

Grace Opportunities for Adult Learners (Degree Completion)



GRACE COLLEGE & GRACE THEOLOGICAL
SEMINARY CATALOG 2024-2025

Degree Completion

FACULTY

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PROGRAM DESCRIPTION

Grace College, in Winona Lake, Indiana, offers a degree completion program leading to a Bachelor of Science degree. This program serves those who have interrupted their higher education for work, family, or other commitments. 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 and online instruction.

Purpose

The Degree Completion program exists to provide learners the ability to complete a Grace College four-year degree while maintaining their family and career responsibilities.

Schedule

New cohorts typically begin their programs in either August or in January. Also, based on demand, there may be a Summer start for online cohorts.

Each degree completion cohort will attend classes together for 16 months (four consecutive terms).

Three of the terms will consist of four courses.

Note: Degree Completion online adopts an asynchronous model of online education. Online weeks will run from Monday – Sunday.

Please view the institution's [Campus Calendar](#) for more information.

Technology Requirements

Information regarding the technology and user-skill requirements are available on the Office of Information Technology page of the institution's site.

<https://online.grace.edu/admissions/technology-requirements/>

Handbook

The Degree Completion Program has a handbook that outlines its policies and the unique situations encountered by learners. This handbook is available from the School of Professional and Online Education and is on the institution's website.

Notice of Nondiscrimination

Grace College and Seminary is a private, not-for-profit, faith-based exempt organization as described in Section 501 (c) 3 of the Internal Revenue code. In compliance with applicable federal and state laws, Grace College and Seminary does not discriminate on the basis of race, color, national origin, age, sex, or disability in its administration of its educational policies, admissions policies, scholarship and loan programs, and athletic and other school-administered programs and activities, or in employment.

The following person has been designated to handle inquiries regarding the Notice of Nondiscrimination:

Carrie Yocum, Title IX Coordinator and VP of Administration and Compliance
Grace College and Seminary
McClain 102
1 Lancer Way
Winona Lake, IN 46590
yocumca@grace.edu
574-372-5100 x6491

Inquiries may also be addressed to the U.S. Department of Education's Office for Civil Rights at 400 Maryland Avenue, SW, Washington, DC 20202-1100.

Community Lifestyle Pledge

Students agree to show respect for the faith commitment that Grace practices and agree to abide by certain of the institution's community guidelines (avoidance of disrespecting others, sexual misconduct, illegal drugs, gambling, coarse or obscene language, tobacco, alcoholic beverages, and such conduct) while on campus or engaged in Grace activities. The student understands that this extends to any advocacy initiatives in which the individual might participate while a Grace student.

Computer Usage/Web Site/Blogs/Social Media

Grace College realizes the value added to technology and relationship building through use of the Internet. It is expected that members of the Grace College community maintain appropriate behavior while applying scriptural values to any personal Web content created. This includes, but is not limited to, blogs, personal and business social media accounts (including, but not limited to: Facebook, Instagram, Snapchat, Twitter, TikTok and Tumblr), websites, and/or other creative content. This includes "anonymous" content that can reasonably be traced back or attributed to a Grace student. Ultimately, Grace students are responsible for what they post or comment online. Therefore, students should not post content on social media that violates

Grace community lifestyle policies. Posts or comments that are harassing or discriminatory to individuals or groups of people, or that reveal community standard violations, will result in consequences. Students must comply with copyright laws, file sharing laws, and avoid plagiarism. See our “Academic Integrity” policy for more details.

HLC Criteria Applied to School of Professional and Online Education

Faculty teaching in the School of Professional and Online Education should have completed a program of study in the discipline or subfield in which they teach, and/or for which they develop curricula, with the coursework at least one level above that of the courses being taught or developed/or a current teaching or administrator license in the field. The School of Professional and Online Education can determine that a faculty member is qualified based on experience that the institution determines is equivalent to the degree it would otherwise require for a faculty position.

