identify advantages and disadvantages on each optimization method.
 5. Critically evaluate obtained mathematical solutions to analyze and design mechanical engineering systems.
-

Creative Interventions: Creative Process in Practice (CRN: 13133)

This badge focuses on understanding the use of creative techniques to assist helpers in creative empowerment and anti-oppressive practices in their professional roles.

Upon completion of this badge, students will be able to:

1. Identify at least one theoretical framework for creative social work intervention in professional helping.
 2. Develop basic understanding of literature-based strategies used to enhance capacities with individuals, families, groups, organizations, and communities in social work practice.
 3. Understand at least two art- and music-based strategies to enhance capacities with individuals, families, groups, organizations, and communities.
 4. Discuss how creativity in social work practice can be utilized to promote diversity, inclusion, and empowerment.
-

Creative Interventions: Mindfulness in Practice (CRN: 13132)

Social Work Practice using Compassion and Mindfulness will explore the use of mindfulness and compassion in practice. Students will learn about the importance of using mindfulness and compassion for self-care as well as client care. The badge will explore mindfulness and compassion through the trinity of mind, body, and spirit and learn techniques and skills to incorporate into practice.

Upon completion of this badge, students will be able to:

1. Demonstrate knowledge of mindfulness in personal and professional practice.
 2. Describe mindfulness practice skills and record processes/outcomes.
 3. Identify and describe the main concepts and skills of mindfulness in living.
-

Gender at Work (CRN: 13124)

This badge course will provide students with essential information about gender issues in the workplace. Students will also learn differences between men and women, issues of masculinity and femininity, challenges for women in the workplace, legal and ethical issues related to gender identity, organizational responses to gender issues. Activities in the course will allow students to experience the cultural differences stemming from gender and gender identity.

Upon completion of this badge, students will be able to:

1. Define prejudice and stereotyping
 2. Recognize the role of prejudice in forming judgement.
 3. Recognize the role of prejudice and stereotype in engaging in behaviors.
 4. Recognize stereotypes about men and women.
 5. Differentiate stereotypes from realities about men and women.
 6. Recognize challenges for gender equality.
-

Globalization and Its Implications (CRN: 13125)

In this badge, students will learn about globalization, its causes, and its impact on different stakeholders. Badge content will include an analysis of the history of globalization, and its effects, both positive and negative, on different stakeholders in society.

Upon completion of the badge students will be able to:

1. Describe globalization and its causes
 2. Explain how recent social and technological changes have affected the process of globalization
 3. Analyze how globalization has affected different stakeholders (local businesses, multinationals, governments, customers, suppliers, local communities etc.) in different economies
 4. Reflect on how globalization has affected you personally
-

Human Resource Management: Designing Jobs (CRN: 13119)

In this badge course, students will learn about job design, common approaches to job design, and job analysis. The course material will provide new approaches to designing job characteristics to support organizations' strategic objectives and employees' work-life balance. Activities in the badge will engage students in creating job descriptions as an effective way to communicate employees' roles.

Upon completion of the badge students will be able to:

1. Define job design.
 2. Identify common approaches to job design.
 3. Design job characteristics to support organizations' strategic objectives.
 4. Discuss how work design is linked to work-life balancing efforts.
 5. Define the importance of job descriptions and discuss the key elements of effective job descriptions and specifications.
 6. Create job descriptions and specifications.
-

Human Resource Management: Effective Employee Recruitment (CRN: 13120)

In this badge course, students will learn about effective approaches to attracting potential employees and generating large pool of applicants. Badge information will include core concepts of employee recruitment, internal and external sources of recruitment, and various methods to reach potential employees. Much emphasis will be placed on online recruitment and effective use of social media. Badge activities will engage students in designing recruitment strategies.

