



University of Phoenix®

DVR LEARNING, LLC.

1995-2010 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: 09/05/2019

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
ESS-100	INTRODUCTION TO THE CONSULTATIVE SALES MODEL, COMPONENTS AND APPROACH	CLASSROOM	01/1992-12/2010	4 HOURS	4	COMBINABLE	INTERDISCIPLINARY ELECTIVE
ESS-101	IT TAKES ALL KINDS	CLASSROOM	01/1992-12/2010	4 HOURS	4	COMBINABLE	INTERDISCIPLINARY ELECTIVE
ESS-101	IT TAKES ALL KINDS	SELF-PACED	01/2006-12/2010	4 HOURS	4	COMBINABLE	INTERDISCIPLINARY ELECTIVE
ESS-101A	IT TAKES ALL KINDS - APPLICATIONS PRACTICUM AND INDIVIDUAL COACHING	SELF-PACED	01/2006-12/2010	4 HOURS	0	0	NON-ACADEMIC
ESS-101B	IT TAKES ALL KINDS - GROUP COACHING SESSION	CLASSROOM	01/1992-12/2010	2 HOURS	0	0	NON-ACADEMIC

Course Number	Course Title	Delivery Method	Course Year	Course Length	Applicable Hours	Credits Recommended	University of Phoenix Equivalency
ESS-201	EXPANDING YOUR BUSINESS	CLASSROOM	01/1992-12/2010	4 HOURS	4	COMBINABLE	INTERDISCIPLINARY ELECTIVE
ESS-201	EXPANDING YOUR BUSINESS	SELF-PACED	01/2006-12/2010	4 HOURS	4	COMBINABLE	INTERDISCIPLINARY ELECTIVE
ESS-201A	EXPANDING YOUR BUSINESS - APPLICATION PRACTICUM AND INDIVIDUAL COACHING	SELF-PACED	01/2006-12/2010	4 HOURS	0	0	NON-ACADEMIC
ESS-201B	EXPANDING YOUR BUSINESS - GROUP COACHING SESSION	CLASSROOM	01/1992-12/2010	2 HOURS	0	0	NON-ACADEMIC
ESS-301	CONSULTATIVE SELLING - IDENTIFYING NEEDS	CLASSROOM	01/1992-12/2010	4 HOURS	4	COMBINABLE	INTERDISCIPLINARY ELECTIVE
ESS-301	CONSULTATIVE SELLING - IDENTIFYING NEEDS	SELF-PACED	01/2006-12/2010	4 HOURS	4	COMBINABLE	INTERDISCIPLINARY ELECTIVE
ESS-301A	CONSULTATIVE SELLING - APPLICATION PRACTICUM AND INDIVIDUAL COACHING	SELF-PACED	01/2006-12/2010	4 HOURS	0	0	NON-ACADEMIC
ESS-301B	CONSULTATIVE SELLING - GROUP COACHING SESSIONS	CLASSROOM	01/1992-12/2010	2 HOURS	0	0	NON-ACADEMIC
ESS-401	SPEAKING YOUR CUSTOMER'S LANGUAGE	CLASSROOM	01/1992-12/2010	4 HOURS	4	COMBINABLE	INTERDISCIPLINARY ELECTIVE
ESS-401	SPEAKING YOUR CUSTOMER'S LANGUAGE	SELF-PACED	01/2006-12/2010	4 HOURS	4	COMBINABLE	INTERDISCIPLINARY ELECTIVE
ESS-401A	SPEAKING YOUR CUSTOMER'S LANGUAGE - APPLICATION PRACTICUM AND INDIVIDUAL COACHING	SELF-PACED	01/2006-12/2010	4 HOURS	0	0	NON-ACADEMIC
ESS-401B	SPEAKING YOUR CUSTOMER'S LANGUAGE - GROUP COACHING	CLASSROOM	01/1992-12/2010	2 HOURS	0	0	NON-ACADEMIC
ESS-501	HANDLING STALLS & OBJECTIONS	CLASSROOM	01/1992-12/2010	4 HOURS	4	COMBINABLE	INTERDISCIPLINARY ELECTIVE
ESS-501	HANDLING STALLS & OBJECTIONS	SELF-PACED	01/2006-12/2010	4 HOURS	4	COMBINABLE	INTERDISCIPLINARY ELECTIVE
ESS-501A	HANDLING STALLS & OBJECTIONS - APPLICATION PRACTICUM AND INDIVIDUAL COACHING	CLASSROOM	01/1992-12/2010	4 HOURS	0	0	NON-ACADEMIC