- Faculty teaching UNDERGRADUATE COURSES should hold a degree at least one level above that of the program in which they are teaching. Those faculty members teaching general education courses, or other non-occupational courses, hold a master’s degree or higher in the discipline or subfield. If a faculty member holds a master’s degree or higher in a discipline or subfield other than that in which he or she is teaching, that faculty member should have completed a minimum of 18 graduate hours in the discipline or subfield in which they teach. The School of Professional and Online Education has determined that an M.B.A. degree qualifies an instructor to teach all undergraduate business-related courses in the Weber, Degree Completion, as well as any other existing or new programs. An instructor with a master’s degree can teach GOL 3000 Adult Learner or GOL 3010 Fundamentals of Lifelong Learning because these two courses are very introductory in nature and teach the fundamentals of learning and how to succeed in an undergraduate setting. Furthermore, the School of Professional and Online Education can determine that a faculty member is qualified based on experience that the institution determines is equivalent to the degree it would otherwise require for a faculty position. See the SPOE Process for Exceptions.
- Faculty teaching UNDERGRADUATE BIBLE/THEOLOGY-RELATED courses should hold a degree at least one level above that of the program in which they are teaching. Those faculty members teaching general education courses, or other non-occupational courses, hold a master’s degree or higher in the discipline or subfield. If a faculty member holds a master’s degree or higher in a discipline or subfield other than that in which he or she is teaching, that faculty member should have completed a minimum of 18 graduate hours in the discipline or subfield in which they teach. The School of Professional and Online Education has determined that an M.Div. or other Bible-related degree qualifies an instructor to teach all undergraduate Bible-related courses in the Weber, Degree Completion, as well as other existing or new programs. Furthermore, the School of Professional and Online Education can determine that a faculty member is qualified based on experience that the institution determines is equivalent to the degree it would otherwise require for a faculty position. See the SPOE Process for Exceptions.

School of Professional and Online Education Process for Exceptions

HLC Assumed Practice B.2 allows an institution to determine that a faculty member is qualified based on experience that the institution determines is equivalent to the degree it would otherwise require for a faculty position. This experience should be tested experience in that it includes a breadth and depth of experience outside of the classroom in real-world situations relevant to the discipline in which the faculty member would be teaching. An institution that intends to use tested experience as a basis for hiring faculty must have a well-defined policy and procedure for determining when such experience is sufficient to determine that the faculty member has the expertise necessary to teach students in that discipline.

Deans and faculty leaders assess faculty members' qualifications. Endorsements are considered when potential instructors do not have the academic credentials required by the Higher Learning Commission. These endorsements are dependent on the relevancy of the experience both to the degree level and to the specific content of the course for which the faculty member is responsible. These endorsements come in two forms: Endorsement by Equivalency and Endorsement by Exception. These endorsements are used when credentialing part-time instructors.

ENDORSEMENT BY EQUIVALENCY is used when it is evident that an instructor has credentials that are "equivalent to" the degree required of our faculty in that content area. This endorsement is in line with HLC guidelines that allow an individual's knowledge and expertise to be determined by his or her tested experiences outside of the classroom in real-world situations relevant to the discipline in which the faculty member would be teaching. For example, an instructor can be credentialed to teach if that instructor has a minimum of ten years of industry-specific experience. Such life experience can qualify as an equivalent to academic credentials for the purpose of teaching, based on the judgment of knowledgeable faculty in the discipline. This endorsement is used when in faculty judgment it is not necessary for an instructor to pursue further studies to teach at the college in the approved area.

ENDORSEMENT BY EXCEPTION is used when an instructor has demonstrated adequate knowledge and experience but has not met our standard for credentials. An example of such a situation would be the instructor who has a bachelor's/master's degree in a different teaching field, but has some certifications, professional affiliations, and a minimum of five years industry-specific or teaching experience.

NOTE ABOUT THE CATALOG

Each program at the institution maintains a catalog in which basic academic information related to the program's goals, expectations, admission, policies, accreditation, and other pertinent information is described. This applies to undergraduate, non-traditional (e.g., online, adult degree completion), graduate, and seminary programs.

Grace makes every attempt to provide information that, at the time of publication, most accurately describes the policies, procedures, and requirements of the institution and its individual programs.

The provisions of the academic catalogs are, therefore, to be considered a guide and not to be regarded as a contract between any student and the institution. Course content and institutional policies governing admissions, tuition, and campus life are under constant review and revision.

