

CURRICULUM

The proposed program will include 30 graduate-level credits from the Department of Human Services and Educational Leadership at UW Oshkosh.

Required coursework includes:

HSL 720: Foundations of Human Services Management (3 credits)

This course explores the challenges of leading and working in today's human service agencies with an appreciation of the theory, history and development of the human service profession, human service administration and management, non-government organizations in various industrialized and developing countries. Topics to be covered will include current issues, community-based and faith-based organizations, national non-government organizations (NGOs) and international non-government organizations, organizational leadership, management, ethics and values, board governance, human resources management, and constituency building.

HSL 721: Global Issues in Local Communities (3 credits)

This course analyzes the global economic, environmental, social, and cultural issues targeted in the mission statements, programs, and activities of human service agencies and non-government organizations (NGOs) worldwide. Also, it examines the global economic and social issues that affect people in local communities of both developing and industrialized countries. Topics to be covered will include poverty, inequality, gender, discrimination, unemployment, prejudice, stereotype, aging, disease, and community health, community organizing and development, implications of government regulations and policies in decision-making, policy analysis, cost-benefit analysis and project evaluation.

HSL 722: Transcultural Leadership (3 credits)

This course examines cross-cultural dimensions of managerial leadership and paradigms in national and transnational human service agencies and non-government organizations (NGOs). Topics to be covered will include organizational vision in global and local context, transcendental questions of diversity, empowering the diverse workforce, motivation in cross-cultural contexts, multicultural synergy, negotiation across cultures, and culture's continuum in teams and group in time of stress.

HSL 723: Social Marketing in Human Services (3 credits)

This course examines current theory and knowledge in the field of social marketing and analyzes the components and applications of marketing used for promoting behavior change strategies in local communities. Furthermore, it provides a social, transcultural, and community perspective in marketing for responding and helping in the needs of society and local communities. Topics include: Use of social marketing to develop culturally innovative and low-cost based interventions, increase recruitment in programs, and increase public awareness on critical issues.

HSL 724: Planning and Implementing for Community Change (3 credits)

This course focuses on different theories and models of strategic planning related to various aspects of community organizing, empowerment and sustainable change in cross-cultural contexts. Topics to be covered will include stakeholder analysis, SWOT analysis, and development of vision and mission statement, development of strategic plan, program development and implementation for effective community change, program and project sustainability.

HSL 725: Transnational Fiscal Management (3 credits)

The course will examine financial issues related to the funding of operations and services of human service agencies and non-profit organizations based on various regulations and accounting practices across nations and states. The course will examine global and national taxation structures and government budgetary operations from legal, economic and political perspectives. The course will provide a comprehensive approach to successfully managing the finances of nonprofit organizations, with particular attention to the principles of budgeting (capital and operating), financial statements, cash management, basic accounting and auditing principles, and investment practices. Topics to be covered include global and national economic trends affecting the finances of non-profit organizations, financial sustainability, budgeting process, fundraising, financial reporting, analysis of financial statements, internal control and fraud prevention.

HSL 726: Staffing and Supervision in a Diverse World (3 credits)

This course focuses on various aspects of staffing and supervision in national, international, and transnational human service agencies and non-government organizations. Students will be introduced to theories, tools, and research relevant to effective human resource management practices, especially in cross-cultural and diversity contexts. Students will explore critical issues and practices regarding agencies managing their human resources both at home and abroad. Topics will include legal implications in staffing and supervision, challenges of human resources planning, diversity and hiring, talent management and cultural differences, and localization and performance management practices.

HSL 727: Applied Research Methods in Human Services (3 credits)

This course will provide students with the tools to apply the methods of social research to the evaluation of micro and macro human service practices (including individual practice) and programs. It will examine issues related to the design, monitoring, and assessment of human service programs and interventions, using both quantitative and qualitative methods. Topics will include foundations of inquiry, quantitative and qualitative method designs, needs assessment, action research, appreciative inquiry, community based participatory research, and program evaluation.

Students will also select one of the following electives:

HSL 728: Comparative Trends in Global Human Services Agencies (3 credits)

This course discusses the theories and models of human service administration in relation to context and culture, and the roles and responsibilities of administrators in global human service agencies (i.e. Non-Government Organizations). Examines recent national and international studies related to the changing contexts of human service delivery, leadership, organizational culture, human resource management, financial management, strategic planning, working with boards, marketing and public relations, social entrepreneurship, partnership, and collaboration. Topics will include system approaches in human service administration in global, national, and local contexts, management cycles, creative administration, organizational transformation and innovation, managing data and information.

HSL 729: Models of Social Change and Human Services (3 credits)

This course presents multiple perspectives of the role of Non-Government Organizations (NGOs) in global, social, and community change. Topics to be covered will include planning models and tools, strategy design, constituency building, training, proposal writing, program management, social movements, global grassroots movements, advocacy and policy analysis, ethics, and evaluation.

HSL 730: Seminar in Community Oriented Human Services Management (3 credits)

This seminar is envisioned as the capstone course integrating learning from all course work in the transnational human service leadership program. The seminar will emphasize on real-time leadership, management, and community issues and the capacity of leaders and managers in the human service and nonprofit sectors to deal effectively with community issues while illuminating the relationships between management practices and community change. The seminar will integrate discussions, exercises, and case studies on the relationships between theories and practices of leadership and management of human services and non-government organizations. Topics will include problem diagnosis, political and economic environment, tensions between internal and external factors affecting organizational leadership, and management of human, fiscal, and technological resources in transnational settings or contexts.

During the final semester, the students will have the option to take a final Capstone course or write a Master's Thesis.

HSL 731: Master's Thesis

The Master's Thesis seminar is an option for students in the Master's in Transnational Human Service Leadership program, and aims to provide participants with guidance to develop an original and independent trans-disciplinary research project, carry out the study through systematic inquiry procedures, synthesize the research findings, and successfully defending the research report on a virtual platform. The seminar will help the student display the ability to independently and critically identify issues related to human service leadership, and integrate theoretical knowledge and empirical data to make scholarly contributions for human service agencies and non-government organizations in transnational or transcultural contexts.