



US ARMY MANAGEMENT STAFF COLLEGE

1981-2008 Credit Recommendation Guide

The following courses have been evaluated by University of Phoenix Prior Learning Assessment to potentially fulfill General Education or Elective credits for an Undergraduate Degree. In order to potentially receive any of the credits recommended below, students should submit supporting documents to Prior Learning Assessment. For more information on PLA visit: ecampus.phoenix.edu/pla or contact the department toll free at 866-440-4707.

There are fees associated with your PLA submission. However, you may be eligible for PLA benefits. Please contact your Finance Advisor for more information. PLA will not award credit for certifications or coursework that duplicates the content of credits earned through PLA, transfer credit, National Testing Program credit or University of Phoenix. Clock hour to semester credit hour conversions are made by the University using current U.S. Department of Education standards.

University of Phoenix Equivalency: General Education or Elective category to which credit can be applied.

Combinable: Courses may only be combined with courses of similar content and General Education/Elective areas.

Non-Academic: Lack of college level theory and/or principle necessary for credit recognition. Company specific and skill-based training.

Too Few Hours: Courses/training that cannot receive credit because they are less than 1 hour total in length. Similar content in a 1(+) hour timeframe may be eligible for credit.

Applicable Hours: Indicates the total amount of actual learning time. Any breaks or lunch time included in the initial clock hours have been removed.

Updated: 11/05/2020

The credit awards shown are for informative purposes, state and program limits on Prior Learning Assessment credit may apply.

Course Number	Course Title	Delivery Method	Course Year	Course Length	Applicable Hours	Credits Recommended	University of Phoenix Equivalency
	ARMY MANAGEMENT STAFF COLLEGE, PROGRAM IN SUSTAINING BASE LEADERSHIP AND MANAGEMENT 0001 (FORMERLY ARMY MANAGEMENT STAFF COLLEGE VERSION 2) (VERSION 1)	CLASSROOM	07/1987- 12/1990	494-505	*	24	3 UD Communication Arts, 3 LD Electives, 15 UD Electives, 3 UD Mathematics
	ARMY MANAGEMENT STAFF COLLEGE, PROGRAM IN SUSTAINING BASE LEADERSHIP AND MANAGEMENT 0001 (FORMERLY ARMY MANAGEMENT STAFF COLLEGE VERSION 2) (VERSION 2)	CLASSROOM	01/1991- 04/1997	427	*	27	3 UD Communication Arts, 3 LD Electives, 21 UD ELECTIVES
	ARMY MANAGEMENT STAFF COLLEGE, PROGRAM IN SUSTAINING BASE LEADERSHIP AND MANAGEMENT 0001 (FORMERLY ARMY MANAGEMENT STAFF COLLEGE VERSION 2) (VERSION 3)	CLASSROOM	05/1997- 04/2001	433	*	24	3 UD Communication Arts, 21 UD Electives
	ARMY MANAGEMENT STAFF COLLEGE, PROGRAM IN SUSTAINING BASE LEADERSHIP AND MANAGEMENT 0001 (FORMERLY ARMY MANAGEMENT STAFF COLLEGE VERSION 2) (VERSION 4)	CLASSROOM	05/2001- 08/2007	433	*	24	3 UD Communication Arts, 21 UD Electives