Grace reserves the right to change any statement contained within the catalog at any time and without prior notice including academic provisions, policies, or requirements (e.g., modifications to classes, fees, personnel, academic policies, and programs) and the right to withdraw or amend the content of any courses described in the catalogs as may be required or desirable by circumstances. Grace will, however, make every attempt to give students reasonable prior notice to changes in policies and other catalog content when possible and rarely implements policy changes during an academic year.

Courses of study for non-traditional, graduate, and seminary programs and check sheets for undergraduate students may undergo revisions; however, these are typically implemented in the fall of the new academic year.

All students are expected to be familiar with the catalog(s) associated with their selected program(s) of study with the understanding that policies and procedures of their selected program(s) may change from year-to-year. The current year's catalog should, in most situations, be considered the catalog applicable to the student.

In some programs, students are asked to acknowledge in writing their receipt of the program's catalog.

Changes to an academic catalog that are necessary following the start of the fall semester will be noted as an addendum to the original catalog.

Archived catalogs are maintained on the institution's Web site.

It is each student's responsibility to schedule regular meetings with his or her academic advisor and to be knowledgeable about institutional requirements, academic regulations, and calendar deadlines specified in the catalogs and academic program publications. Students should read the catalog carefully and consult with an advisor to determine how these policies relate to their individual circumstances.

PROGRAM ADMISSION AND COMPLETION

Admission Requirements

1. Degree Completion Application and essay.
2. All transcripts of previous college coursework.
3. If applicable, a portfolio detailing experiential learning. *

*Experiential Learning is not required, but is one way to obtain the necessary credits to gain acceptance to and/or finish your degree. For more information on how to produce an acceptable portfolio, please email goal@grace.edu.

Application Expiration Date

Applications will expire one year from the date the application was received for admission. If applicants do not enroll in the program within that time period, they will be required to complete a new application.

Grading Procedures

For information about grading policies and procedures, please view the institution's [Academic Policy Manual](#).

CONTACT

For additional information about the GOAL programs, admission requirements, or course enrollment and completion, please contact:

Online programs:

School of Professional and Online Education

Grace College

1 Lancer Way

Winona Lake, IN 46590

Toll free: 888.249.0533

Email: onlineadmissions@grace.edu

<http://online.grace.edu/>

DEGREE REQUIREMENTS

Building upon previous college credit and learning experiences equivalent to about two years of college, the Bachelor of Science degree (degree completion) can be completed in 16 months when these requirements are met:

1. As few as 60 prior college credit hours (some life and career experiences may be substituted for credit hours), or
2. Minimum 2.0 GPA
3. Complete 45 credits in one of the following Grace College Degree Completion programs:
 - a. Business Administration (Online)
 - b. Human Services (Online)
 - c. Management (Residential or Online) (Hiatus)
 - d. Quality Management (Residential or Online) (Hiatus)
4. Complete a total of 120 credit hours.

Note: Typically, the combination of transfer credits (60) and Grace College credits (45) provide 105-108 of the required 120 credits necessary for graduation. To complete the remaining credits, students may:

 - a. Transfer in the additional credit hours needed OR
 - b. Take additional hours at Grace College OR
 - c. Earn (up to 24) credits for experiential learning OR
 - d. Earn credits through CLEP or D.S.S.T. examinations.

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

MAJORS

1. Business Administration Online
2. Human Services Online

Program Learning Outcomes-Business Administration

Those learners who complete the core of the Degree Completion program at Grace College will be assessed in three domains:

1. Understanding Self – Students will review personality and leadership styles and learn to recognize traits in themselves and others.
2. Understanding People – Students will analyze information obtained to produce various projects that involve utilizing personnel effectively to complete a project.
3. Demonstrate Knowledge-- Students will apply learned content showing they are prepared to be successful after graduation or as they continue on in their educational journey.

Program Learning Outcomes-Human Services

Those learners who complete the core of the Degree Completion program at Grace College will be assessed in three domains:

1. Understanding Self – Students will review personality and leadership styles and learn to recognize traits in themselves and others.
2. Understanding People – Students will analyze information obtained to produce various projects that involve utilizing personnel effectively to complete a project.
3. Understanding the Discipline – A learner completing the GOAL core will interpret and apply relevant content of the field of study. Specific goals for each major are listed in the Academic Catalog.