Upon completion of the badge students will be able to:

1. Define recruitment and recruitment strategy.
 2. Identify external recruiting sources such as colleges, professional associations, etc.
 3. Identify internal sources for recruiting such as promotions, relocations and issues associated with them.
 4. Differentiate between internal and external recruitment. Identify the benefits of internal and external recruitment.
 5. Outline effective ways to use online recruiting, the role of social media, and the impact of recruiters.
 6. Design recruitment strategy.
-

Human Resource Management: Managing Employee Performance (CRN: 13122)

This badge course will provide students with essential information about employee performance management. They will be exposed to ways to appraise performance. Students will also learn about performance appraisal, 360- appraisal, appraisers, evaluation biases, ways to evaluate employee behaviors, competences, and contributions on the job. Activities in the badge will allow students to practice performance feedback and learn ways to improve its effectiveness.

Upon completion of the badge students will be able to:

1. Define performance and the purpose of performance management.
 2. Explain strategic, administrative and developmental uses of performance appraisal.
 3. Describe the advantages and disadvantages of multi-source (360-degree) appraisals.
 4. Describe the role of performance appraisers and raters' errors.
 5. Discuss ways to evaluate employee behaviors, competences, traits, and final results.
 6. Practice performance feedback and ways to improve its effectiveness.
-

Human Resource Management: Mentoring Employees (CRN: 13123)

This badge course will provide students with core knowledge about mentoring and its importance for both employees and the employing organization. Students will also learn about designing successful mentoring programs, contrasting formal and informal mentoring, and differentiating coaching from mentoring. Special attention will be devoted to mentor - protégé relationships as well as use of technology in mentoring and mentoring at different career stages.

Upon completion of the badge students will be able to:

1. Define mentoring and its importance its importance for both employees and the employing organization.
 2. Identify the characteristics of successful mentoring programs.
 3. Recognize the role of mentor characteristics.
 4. Compare and contrast formal and informal mentoring.
 5. Define coaching. Differentiate coaching from mentoring.
 6. Describe the use of technology in employee mentoring.
 7. Recognize the need for mentoring at different career stages.
-

Human Resource Management: Selecting the Right Employee (CRN: 13121)

This badge covers the key decision-making concepts in hiring employees and team members. Badge information will expose students to core legal requirements in hiring employees. Students will also learn about selection tests and practices. Activities will allow students to explore decision making techniques and potential biases in identifying the right employee for a job.

Upon completion of the badge students will be able to:

1. Describe the steps in typical hiring process.
 2. Specify legal requirements related to hiring to assure equal opportunity employment.
 3. Identify selection tests and practices to gather predictive data for employee hiring such as work samples, simulations, aptitude tests.
 4. Develop valid and predictable employment interviews.
 5. Identify selection interview biases and measures to prevent using these biases in decision making.
 6. Apply selection methods to recognize the best candidate for a job.
-

Intro to Criminal Justice: Corrections (CRN: 13109)

This badge course provides an introduction to criminal justice with an emphasis on corrections. Using OER (open educational resource) materials, students will be introduced to the corrections system in the United States; including the history of punishments and corrections, the purpose and function of corrections, and the different types of corrections used in the United States. This course will also discuss some basics about offender populations and corrections, before moving on to explore the corrections field as it relates to criminal justice professionals and their jobs.

Upon completion of this badge, students will be able to:

1. Identify, define, and properly utilize terminology and concepts associated with criminal justice and courts.
 2. Summarize the history and functions of federal and state courts in the United States.
 3. Outline the structure and trial processes of courts in the United States.
 4. Identify courtroom actors and define their roles.
 5. Examine court methods and contemporary challenges.
-

Intro to Criminal Justice: Courts (CRN: 10279)

This badge course provides an introduction to criminal justice with an emphasis on the courts. Using OER (open educational resource) materials, students will be introduced to the federal and state court systems in the United States; including the history, functions, structures, actors, and trial processes. Students will also learn about challenges facing the courts and how they impact criminal justice and the United States.