Course Number	Course Title	Delivery Method	Course Year	Course Length	Applicable Hours	Credits Recommended	University of Phoenix Equivalency
ESS-501B	HANDLING STALLS & OBJECTIONS - GROUP COACHING SESSION	CLASSROOM	01/1992-12/2010	2 HOURS	0	0	NON-ACADEMIC
ESS-601	CLOSING, GAINING COMMITMENT & FOLLOW-UP	CLASSROOM	01/1992-12/2010	4 HOURS	4	COMBINABLE	INTERDISCIPLINARY ELECTIVE
ESS-601	CLOSING, GAINING COMMITMENT & FOLLOW-UP	SELF-PACED	01/2006-12/2010	4 HOURS	4	COMBINABLE	INTERDISCIPLINARY ELECTIVE
ESS-601A	CLOSING, GAINING COMMITMENT & FOLLOW-UP - APPLICATION PRACTICUM AND INDIVIDUAL COACHING	SELF-PACED	01/2006-12/2010	4 HOURS	0	0	NON-ACADEMIC
ESS-601B	CLOSING, GAINING COMMITMENT & FOLLOW-UP - GROUP COACHING SESSION	CLASSROOM	01/1992-12/2010	2 HOURS	0	0	NON-ACADEMIC
ESS-701	SERVICE FROM THE INSIDE OUT	CLASSROOM	01/1992-12/2010	4 HOURS	4	COMBINABLE	INTERDISCIPLINARY ELECTIVE
ESS-701	SERVICE FROM THE INSIDE OUT	SELF-PACED	01/2006-12/2010	4 HOURS	4	COMBINABLE	INTERDISCIPLINARY ELECTIVE
ESS-701A	SERVICE FROM THE INSIDE OUT - APPLICATION PRACTICUM AND INDIVIDUAL COACHING	SELF-PACED	01/2006-12/2010	4 HOURS	0	0	NON-ACADEMIC
ESS-701B	SERVICE FROM THE INSIDE OUT - GROUP COACHING SESSION	CLASSROOM	01/1992-12/2010	2 HOURS	0	0	NON-ACADEMIC
ESS-801	NEGOTIATING FOR IMPACT	CLASSROOM	01/1992-12/2010	4 HOURS	4	COMBINABLE	INTERDISCIPLINARY ELECTIVE
ESS-801	NEGOTIATING FOR IMPACT	SELF-PACED	01/2006-12/2010	4 HOURS	4	COMBINABLE	INTERDISCIPLINARY ELECTIVE
ESS-801A	NEGOTIATING FOR IMPACT - APPLICATION PRACTICUM AND INDIVIDUAL COACHING	SELF-PACED	01/2006-12/2010	4 HOURS	0	0	NON-ACADEMIC
ESS-801B	NEGOTIATING FOR IMPACT - GROUP COACHING SESSION	CLASSROOM	01/1992-12/2010	2 HOURS	0	0	NON-ACADEMIC
ESS-900	CONSULTIVE SALES PROFESSIONAL (CSP) CERTIFICATION	CLASSROOM	01/1992-12/2010	6 HOURS	0	0	NON-ACADEMIC
SALES-100	MANAGING MULTIPLE RELATIONSHIPS	CLASSROOM	01/1992-12/2010	4 HOURS	4	COMBINABLE	INTERDISCIPLINARY ELECTIVE