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	ARMY MANAGEMENT STAFF COLLEGE, PROGRAM IN SUSTAINING BASE LEADERSHIP AND MANAGEMENT, NON-RESIDENT 0002 (FORMERLY ARMY MANAGEMENT STAFF COLLEGE, NON-RESIDENT) (VERSION 1)	CLASSROOM	01/1992- 04/1998		52 weeks	*	27	3 UD Communication Arts, 3 LD Electives, 21 UD Electives
	ARMY MANAGEMENT STAFF COLLEGE, PROGRAM IN SUSTAINING BASE LEADERSHIP AND MANAGEMENT, NON-RESIDENT 0002 (FORMERLY ARMY MANAGEMENT STAFF COLLEGE NON-RESIDENT) (VERSION 2)	CLASSROOM	05/1998- 08/2007		52 weeks	*	25	3 UD Communication Arts, 1 LD Electives, 21 UD Electives
	ARMY MANAGEMENT STAFF COLLEGE, PROGRAM IN SUSTAINING BASE LEADERSHIP AND MANAGEMENT, RESIDENT AND NON-RESIDENT PROGRAMS 0005	SELF-PACED	08/2004-08/2007	Resident Program: 405 hours or 12 weeks Non-resident Program: 52 weeks		*	24	6 UD in Communication Arts, 18 UD Electives
	PERSONNEL MANAGEMENT FOR EXECUTIVES II PROGRAM (PME II) 0004 (VERSION 1)	CLASSROOM	10/2000- 07/2004		36	*	1	1 UD Elective
	PERSONNEL MANAGEMENT FOR EXECUTIVES II PROGRAM (PME II) 0004 (VERSION 2)	CLASSROOM	08/2004-08/2007		53	*	1	1 UD Elective
	PERSONNEL MANAGEMENT FOR EXECUTIVES PROGRAM (PME I) 0003 (VERSION 1)	CLASSROOM	09/1981- 08/1995		65	*	3-4	2 - 3 UD Elective
	PERSONNEL MANAGEMENT FOR EXECUTIVES PROGRAM (PME I) 0003 (VERSION 2)	CLASSROOM	09/1995- 09/2000		65	*	3-4	3 -4 UD Elective
	PERSONNEL MANAGEMENT FOR EXECUTIVES PROGRAM (PME I) 0003 (VERSION 3)	CLASSROOM	10/2000- 07/2004		63	*	3-4	3 -4 UD Elective
	PERSONNEL MANAGEMENT FOR EXECUTIVES PROGRAM (PME I) 0003 (VERSION 4)	CLASSROOM	08/2004- 08/2007		66	*	3-4	3 - 4 UD Elective
	CIVILIAN EDUCATION SYSTEM (CES) BASIC COURSE	CLASSROOM/ SELF-PACED	01/2008-12/2008		112.0	73.5	4.5	INTERDISCIPLINARY/ ELECTIVE
	CIVILIAN LEADER ADVANCED COURSE	CLASSROOM	01/2008-12/2008		211.0	104	6.5	INTERDISCIPLINARY/ ELECTIVE
	CIVILIAN LEADER INTERMEDIATE COURSE	CLASSROOM/ SELF-PACED	01/2008-12/2008		190.0	124.8	6	INTERDISCIPLINARY/ ELECTIVE
NOTE - SEE BELOW FOR A BREAKDOWN OF THE CREDITS								
CIVILIAN EDUCATION SYSTEM (CES) BASIC COURSE								
	LEADERSHIP & LEADER DEVELOPMENT	CLASSROOM	01/2008-12/2008		6.0	6	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	COMMUNICATION SKILLS-WRITTEN AND ORAL	CLASSROOM	01/2008-12/2008		4.0	4	COMBINABLE	COMMUNICATION ARTS
	FEEDBACK-DELIVERING/RECEIVING	CLASSROOM	01/2008-12/2008		4.0	0	0	NON-ACADEMIC
	COACHING, COUNSELING, MENTORING	CLASSROOM	01/2008-12/2008		4.0	4	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE

Course Number	Course Title	Delivery Method	Course Year	Course Length		Applicable Hours	Credits Recommended	University of Phoenix Equivalency
	BRIEFING TECHNIQUES	CLASSROOM	01/2008-12/2008		2.0	2	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	EMOTIONAL INTELLIGENCE	CLASSROOM	01/2008-12/2008		3.0	3	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	CRITICAL THINKING/ CREATIVE REASONING	CLASSROOM	01/2008-12/2008		6.0	6	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	SELF AWARENESS & DEVELOPMENT	CLASSROOM	01/2008-12/2008		10.0	0	0	NON-ACADEMIC
	ARMY WRITING	CLASSROOM	01/2008-12/2008		1.5	1.5	COMBINABLE	COMMUNICATION ARTS
	PROBLEM SOLVING	CLASSROOM	01/2008-12/2008		3.0	3	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	DECISION MAKING	CLASSROOM	01/2008-12/2008		3.0	3	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	CONFLICT MANAGEMENT	CLASSROOM	01/2008-12/2008		1.5	1.5	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	VALUES AND ETHICAL DECISION MAKING	CLASSROOM	01/2008-12/2008		2.0	2	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	GROUP DYNAMICS (TEAM BUILDING)	CLASSROOM	01/2008-12/2008		4.5	0	0	NON-ACADEMIC
	CAREER DEVELOPMENT & MAPPING	CLASSROOM	01/2008-12/2008		1.0	0	0	NON-ACADEMIC
	RESEARCH SKILLS	CLASSROOM	01/2008-12/2008		16.5	0	0	NON-ACADEMIC
	DISTRIBUTED LEARNING	SELF-PACED	01/2008-12/2008		40.0	33.5	1	INTERDISCIPLINARY/ ELECTIVE
CIVILIAN LEADER INTERMEDIATE								
	COURSE OVERVIEW	CLASSROOM	01/2008-12/2008		1.6	0	0	NON-ACADEMIC
	GOALS AND EXPECTATIONS	CLASSROOM	01/2008-12/2008		1.5	0	0	NON-ACADEMIC
	SELF INTRODUCTION	CLASSROOM	01/2008-12/2008		1.9	0	0	NON-ACADEMIC
	ORGANIZATIONS AS SYSTEMS I	CLASSROOM	01/2008-12/2008		3.5	0	0	NON-ACADEMIC
	ORGANIZATIONAL PROCESSES	CLASSROOM	01/2008-12/2008		3.9	0	0	NON-ACADEMIC
	LEVELS OF LEADERSHIP & INTERPERSONAL SKILLS	CLASSROOM	01/2008-12/2008		1.1	1.1	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE

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	PATTERNS OF COMMUNICATION	CLASSROOM	01/2008-12/2008		3.2	3.2	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	ORGANIZATIONAL MYTHS	CLASSROOM	01/2008-12/2008		1.7	0	0	NON-ACADEMIC
	INFLUENTIAL COMMUNICATIONS I	CLASSROOM	01/2008-12/2008		2.2	2.2	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	ORGANIZATIONAL COMMUNICATIONS SKILL BUILDING	CLASSROOM	01/2008-12/2008		3.6	3.6	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	INFLUENTIAL COMMUNICATIONS II= FEEDBACK AND "I" MESSAGES/TRANSCENDENCE	CLASSROOM	01/2008-12/2008		3.2	3.2	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	INTRA COMMUNICATIONS I -SELF RELIANCE	CLASSROOM	01/2008-12/2008		1.4	1.4	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	EMOTIONAL INTELLIGENCE	CLASSROOM	01/2008-12/2008		2.9	2.9	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	INTRA COMMUNICATIONS II - I PRETEND	CLASSROOM	01/2008-12/2008		1.4	1.4	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	HUMAN ELEMENT	CLASSROOM	01/2008-12/2008		3.4	3.4	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	TEAM DEVELOPMENT	CLASSROOM	01/2008-12/2008		1.8	1.8	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	FIRO	CLASSROOM	01/2008-12/2008		1.5	1.5	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	ELEMENT B INTERPRETATION	CLASSROOM	01/2008-12/2008		2.4	0	0	NON-ACADEMIC
	INDIVIDUAL VALUES	CLASSROOM	01/2008-12/2008		1.9	1.9	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	TEAM COMPATIBILITY	CLASSROOM	01/2008-12/2008		6.2	0	0	NON-ACADEMIC
	CONFLICT	CLASSROOM	01/2008-12/2008		4.7	4.7	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	ORGANIZATIONAL MAINTENANCE	CLASSROOM	01/2008-12/2008		2.8	2.8	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	INFLUENCE VOTING	CLASSROOM	01/2008-12/2008		1.9	0	0	NON-ACADEMIC
	ORGANIZATIONAL AND ARMY VALUES	CLASSROOM	01/2008-12/2008		5.5	0	0	NON-ACADEMIC
	DIAGNOSING COMPLEX ORGANIZATIONS	CLASSROOM	01/2008-12/2008		4.2	0	0	NON-ACADEMIC
	ORGANIZATIONAL ASSESSMENT TECHNIQUES (NAHA)	CLASSROOM	01/2008-12/2008		4.7	4.7	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE

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	ORGANIZATIONS AS SYSTEMS II, CARD COMPANY II	CLASSROOM	01/2008-12/2008		4.3	4.3	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	COUNSELING	CLASSROOM	01/2008-12/2008		4.5	4.5	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	MENTORING	CLASSROOM	01/2008-12/2008		1.9	1.9	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	STRATEGY MAPPING	CLASSROOM	01/2008-12/2008		3.3	3.3	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	RISK MANAGEMENT	CLASSROOM	01/2008-12/2008		0.9	0	0	NON-ACADEMIC
	LEADING CHANGE	CLASSROOM	01/2008-12/2008		2.0	2	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	PUBLIC AFFAIRS	CLASSROOM	01/2008-12/2008		2.6	0	0	NON-ACADEMIC
	BRIEFING TECHNIQUES	CLASSROOM	01/2008-12/2008		2.3	0	0	NON-ACADEMIC
	APPLICATION OF LEADERSHIP AND MANAGEMENT TOOLS	CLASSROOM	01/2008-12/2008		0.5	0	0	NON-ACADEMIC
	PLANNING/BUDGETING	CLASSROOM	01/2008-12/2008		1.2	1.1	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	ARMY DOCTRINE	CLASSROOM	01/2008-12/2008		1.7	0	0	NON-ACADEMIC
	HUMAN RESOURCES MANAGEMENT	CLASSROOM	01/2008-12/2008		3.6	3.6	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	ADVISING THE COMMANDER	CLASSROOM	01/2008-12/2008		1.1	0	0	NON-ACADEMIC
	ARMY WRITING	CLASSROOM	01/2008-12/2008		1.4	0	0	NON-ACADEMIC
	CURRENT EVENTS/LEGISLATIVE INITIATIVES	CLASSROOM	01/2008-12/2008		1.0	0	0	NON-ACADEMIC
	JOINT OPERATIONS	CLASSROOM	01/2008-12/2008		1.1	0	0	NON-ACADEMIC
	KNOWLEDGE MANAGEMENT AND TECHNOLOGY FORECASTING	CLASSROOM	01/2008-12/2008		3.9	0	0	NON-ACADEMIC
	CRITICAL THINKING, CREATIVE REASONING AND PROBLEM SOLVING	CLASSROOM	01/2008-12/2008		4.3	4.3	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	STAFF OPERATIONS/WORKFLOW	CLASSROOM	01/2008-12/2008		2.3	0	0	NON-ACADEMIC
	ASSESSMENTS CES INTERMEDIATE	CLASSROOM	01/2008-12/2008		6.0	0	0	NON-ACADEMIC

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	CES INTERMEDIATE DISTANCE LEARNING	SELF-PACED	01/2008-12/2008		60.0	60	2	INTERDISCIPLINARY/ ELECTIVE
	ASSESSMENTS CES INTERMEDIATE (DL)	SELF-PACED	01/2008-12/2008		6.0	0	0	NON-ACADEMIC
CIVILIAN LEADER ADVANCED COURSE								
	TAKE CARE OF SUBORDINATES	CLASSROOM	01/2008-12/2008		3.8	2.9	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	DELEGATE AUTHORITY AND RESPONSIBILITY TO SUBORDINATES	CLASSROOM	01/2008-12/2008		2.1	1.1	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	PROVIDE EMPLOYMENT AND DEVELOPMENT OPPORTUNITIES FOR STAFF	CLASSROOM	01/2008-12/2008		2.1	0	0	NON-ACADEMIC
	COUNSEL SUBORDINATE SUPERVISORS AND MANAGERS	CLASSROOM	01/2008-12/2008		4.3	0	0	NON-ACADEMIC
	MINIMIZE BARRIERS TO PERSONAL AND PROFESSIONAL GROWTH	CLASSROOM	01/2008-12/2008		2.3	1.5	0	NON-ACADEMIC
	THE VALUE OF PUBLIC SERVICE	CLASSROOM	01/2008-12/2008		2.1	0	0	NON-ACADEMIC
	COLLABORATIVE INVOLVEMENT	CLASSROOM	01/2008-12/2008		2.1	0	0	NON-ACADEMIC
	ARMY VISION	CLASSROOM	01/2008-12/2008		1.1	0	0	NON-ACADEMIC
	ENSURE PLANNING AND OPERATIONS ARE IN COMPLIANCE WITH THE ARMY'S OPERATIONAL DOCTRINE	CLASSROOM	01/2008-12/2008		1.8	0	0	NON-ACADEMIC
	ORGANIZATIONAL GOALS & OBJECTIVES	CLASSROOM	01/2008-12/2008		2.1	0	0	NON-ACADEMIC
	DEVELOP THE PUBLIC AFFAIRS PLAN FOR THE ORGANIZATION	CLASSROOM	01/2008-12/2008		1.7	0	0	NON-ACADEMIC
	IMPROVING YOUR ORGANIZATION'S OPERATIONS	CLASSROOM	01/2008-12/2008		2.1	1.2	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	IMPLEMENTING IMPROVEMENTS	CLASSROOM	01/2008-12/2008		2.4	1.6	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	COLLABORATIVE INVOLVEMENT	CLASSROOM	01/2008-12/2008		2.3	0	0	NON-ACADEMIC
	DIVERSITY	CLASSROOM	01/2008-12/2008		2.1	1.1	COMBINABLE	SOCIAL SCIENCE
	TEAM BUILDING	CLASSROOM	01/2008-12/2008		2.5	0	0	NON-ACADEMIC
	PERSONAL PROFESSIONALISM	CLASSROOM	01/2008-12/2008		2.1	1.7	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE

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	ESTABLISH AN EFFECTIVE ORGANIZATIONAL CULTURE	CLASSROOM	01/2008-12/2008		2.1	1.9	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	PARTNERING IN ORGANIZATIONS	CLASSROOM	01/2008-12/2008		2.8	2.2	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	NATIONAL SECURITY STRATEGY CONCEPT FLOW	CLASSROOM	01/2008-12/2008		5.7	5.3	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	DOMESTIC LEGAL AND POLITICAL FOUNDATIONS	CLASSROOM	01/2008-12/2008		2.4	0	0	NON-ACADEMIC
	NATIONAL VALUES & INTERESTS	CLASSROOM	01/2008-12/2008		1.4	0	0	NON-ACADEMIC
	NATIONS INTERACTING	CLASSROOM	01/2008-12/2008		2.2	1.5	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	CULTURAL AWARENESS	CLASSROOM	01/2008-12/2008		2.5	1.2	COMBINABLE	SOCIAL SCIENCE
	NSS & NSHS	CLASSROOM	01/2008-12/2008		2.2	1.6	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	THE ELEMENTS OF NATIONAL POWER	CLASSROOM	01/2008-12/2008		1.2	0	0	NON-ACADEMIC
	NATIONAL SECURITY STRUCTURE	CLASSROOM	01/2008-12/2008		2.0	0	0	NON-ACADEMIC
	FORCE MANAGEMENT AND THE ARMY ORGANIZATIONAL LIFE CYCLE MODEL	CLASSROOM	01/2008-12/2008		1.6	0	0	NON-ACADEMIC
	CAPABILITY REQUIREMENTS	CLASSROOM	01/2008-12/2008		1.8	0	0	NON-ACADEMIC
	JOINT STRATEGIC PLANNING SYSTEM	CLASSROOM	01/2008-12/2008		1.4	0	0	NON-ACADEMIC
	PLANNING, PROGRAMMING, BUDGETING, AND EXECUTION (PPBE)	CLASSROOM	01/2008-12/2008		1.9	0	0	NON-ACADEMIC
	FORCE DEVELOPMENT	CLASSROOM	01/2008-12/2008		2.7	0	0	NON-ACADEMIC
	EQUIPPING THE ARMY	CLASSROOM	01/2008-12/2008		1.9	0	0	NON-ACADEMIC
	MANNING THE FORCE	CLASSROOM	01/2008-12/2008		1.7	0	0	NON-ACADEMIC
	TRAINING THE ARMY	CLASSROOM	01/2008-12/2008		2.4	0	0	NON-ACADEMIC
	READINESS	CLASSROOM	01/2008-12/2008		1.6	0	0	NON-ACADEMIC