Upon completion of this badge, students will be able to:

1. Identify, define, and properly utilize terminology and concepts associated with criminal justice and courts.
 2. Summarize the history and functions of federal and state courts in the United States.
 3. Outline the structure and trial processes of courts in the United States.
 4. Identify courtroom actors and define their roles.
 5. Examine court methods and contemporary challenges.
-

Intro to Criminal Justice: Juvenile Justice (CRN: 13110)

This badge course provides an introduction to criminal justice with an emphasis on Juvenile Justice. Using OER (open educational resource) materials, students will be introduced to the Juvenile Justice system in the United States; including the history of juvenile justice, the development and growth of juvenile rights, and the establishment of the juvenile court system and process. This course will also discuss some basics about the juvenile correctional system, before moving on to explore special topics and challenges related to juvenile justice and criminal justice professionals in this field.

Upon completion of this badge, students will be able to:

1. Understand the history of juvenile justice
 2. Be informed on the development and growth of juvenile rights
 3. Be informed on the establishment of the juvenile court system and process
 4. Discuss basics of the juvenile correctional system
 5. Explore challenges related to juvenile justice and criminal justice professionals in this field.
-

Introduction to Medical Terminology (CRN: 13118)

This 0.5 credit medical terminology badge provides an overview of medical terminology. Students in this course will learn how medical terms are formed, how to effectively translate medical terms, and how to apply those terms to the medical setting. Students will also learn the terms used to describe the gross anatomy of the body and the position of the body, as well as the basic terms that relate to diagnostic and laboratory procedures, and pharmacology.

Upon completion of this badge, students will be able to:

1. Identify words and word parts used in medical terminology
 2. Define words and common word roots, prefixes, and suffixes used in medical terminology.
 3. Recognize the importance of spelling medical terms correctly.
 4. Apply medical terms to specific situations in the medical setting.
-

Managing Across Cultures (CRN: 13126)

In this badge, students will learn about what culture is and how it affects businesses. Badge information will include core concepts of overview of cultures, understanding cultural frameworks, and using these frameworks to understand how different aspects of culture affect businesses. Hofstede's cultural framework will be used to help analyze how cultural dimensions affect businesses and organizations.

Upon completion of the badge students will be able to:

1. Describe some of culture's characteristics
 2. Explain how culture affects businesses/organizations
 3. Identify different cultural dimensions using Hofstede's framework
 4. Analyze country cultures using Hofstede
 5. Explain how cultural differences across countries could translate into different business practices
-

Modes of Entry into Foreign Markets (CRN: 13128)

This 0.5 credit hour course introduces students to the different possible methods of entering foreign markets and evaluates these in terms of different products and services. It also describes ways in which foreign market partners can be identified and evaluated.

Upon completion of the badge students will be able to:

1. Describe different possible methods of foreign market entry.
 2. Evaluate different modes of foreign market entry for their chosen product/service.
 3. Describe ways in which foreign market partners can be identified and evaluated.
 4. Describe international pricing strategies.
-

Professional Writing Series: Crafting Your Résumé and Cover Letter (CRN: 13112)

This badge course emphasizes how to successfully compose a professional résumé and cover letter. Using open educational learning materials, students will learn how to write concise and professional business documents that are directly applicable to the field of business. Students will also learn about the proper composition of these documents, discuss them with their peers, and ultimately produce a résumé and cover letter of their own.

Upon completion of this badge, students will be able to:

1. Describe the core functions of an effective résumé and cover letter.
 2. Identify persuasive and effective elements of résumés and cover letters.
 3. Analyze and correct résumés and cover letters for conciseness, grammar, punctuation, and successful content.
 4. Search local and national job listings that are suited towards individual's professional and academic goals.
 5. Develop an applicable and effectual résumé with an engaging cover letter.
-

Professional Writing Series: Editing Social Media (CRN: 13115)

This badge emphasizes how to successfully edit personal social media accounts to highlight professionalism. Using open educational learning materials, students will learn how to analyze personal social media accounts for unprofessionalism in images and text. Students will also learn about professional social media accounts and how they can be utilized in job searches and for professional networking.