Course Number	Course Title	Delivery Method	Course Year	Course Length	Applicable Hours	Credits Recommended	University of Phoenix Equivalency
SALES-100A	MANAGING MULTIPLE RELATIONSHIPS - APPLICATION PRACTICUM AND INDIVIDUAL COACHING	SELF-PACED	01/2006-12/2010	4 HOURS	0	0	NON-ACADEMIC
SALES-100B	MANAGING MULTIPLE RELATIONSHIPS - GROUP COACHING SESSION	CLASSROOM	01/1992-12/2010	2 HOURS	0	0	NON-ACADEMIC
SALES-200	TEAM SELLING - SELLING SKILLS FOR TECHNICAL TEAMS AND NON-SALES PROFESSIONALS	CLASSROOM	01/1992-12/2010	4 HOURS	4	COMBINABLE	INTERDISCIPLINARY ELECTIVE
SALES-200A	TEAM SELLING - APPLICATION PRACTICUM AND INDIVIDUAL COACHING	SELF-PACED	01/2006-12/2010	4 HOURS	0	0	NON-ACADEMIC
SALES-200B	TEAM SELLING - GROUP COACHING SESSIONS	CLASSROOM	01/1992-12/2010	2 HOURS	0	0	NON-ACADEMIC
SALES-300	SOCIAL MEDIA - HOW TO USE LINKEDLN TO DEVELOP NEW BUSINESS	CLASSROOM	01/1992-12/2010	2 HOURS	2	COMBINABLE	INTERDISCIPLINARY ELECTIVE
SALES-300A	SOCIAL MEDIA - APPLICATION PRACTICUM INDIVIDUAL COACHING	SELF-PACED	01/2006-12/2010	4 HOURS	0	0	NON-ACADEMIC
SALES-300B	SOCIAL MEDIA - GROUP COACHING SESSION	CLASSROOM	01/1992-12/2010	2 HOURS	0	0	NON-ACADEMIC
SALES-400	ESSENTIAL SALES PRESENTATION SKILLS	CLASSROOM	01/1992-12/2010	6 HOURS	6	COMBINABLE	INTERDISCIPLINARY ELECTIVE
SALES-400A	ESSENTIAL SALES PRESENTATION SKILLS - APPLICATION PRACTICUM AND INDIVIDUAL COACHING	SELF-PACED	01/2006-12/2010	4 HOURS	0	0	NON-ACADEMIC
SALES-400B	ESSENTIAL SALES PRESENTATION SKILLS - GROUP COACHING SESSION	CLASSROOM	01/1992-12/2010	2 HOURS	0	0	NON-ACADEMIC
SMT-500	COACHING SALES BEHAVIORS	CLASSROOM	01/1992-12/2010	4 HOURS	4	COMBINABLE	INTERDISCIPLINARY ELECTIVE
SMT-500A	COACHING SALES BEHAVIORS - APPLICATION PRACTICUM AND INDIVIDUAL COACHING	SELF-PACED	01/2006-12/2010	4 HOURS	0	0	NON-ACADEMIC
SMT-500B	COACHING SALES BEHAVIORS - GROUP COACHING SESSIONS	CLASSROOM	01/1992-12/2010	2 HOURS	0	0	NON-ACADEMIC
SMT-600	PERFORMANCE FEEDBACK AND COACHING FOR SALES MANAGERS	CLASSROOM	01/1992-12/2010	4 HOURS	4	COMBINABLE	INTERDISCIPLINARY ELECTIVE

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SMT-600A	PERFORMANCE FEEDBACK AND COACHING FOR SALES MANAGERS - APPLICATION PRACTICUM INDIVIDUAL COACHING	SELF-PACED	01/2006-12/2010	4 HOURS	0	0	NON-ACADEMIC
SMT-600B	PERFORMANCE FEEDBACK AND COACHING FOR SALES MANAGERS - GROUP COACHING SESSION	CLASSROOM	01/1992-12/2010	2 HOURS	0	0	NON-ACADEMIC
SMT-700	MANAGING YOUR MARKET STRATEGY	CLASSROOM	01/1992-12/2010	4 HOURS	4	COMBINABLE	INTERDISCIPLINARY ELECTIVE
SMT-700A	MANAGING YOUR MARKET STRATEGY - APPLICATION PRACTICUM AND INDIVIDUAL COACHING	SELF-PACED	01/2006-12/2010	4 HOURS	0	0	NON-ACADEMIC
SMT-700B	MANAGING YOUR MARKET STRATEGY - GROUP COACHING SESSION	CLASSROOM	01/1992-12/2010	2 HOURS	0	0	NON-ACADEMIC
SMT-800	DEVELOPING YOUR SALES TEAM	CLASSROOM	01/1992-12/2010	4 HOURS	4	COMBINABLE	INTERDISCIPLINARY ELECTIVE
SMT-800A	DEVELOPING YOUR SALES TEAM - APPLICATION PRACTICUM AND INDIVIDUAL COACHING	SELF-PACED	01/2006-12/2010	4 HOURS	0	0	NON-ACADEMIC
SMT-800B	DEVELOPING YOUR SALES TEAM - GROUP COACHING SESSION	CLASSROOM	01/1992-12/2010	2 HOURS	0	0	NON-ACADEMIC
BANK-100	DEVELOPING A CONSULTATIVE SALES AND SERVICE CULTURE	CLASSROOM	01/1992-12/2010	4 HOURS	4	COMBINABLE	INTERDISCIPLINARY ELECTIVE
BANK-200	MANAGING BEHAVIORAL STYLES FOR BANKING PROFESSIONALS	CLASSROOM	01/1992-12/2010	4 HOURS	4	COMBINABLE	INTERDISCIPLINARY ELECTIVE
BANK-200A	MANAGING BEHAVIORAL STYLES FOR BANKING PROFESSIONALS - APPLICATION PRACTICUM AND INDIVIDUAL COACHING	SELF-PACED	01/2006-12/2010	4 HOURS	0	0	NON-ACADEMIC
BANK-200B	MANAGING BEHAVIORAL STYLES FOR BANKING PROFESSIONALS - GROUP COACHING SESSION	CLASSROOM	01/1992-12/2010	2 HOURS	0	0	NON-ACADEMIC
BANK-300	MANAGING AND COACHING SALES PERFORMANCE	CLASSROOM	01/1992-12/2010	6 HOURS	6	COMBINABLE	INTERDISCIPLINARY ELECTIVE
BANK-300A	MANAGING AND COACHING SALES PERFORMANCE-APPLICATION PRACTICUM AND INDIVIDUAL COACHING	SELF-PACED	01/2006-12/2010	4 HOURS	0	0	NON-ACADEMIC
BANK-300B	MANAGING AND COACHING SALES PERFORMANCE - GROUP COACHING SESSION	CLASSROOM	01/1992-12/2010	2 HOURS	0	0	NON-ACADEMIC

