

NEW

Certificate in Nonprofit Sector Leadership and Innovation (NSLI)

Level/Credential to be Granted: Certificate

Faculty(ies)/School(s)/Department(s): Faculty of Arts,
Luther College and Centre for Continuing Education

Program Start Date: September, 2016

Method of Program Delivery: Face-to-face (initially)
blended, online, and/or LIVE in the future

Prior Learning Assessment and Recognition (PLAR):

PLAR may be granted for one or more courses, except for NSLI 200, which will be required of all students.

PLAR will be determined by the VSSN Director and the Centre for Continuing Education.



Credit Hours	Certificate in Nonprofit Sector Leadership and Innovation (NSLI) Required courses – students must take the following 4 courses
3.0	NSLI 200 - Nonprofit Sector Foundations (IDS 290AA Nonprofit & Voluntary Organizations)
3.0	NSLI 300 - Nonprofit Management
3.0	NSLI 310 - Nonprofit Human Resources
3.0	NSLI 330 - Nonprofit Communications
	Electives – students should choose 1 of the following (or other course as approved by CCE)
3.0	NSLI 340 - Nonprofit Program Planning and Evaluation
3.0	NSLI 320 - Nonprofit Advocacy and Community Development
3.0	NSLI 350 - Financial Management and Philanthropy
3.0	BUS 100 - Introduction to Business
3.0	SRS 340 - Governance and Legal Issues in Third Sector Organizations
3.0	BUS 260 - Introduction to Organizational Behaviour
3.0	IDS 101 - Contemporary Issues
3.0	SOC 214 - The Sociology of Indigenous People in Canada
3.0	PSCI 100 - People, Power and Politics: An Introduction
3.0	IS 302 - Nongovernmental Organizations Crossing Borders
3.0	PHIL 276 - Professional Ethics
3.0	PHIL 272 - Contemporary Moral Issues

June 1, 2016 – subject to update

DESCRIPTIONS OF THE 4 REQUIRED COURSES

NSLI 200 - Nonprofit Sector Foundations - Introduction to the nonprofit/voluntary sector including its unique characteristics and central philosophy/values, volunteerism and philanthropy, scope and size, history, types of organizations, roles in society, relationships with governments and business sector, economic contributions, ethical challenges and current critical issues. The course focuses on Saskatchewan specifically and Canada generally.

NSLI 300 - Nonprofit Management - An introduction to management and leadership principles and practices for nonprofit organizations, including regulatory requirements, organization types, governance and decision-making models, strategic planning, capacity building, leadership styles, sustainability, partnerships/alliances with other organizations, and roles and responsibilities of boards of directors. Technology and software resources for organizational development are presented.

NSLI 310 - Nonprofit Human Resources - A focus on human resources fundamentals and management for both paid staff and volunteers in nonprofits, including recruitment, screening, orientation, evaluation, retention, supervision/mentoring, job descriptions, policies and procedures, records management, communication and recognition, confidentiality, relationships, conflict resolution and self care. Labour, human rights and cultural diversity standards are examined.

NSLI 330 - Nonprofit Communications - Communications with the general public, governments, other nonprofits, businesses, media, funders and donors in order to build intentional relationships are explored. Theory and practice are integrated in examining relationships and accountabilities. New perspectives on social media, virtual/public presence, branding, key messages, and time-sensitive response mechanisms are discussed.

POSSIBLE ELECTIVE COURSES (STUDENTS NEED TO CHOOSE 1)

NSLI 340 - Nonprofit Program Planning and Evaluation - The main focus of this course explores how nonprofit organization staff and volunteers must understand both the shifting external environment in which they operate as well as their internal environment. Thus, central course elements are mixed methods research approaches, external environment trend analysis and projections, internal organization database management technologies and analytic strategies, evaluation and decision-making models for program renewal, outcome and impact measurement and special projects management.