Upon completion of the badge students should be able to:

1. Describe the core functions of effective and professional social media accounts.
 2. Identify persuasive and effective elements of professional social media accounts.
 3. Analyze and edit personal social media accounts for privacy and professionalism including Twitter and Facebook.
 4. Analyze the effectiveness and professionalism of LinkedIn accounts of people in the student's field.
 5. Develop and/or edit a personal LinkedIn account to include up-to-date information, professional tone, and effective communication of skills.
-

Professional Writing Series: Presenting Online (CRN: 13117)

This badge emphasizes how to successfully complete an online presentation. Using open educational learning materials, students will learn prepare presentation materials. Students will also learn about the proper etiquette of online presentations, discuss etiquette with their peers, and ultimately complete a successful online presentation for their instructor.

Upon completion of the badge students should be able to:

1. Describe the core functions of an effective online presentation.
 2. Identify effective presentation materials for an online medium.
 3. Prepare and edit presentation materials for conciseness, grammar, punctuation, and effective content.
 4. Identify proper presentation tactics suitable for online presentations.
 5. Develop and present an online presentation for the instructor over a provided prompt.
-

Professional Writing Series: Professional Correspondence, Emails and Memos (CRN: 13113)

This badge course emphasizes how to successfully compose professional correspondence including emails and memos. Using open educational learning materials, students will learn the basics of audience-specific professional written communication for paper and paperless correspondence. In addition to understanding best-practices for a variety of approaches, students will learn how to avoid common errors and misunderstandings.

Upon completion of this badge, students will be able to:

1. Describe the core functions of an effective, clear, and concise email and memo.
 2. Identify the value of simple language and define active and passive voice.
 3. Explain why good organization is important to both you and your audience and explain how to organize any business message.
 4. Demonstrate professional, conversational tone through correspondence practice.
 5. Analyze and correct emails and memos for conciseness, grammar, punctuation, and successful content.
-

Professional Writing Series: Researching Grants That Apply to You (CRN: 13116)

This badge explores how to successfully research and identify grants that apply to your professional career. Using open educational learning materials, students will learn about different resources available to them for grant research. Students will also learn about how to identify the most applicable grants for them or their company. At the conclusion of the course, students will create a grant writing action plan they would potentially like to complete for one of the grants they have identified.

Upon completion of the badge students will be able to:

1. Describe the core functions of a grant and a grant proposal.
 2. Identify and explore different avenues for grant research at the individual and group level.
 3. Analyze different types of grants and the information required to potentially receive the grant funding.
 4. Search grants that are suited towards individual's professional and academic goals.
 5. Develop an "action plan" for a grant proposal geared towards a selected grant.
-

Professional Writing Series: Writing for Social Media (CRN: 13114)

This badge emphasizes how to successfully write for various social media mediums. Using open educational learning materials, students will learn how to develop a unique and professional social media tone that is directly applicable to their field of business. Students will also learn about the proper written composition for social media, discuss them, have written social media opportunities, and ultimately produce a professional blog site of their own.

Upon completion of the badge students should be able to:

1. Describe the core functions of an effective social media writing.
 2. Identify persuasive and effective elements of high-quality social media platforms for business.
 3. Analyze and correct examples of writing for social media for conciseness, grammar, punctuation, and successful content.
 4. Practice developing professional tone through informal blog assignments.
 5. Develop a professional blog site that advertises their writing for social media.
-

Successful Grantwriting 101: Narrative Writing and Budgets (CRN: 14458)

This course is a comprehensive introduction to grantwriting. Topics include developing grant opportunities based on your organization's strategic plan, researching grantmakers (funders), using the Request for Proposals (RFP) for successful project and proposal planning, understanding persuasive narrative writing, preparing the project budget, and optimizing the proposal for re-submission if it is rejected.

Upon completion of this course, students will be able to:

1. Identify fundable projects appropriate to an organization's strategic plan
 2. Research relevant grantmakers and grant competitions
 3. Analyze a Request for Proposals using a template
 4. Create a Compliance Checklist of tasks to meet the proposal deadline
 5. Create a project Logic Model and write SMART objectives
 6. Develop a project budget using a template
-