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BANK-400	THE SALES AND SERVICE CONNECTION	CLASSROOM	01/1992-12/2010	4 HOURS	4	COMBINABLE	INTERDISCIPLINARY ELECTIVE
BANK-400A	THE SALES AND SERVICE CONNECTION - APPLICATION PRACTICUM AND INDIVIDUAL COACHING	SELF-PACED	01/2006-12/2010	4 HOURS	0	0	NON-ACADEMIC
BANK-400B	THE SALES AND SERVICE CONNECTION - GROUP COACHING SESSION	CLASSROOM	01/1992-12/2010	2 HOURS	0	0	NON-ACADEMIC
BANK-500	COMMUNICATING FOR POSITIVE IMPACT	CLASSROOM	01/1992-12/2010	4 HOURS	4	COMBINABLE	INTERDISCIPLINARY ELECTIVE
BANK-500A	COMMUNICATING FOR POSITIVE IMPACT - APPLICATION PRACTICUM AND INDIVIDUAL COACHING	SELF-PACED	01/2006-12/2010	4 HOURS	0	0	NON-ACADEMIC
BANK-500B	COMMUNICATING FOR POSITIVE IMPACT - COACHING SESSION	CLASSROOM	01/1992-12/2010	2 HOURS	0	0	NON-ACADEMIC
BANK-600	COMMUNICATING WITH STYLE	CLASSROOM	01/1992-12/2010	4 HOURS	4	COMBINABLE	INTERDISCIPLINARY ELECTIVE
BANK-600A	COMMUNICATING WITH STYLE - APPLICATION PRACTICUM AND INDIVIDUAL COACHING	SELF-PACED	01/2006-12/2010	4 HOURS	0	0	NON-ACADEMIC
BANK-600B	COMMUNICATING WITH STYLE - GROUP COACHING SESSION	CLASSROOM	01/1992-12/2010	2 HOURS	0	0	NON-ACADEMIC
BANK-700	MATCHING NEEDS TO SOLUTIONS & CROSS SELLING	CLASSROOM	01/1992-12/2010	4 HOURS	4	COMBINABLE	INTERDISCIPLINARY ELECTIVE
BANK-700A	MATCHING NEEDS TO SOLUTIONS & CROSS SELLING - APPLICATION PRACTICUM AND INDIVIDUAL COACHING	SELF-PACED	01/2006-12/2010	4 HOURS	0	0	NON-ACADEMIC
BANK-700B	MATCHING NEEDS TO SOLUTIONS & CROSS SELLING - GROUP COACHING SESSION	CLASSROOM	01/1992-12/2010	2 HOURS	0	0	NON-ACADEMIC
*NOTE- BANK-800 DUPLICATE ESS-501, CREDIT WILL ONLY BE GIVEN ONCE.							
BANK-800	HANDLING STALLS AND OBJECTIONS	CLASSROOM	01/1992-12/2010	4 HOURS	4	COMBINABLE	INTERDISCIPLINARY ELECTIVE
BANK-800A	HANDLING STALLS AND OBJECTIONS - APPLICATION PRACTICUM AND INDIVIDUAL COACHING	SELF-PACED	01/2006-12/2010	4 HOURS	0	0	NON-ACADEMIC