CURRICULUM

The following courses are required for all the Degree Completion majors:

- GOL 3010 Fundamentals of Lifelong Learning
- GOL 3100 Business Writing in the New Millennium
- GOL 3200 Expanded Conversation: Public Speaking in the Workplace
- GOL 3300 Gifts Differing: Diversity and Teamwork in the Workplace
- GOL 4700 Senior Seminar

Business Administration (Online)

Understanding Business Administration - A learner completing the Degree Completion Business Administration core will construct a multi-dimensional understanding of the managerial, financial, and relational aspects of a business and evaluate current trends.

Additional course requirements for the B.S. in Business Administration:

- GOL 3150 Creating a Competitive Edge
- GOL 3450 Marketing in the Technological Age
- GOL 3750 Effective Financial Decision-Making
- GOL 4000 Interpreting Basic Statistics
- GOL 4300 The Dynamic Organization
- GOL 4050 The Global Environment
- GOL 4350 Strategic Enterprise
- GOL 4600 Applied Research
- GOL 4650 Personal Resource Management
- GOL 4400 Operations Management

Human Services (Online)

Understanding Human Services - A learner completing the Degree Completion Human Services core will demonstrate and articulate the appropriate care for the human condition by assessing and proposing improvements to and remediation for current issues affecting individuals in society.

Additional course requirements for the B.S. in Human Services:

GOL 3220 Systems of Social Welfare

GOL 3470 Delivery of Human Services: Theory and Practice

GOL 3520 Human Growth and Development

GOL 4020 Case Management

GOL 4000 Interpreting Basic Statistics

GOL 4600 Applied Research

GOL 4380 Global Perspectives

GOL 4420 Intervention Strategies and Technique

GOL 4620 Legal, Professional, and Ethical Issues in Human Services

GOL 4520 Interpersonal Communication and Interviewing Skills

COURSES

GOL 3010 Fundamentals of Lifelong Learning

In this course, we 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. Three hours.

GOL 3100 Business Writing in the New Millennium

Learners will build a writing compilation for diverse audiences and purposes. A writing rubric will ensure strong ideas, logical organization, conversational tone, clear voice, smooth sentences, correct copy, and a read-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.

GOL 3150 Creating a Competitive Edge

This course will take an in-depth view of "personal brand", requiring students to explore and define what unique characteristics give them an advantage in the marketplace. Students will gain an understanding of their personal brand and competitive advantage, through biblical and modern contexts, in order to fine-tune them accordingly. Other topics covered are online/social media presence and the "brand" of Jesus. Three hours.

GOL 3200 Expanded Conversation: Public Speaking in the Workplace

This course is designed to engage the student in learning to analyze, construct, and deliver a variety of presentations required in the modern workplace. Special emphasis will be on practicality and personal growth. Three hours.

GOL 3220 Systems of Social Welfare

This course provides an overview of the historical, economic, ideological and political foundations of social welfare programs and services. Course content provides a fundamental understanding of the processes involved in defining social problems, policy making structures and procedures, and current social welfare programs and systems within the United States. Three hours.

GOL 3300 Gifts Differing: Diversity and Teamwork in the Workplace

Students will gain experience with and knowledge of concepts related to diversity in the workplace and group dynamics through the study of the Myers-Briggs Type Indicator (MBTI). Students will gain valuable insight into their own personality preferences as well as that of those they interact with through instruction as well as self-evaluation. Three hours.

GOL 3450 Marketing in a Technological Age

This course provides learners with the opportunity to develop an understanding of the demand side of organizations from a marketing perspective and then to act based on that understanding. In pursuit of the related goals of understanding and acting, learner activities are structured around three key concepts: 1) a customer focus is essential 2) relevant, timely, valid information is essential 3) competition based on product differentiation is essential. In the course learners also explore how to evaluate marketing programs and efforts using insights from Scripture. Three hours.

GOL 3520 Human Growth and Development

This course explores the stages of human life, from prenatal development to infancy, childhood, adolescence, and adulthood. The life stages are examined from the biological, psychological and social perspectives with focus on the implications for the delivery of professional human services. This study will include an overview of the major human developmental theories describing the lifespan from birth to old age and death. Related topics will include genetics, cognitive and brain development, early life experiences and attachment, personality development, gender role, social and moral development, and aging. Research in development and developmental psychology will also be introduced. Three hours.