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	JOINT OPERATIONS PLANNING, AND EXECUTING SYSTEM (JOPES), ARMY MOBILIZATION AND PLANNING EXECUTION SYSTEM AND THE FORCE PROJECTION PROCESS	CLASSROOM	01/2008-12/2008		2.1	0	0	NON-ACADEMIC
	MASTERING ARMY LEADERS' WRITTEN COMMUNICATING SKILLS	CLASSROOM	01/2008-12/2008		3.1	1.5	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	MASTERING ARMY LEADERS ORAL PRESENTATION SKILLS	CLASSROOM	01/2008-12/2008		3.1	1.5	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	COMMUNICATING TO INFLUENCE	CLASSROOM	01/2008-12/2008		3.1	1.5	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	RISK MANAGEMENT	CLASSROOM	01/2008-12/2008		2.1	1.2	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	PROBLEM SOLVING PROCESS	CLASSROOM	01/2008-12/2008		6.5	2.2	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	RISK MANAGEMENT	CLASSROOM	01/2008-12/2008		2.0	1.1	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	CRITICAL THINKING	CLASSROOM	01/2008-12/2008		2.6	0	0	NON-ACADEMIC
	QUANTITATIVE TOOLS	CLASSROOM	01/2008-12/2008		2.8	0	0	NON-ACADEMIC
	ORIENT LEADERSHIP PRACTICES TOWARD EMBRACING CHANGE	CLASSROOM	01/2008-12/2008		2.9	1.9	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	LEADING TRANSFORMATION	CLASSROOM	01/2008-12/2008		2.5	1.6	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	THE AFTER ACTION REVIEW PROCESS	CLASSROOM	01/2008-12/2008		2.1	0	0	NON-ACADEMIC
	CREATIVE AND INNOVATION THINKING	CLASSROOM	01/2008-12/2008		2.7	1.7	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	STRATEGIC PLANNING	CLASSROOM	01/2008-12/2008		3.5	0	0	NON-ACADEMIC
	VARWARS	CLASSROOM	01/2008-12/2008		7.0	0	0	NON-ACADEMIC
	ROUNDTABLE	CLASSROOM	01/2008-12/2008		4.0	0	0	NON-ACADEMIC
	COUNSELING	CLASSROOM	01/2008-12/2008		8.0	8	0.5	INTERDISCIPLINARY/ ELECTIVE
	ASSESSMENT CES ADVANCED (RES)	CLASSROOM	01/2008-12/2008		6.4	0	0	NON-ACADEMIC
	THE VALUE OF PUBLIC SERVICE	CLASSROOM	01/2008-12/2008		1.0	0	0	NON-ACADEMIC

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	ELEMENTS OF ARMY WRITING	CLASSROOM	01/2008-12/2008		2.0	2	COMBINABLE	COMMUNICATION ARTS
	DELIVERING EFFECTIVE PRESENTATIONS	CLASSROOM	01/2008-12/2008		2.0	2	COMBINABLE	COMMUNICATION ARTS
	ORGANIZATIONAL COMMUNICATION AND EFFECTIVE NEGOTIATION	CLASSROOM	01/2008-12/2008		3.0	3	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	INTERNAL CUSTOMER RELATIONS	CLASSROOM	01/2008-12/2008		1.0	1	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	LEADERSHIP AND MENTORING	CLASSROOM	01/2008-12/2008		4.0	4	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	COUNSELING	CLASSROOM	01/2008-12/2008		1.0	1	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	ORGANIZATIONAL CULTURE AND PARTNERING	CLASSROOM	01/2008-12/2008		7.0	7	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	ORGANIZATIONAL LEADERSHIP	CLASSROOM	01/2008-12/2008		6.0	6	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	ORGANIZATIONAL CHANGE	CLASSROOM	01/2008-12/2008		2.0	2	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	MANAGING ORGANIZATIONAL COMMUNICATIONS	CLASSROOM	01/2008-12/2008		2.0	2	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	ADVANCED ORGANIZATIONAL COMMUNICATION AND PRESENTATION	CLASSROOM	01/2008-12/2008		2.0	2	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	STRATEGIC LEADERSHIP	CLASSROOM	01/2008-12/2008		5.0	5	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	STRATEGIC PLANNING	CLASSROOM	01/2008-12/2008		4.0	4	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	BUDGET MANAGEMENT	CLASSROOM	01/2008-12/2008		4.0	4	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	ORGANIZING INFORMATION	CLASSROOM	01/2008-12/2008		2.0	2	COMBINABLE	INTERDISCIPLINARY/ ELECTIVE
	ANALYSIS, IMPROVEMENT, AND FORCE MANAGEMENT	CLASSROOM	01/2008-12/2008		10.0	10	0.5	INTERDISCIPLINARY/ ELECTIVE
	CAPSTONE	CLASSROOM	01/2008-12/2008		6.0	0	0	NON-ACADEMIC