Course Number	Course Title	Delivery Method	Course Year	Course Length	Applicable Hours	Credits Recommended	University of Phoenix Equivalency
BANK-800B	HANDLING STALLS AND OBJECTIONS - GROUP COACHING SESSION	CLASSROOM	01/1992-12/2010	2 HOURS	0	0	NON-ACADEMIC
BANK-900	BUILDING MULTIPLE BANKING RELATIONSHIPS	CLASSROOM	01/1992-12/2010	4 HOURS	4	COMBINABLE	INTERDISCIPLINARY ELECTIVE
BANK-900A	BUILDING MULTIPLE BANKING RELATIONSHIPS - APPLICATION PRACTICUM AND INDIVIDUAL COACHING	SELF-PACED	01/2006-12/2010	4 HOURS	0	0	NON-ACADEMIC
BANK-900B	BUILDING MULTIPLE BANKING RELATIONSHIPS - GROUP COACHING SESSION	CLASSROOM	01/1992-12/2010	2 HOURS	0	0	NON-ACADEMIC
BANK-1000	PERSONAL BANKING - PRODUCT TRAINING SUITE	CLASSROOM	01/2006-12/2010	6 HOURS	6	COMBINABLE	INTERDISCIPLINARY ELECTIVE
BANK-2000	COMMERCIAL BANKING - PRODUCT TRAINING SUITE	CLASSROOM	01/2006-12/2010	6 HOURS	6	COMBINABLE	INTERDISCIPLINARY ELECTIVE
BANK-3000	CONSUMER AND COMMERCIAL LENDING PRODUCT TRAINING SUITE	CLASSROOM	01/2006-12/2010	6 HOURS	4	COMBINABLE	INTERDISCIPLINARY ELECTIVE
SML-100	IT TAKES ALL KINDS FOR MANAGERS	CLASSROOM	01/1992-12/2010	4 HOURS	4	COMBINABLE	INTERDISCIPLINARY ELECTIVE
SML-100A	IT TAKES ALL KINDS FOR MANAGERS - APPLICATION PRACTICUM AND INDIVIDUAL COACHING	SELF-PACED	01/2006-12/2010	4 HOURS	0	0	NON-ACADEMIC
SML-100B	IT TAKES ALL KINDS FOR MANAGERS - GROUP COACHING SESSION	CLASSROOM	01/1992-12/2010	2 HOURS	0	0	NON-ACADEMIC
SML-200	MANAGING EFFECTIVE COMMUNICATION	CLASSROOM	01/1992-12/2010	4 HOURS	4	COMBINABLE	INTERDISCIPLINARY ELECTIVE
SML-200A	MANAGING EFFECTIVE COMMUNICATION - APPLICATION PRACTICUM AND INDIVIDUAL COACHING	SELF-PACED	01/2006-12/2010	4 HOURS	0	0	NON-ACADEMIC
SML-200B	MANAGING EFFECTIVE COMMUNICATION - GROUP COACHING SESSION	CLASSROOM	01/1992-12/2010	2 HOURS	0	0	NON-ACADEMIC
SML-300	INTRODUCTION TO MANAGEMENT AND COACHING FOR THE NEW MANAGER OR SUPERVISOR	CLASSROOM	01/1992-12/2010	4 HOURS	4	COMBINABLE	INTERDISCIPLINARY ELECTIVE
SML-300A	INTRO TO MANAGEMENT AND COACHING FOR THE NEW MANAGER OR SUPERVISOR - APPLICATION PRACTICUM AND INDIVIDUAL COACHING	SELF-PACED	01/2006-12/2010	4 HOURS	0	0	NON-ACADEMIC