GOL 3750 Effective Financial Decision-Making

This course introduces principles and practices used in making wise and effective financial decisions. Topics studied in the course include reading financial statements, diagnosing a business's financial strengths and weaknesses, evaluating cash flow amount, variability and riskiness, determining levels of risk and rates of return of business investments, and considering the effects of the use of debt in enhancing shareholder returns. Three hours.

GOL 4000 Interpreting Basic Statistics

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

GOL 4020 Case Management

This course will introduce the student to case management as a service delivery model in the practice of professional human services. Models of case management and the various roles of the human services professional will be explored. Intake assessment, service plan development, and record documentation will be examined, along with legal and ethical guidelines and considerations in working with diverse client populations. Three hours.

GOL 4050 The Global Environment

An awareness of the global business environment is essential. This survey course introduces various facets of international business, its application to the domestic concern, and national economy. Areas reviewed include the role and impact of multi-national corporations, cross cultural factors, and global strategies. Three hours.

GOL 4300 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.

GOL 4350 Strategic Enterprise

This course will take us into a company boardroom. We will look together on how a company can move with a purpose together to achieve a desired outcome; that is Strategic Enterprise! During these five weeks we will deep dive from the initial boardroom desires to implementation by the organization. How does a business or company compete in the marketplace with or without a strategic plan? We will look at various aspects of a strategic planning as it relates to mission, vision, communication plan, desired outcomes, business competitive advantages, people impact, to name a few. We will look at public companies, discuss our own experience, and for our capstone project, pull together a full Strategic Plan together in a presentation format. So, put your thinking caps on, grab a chair in the boardroom, and let's dig in! Three hours.

GOL 4380 Global Perspectives

In this course, students engage divergent outlooks from around the world, grappling with cultural differences and presuppositions. Defining literary works, films and guest speakers from different continents set the stage for literary and cultural discussions. This course will also provide a framework for understanding God's heart for the nations. Three hours.

GOL 4400 Operations Management

This course is designed to provide a background and introduction into Operations Management, with a focus on key high-level operations management functions, and select core concepts including Supply Chain Management, Employee Motivation, and Lean Manufacturing. Three hours.

GOL 4420 Intervention Strategies and Technique

Students will learn the fundamentals of identifying problems of clients and formulating creative solutions by networking with available resources, becoming a liaison with the community, and utilizing secular and faith-based organizations to assist with emotional, financial, social and spiritual needs. There will be an emphasis on understanding the philosophical/biblical foundation of human service helping and on practically applying these principles in creating change strategies. Three hours.

GOL 4520 Interpersonal Communication and Interviewing Skills

This course provides knowledge of theory and practice in interpersonal communication, which is vital to interpersonal experience within multiple contexts, both personal and professional. Course content will focus on skills related to verbal and nonverbal communication important for establishing positive rapport, understanding and applying one's own style of relating, resolving conflict, and assisting clients in clarifying goals and desired outcomes. It will also include appraisal of current cultural factors on interpersonal communication. Three hours.

GOL 4600 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.

GOL 4620 Legal, Professional, and Ethical Issues in Human Services

This course will provide an overview of major ethical and legal issues in the delivery of human services. The roles, functions, and legal and ethical responsibilities of the human service worker will also be investigated. The course will help students reflect on their own personal and professional values and how those impact their practice. Students will be able to analyze and develop a framework, which will serve as a foundation in addressing legal and ethical dilemmas in their practice in human services. Three hours.

GOL 4650 Personal Resource Management

This course is designed to equip students to explore the fundamentals of stewarding the resources God has given, specifically time, talent, and treasure. The course includes an overview of budgeting, saving, investing, healthcare/insurance, staying out of debt, and what the Bible says about these topics. Students will complete a personal action plan for how they will most effectively steward their time, talents and treasure. Three hours.

GOL 4700 Senior Seminar

In this capstone course, each GOAL student is provided with an individualized assessment of their program performance. The assessment includes a self audit and recommendations for future growth. Additionally, all students will be required to review how thoroughly they have completed the three goals of GOAL: 1) learning about oneself, 2) learning to work with others, 3) learning the basic principles of management. Three hours.