NSLI 320 - Nonprofit Advocacy and Community Development - Both theoretical and practical knowledge and skills are the focus of this course. The focus is on community development and community organizing including how to network and work across organizations as well as engage community residents in order to achieve changes in public policies and programs as well as educate the public about societal problems. An examination of power structures, systems, government structures and processes, as well as change theories is undertaken. Students will learn to critically assess the context (e.g., political, social, economic, historical) within which all advocacy work unfolds and make informed choices about appropriate strategies and tactics for their nonprofit organization. Legal restrictions for charities/nonprofits are also explored.

NSLI 350 - Financial Management and Philanthropy - This course offers a broad overview of organizational economics and philanthropy that focuses on diverse funding sources and formulas: governments, donors, corporate sponsorships, fundraising, social enterprises, etc. Nonprofits are different from for-profit businesses in that they do not have shareholder equity, thus their financial management is different. Students will be introduced to financial monitoring systems, the roles of different people in the nonprofit organization (e.g., volunteer treasurer, bookkeeper, accountant), creating and monitoring annual budgets, internal and external reports and procedures, cost accounting methods, long range financial planning and building capacity for innovation.

SRS 340 - Governance and Legal Issues in Third Sector Organizations - This course is designed to investigate the legal issues and management of risk in the sport and recreation delivery systems. This course will provide a basic understanding of the governmental systems and governing bodies that influence the delivery of recreation services and legal issues students will likely encounter in their future professions.

IDS 101 - Contemporary Issues - This course will examine topics of critical interest in the 21st Century: religious diversity, marginalization and extinction of cultures, social constructions of identity, consumer choices, sustainable livelihoods, and climate change. We will explore ideas about locating ourselves and developing agency in a changing and challenging world. Developing communication and research skills is a focus. Coordinated by one faculty member, this course draws on the expertise of instructional faculty from different disciplines. Community service learning through volunteer work (approximately 12 hours for the semester) will complement the academic component of this course.

IS 302 - Non-Governmental Organizations Crossing Borders - Do non-governmental organizations make a difference? How do they interact with and alter the international state system? This course examines the activities and influence of transnational non-governmental organizations such as global struggles against colonialism and slavery; and campaigns for human rights, women's rights, indigenous rights and banning land mines.

SOC 214 - The Sociology of Indigenous People in Canada - This course introduces students to the experience of Indigenous peoples in Canada from a sociological perspective. Employing historical and contemporary examples, students are introduced to policies and legislation shaping relationships between Indigenous peoples and other Canadians. Specific topics might include the neglect of Indigenous issues in Canadian sociological studies, applying social theory to the study of Indigenous issues, identity, Aboriginal and treaty rights, self-government, assimilation, land claims, health, education and justice.

PSCI 100 - People, Power and Politics: An Introduction - An introduction to the issues, concepts and institutions of contemporary politics in both Canadian and international contexts, inviting critical thinking on subjects such as power, citizenship, democracy, diversity, feminism and colonialism. It links these topics to current world political events and issues. The objectives of the course are to introduce concepts and approaches in political studies; and to cultivate civic education.

BUS 260 - Introduction to Organizational Behaviour - This course introduces various concepts and tools that will assist you to understand individual and group behaviour, the structure and design of organizations, and how to improve organizational effectiveness. Topics include: roles of the manager, goals, environment, structure/design, motivation, leadership, individual and group decision making, team dynamics, and conflict.

BUS 100 - Introduction to Business - This course provides a broad introduction to business and management concepts. Functional areas – marketing, finance, accounting, entrepreneurship, operations management, human resources, strategy, and organizational behavior – are also introduced. Further, the course covers key processes and topics such as the Canadian business environment, environmental scanning, ethics and risk, and decision-making. The course introduces material seen in higher-level business courses.

Phil 276 - Professional Ethics - Philosophical consideration of ethical problems which arise in the context of the conduct of various professions. Areas may include justice, business ethics, biomedical ethics, ethics of education, ethics of privacy and confidentiality (with applications to journalism, social work, psychology), and environmental ethics.

Phil 272 - Contemporary Moral Issues - A philosophical consideration of such contemporary moral issues such as racism, sexism, abortion, the right to privacy, adultery, homosexuality, capital punishment, pacifism, the obligation to obey laws, and social justice.