Course Number	Course Title	Delivery Method	Course Year	Course Length	Applicable Hours	Credits Recommended	University of Phoenix Equivalency
SML-300B	INTRO TO MANAGEMENT AND COACHING FOR THE NEW MANAGER OR SUPERVISOR - GROUP COACHING SESSION	CLASSROOM	01/1992-12/2010	2 HOURS	0	0	NON-ACADEMIC
SML-400	EFFECTIVE COACHING AND PERFORMANCE FEEDBACK	CLASSROOM	01/1992-12/2010	4 HOURS	4	COMBINABLE	INTERDISCIPLINARY ELECTIVE
SML-400A	EFFECTIVE COACHING AND PERFORMANCE FEEDBACK - APPLICATION PRACTICUM AND INDIVIDUAL COACHING	SELF-PACED	01/2006-12/2010	4 HOURS	0	0	NON-ACADEMIC
SML-400B	EFFECTIVE COACHING AND PERFORMANCE FEEDBACK - GROUP COACHING SESSION	CLASSROOM	01/1992-12/2010	2 HOURS	0	0	NON-ACADEMIC
SML-500	CONDUCTING EFFECTIVE PERFORMANCE APPRAISALS	CLASSROOM	01/1992-12/2010	4 HOURS	4	COMBINABLE	INTERDISCIPLINARY ELECTIVE
SML-500A	CONDUCTING EFFECTIVE PERFORMANCE APPRAISALS - APPLICATION PRACTICUM AND INDIVIDUAL COACHING	SELF-PACED	01/2006-12/2010	4 HOURS	0	0	NON-ACADEMIC
SML-500B	CONDUCTING EFFECTIVE PERFORMANCE APPRAISALS - GROUP COACHING SESSION	CLASSROOM	01/1992-12/2010	2 HOURS	0	0	NON-ACADEMIC
SML-600	WE'RE ON THE SAME TEAM, REMEMBER?	CLASSROOM	01/1992-12/2010	4 HOURS	4	COMBINABLE	INTERDISCIPLINARY ELECTIVE
SML-600A	WE'RE ON THE SAME TEAM, REMEMBER? - APPLICATION PRACTICUM AND INDIVIDUAL COACHING	SELF-PACED	01/2006-12/2010	4 HOURS	0	0	NON-ACADEMIC
SML-600B	WE'RE ON THE SAME TEAM, REMEMBER? - GROUP COACHING SESSION	CLASSROOM	01/1992-12/2010	2 HOURS	0	0	NON-ACADEMIC
SML-700	EMOTIONAL AWARENESS AND CONFLICT RESOLUTION	CLASSROOM	01/1992-12/2010	4 HOURS	4	COMBINABLE	INTERDISCIPLINARY ELECTIVE
SML-700A	EMOTIONAL AWARENESS AND CONFLICT RESOLUTION - APPLICATION PRACTICUM AND INDIVIDUAL COACHING	SELF-PACED	01/2006-12/2010	4 HOURS	0	0	NON-ACADEMIC
SML-700B	EMOTIONAL AWARENESS AND CONFLICT RESOLUTION - GROUP COACHING SESSION	CLASSROOM	01/1992-12/2010	2 HOURS	0	0	NON-ACADEMIC
SML-800	CONDUCTING EFFECTIVE MEETINGS, SPEECHES OR PRESENTATIONS	CLASSROOM	01/1992-12/2010	4 HOURS	4	COMBINABLE	INTERDISCIPLINARY ELECTIVE
SML-800A	CONDUCTING EFFECTIVE MEETINGS, SPEECHES OR PRESENTATIONS - APPLICATION PRACTICUM AND INDIVIDUAL COACHING	SELF-PACED	01/2006-12/2010	4 HOURS	0	0	NON-ACADEMIC

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SML-800B	CONDUCTING EFFECTIVE MEETINGS, SPEECHES OR PRESENTATIONS - GROUP COACHING SESSION	CLASSROOM	01/1992-12/2010	2 HOURS	0	0	NON-ACADEMIC
SML-900	MANAGING CHANGE	CLASSROOM	01/1992-12/2010	4 HOURS	4	COMBINABLE	INTERDISCIPLINARY ELECTIVE
SML-900A	MANAGING CHANGE - APPLICATION PRACTICUM AND INDIVIDUAL COACHING	SELF-PACED	01/2006-12/2010	4 HOURS	0	0	NON-ACADEMIC
SML-900B	MANAGING CHANGE - GROUP COACHING SESSION	CLASSROOM	01/1992-12/2010	2 HOURS	0	0	NON-ACADEMIC

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