

University of Phoenix - Prior Learning Assessment - Corporate Articulation

Washington State Department of Personnel Training and Development

Credit Recommendation Guide (CRG)



The following courses have been evaluated by Corporate Articulation to potentially fulfill General Education or Elective credits for an Undergraduate Degree. In order to 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.

*NOTE: Fees are applicable for credits evaluated.

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 based on current academic standards as outlined in the academic policy of the University.

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, modality 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.

Course Number	Course Title	Delivery Method	Course Year	Course Length	Applicable Hours	Credits Recommended	University of Phoenix Equivalency
01-14-IV01	INVESTIGATOR TRAINING CORE	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-14-IV02	INVESTIGATOR TRAINING ADVANCED	CLASSROOM	06/2009-06/2010	8	8	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-03-E055	ADULT LEARNING STYLES: ITS INFLUENCE ON JOB PERFORMANCE	CLASSROOM	06/2004-12/2004	16	14	0	NON-ACADEMIC
01-03-E075	ASSERTIVE COMMUNICATION	CLASSROOM	06/2004-12/2004	16	14	0.5	COMMUNICATION ARTS
01-03-E015	COMMUNICATION STYLES & SKILLS FOR EMPLOYEES	CLASSROOM	06/2009-06/2010	16	14	0.5	COMMUNICATION ARTS
01-03-EC03	CRUCIAL CONVERSATIONS	CLASSROOM	06/2009-06/2010	16	14	0.5	COMMUNICATION ARTS
01-03-E008	INTERPERSONAL COMMUNICATION SKILLS	CLASSROOM	06/2004-12/2004	16	14	0.5	COMMUNICATION ARTS
01-03-E00T	INTERPERSONAL CONFLICT MANAGEMENT	CLASSROOM	06/2004-12/2004	16	14	0.5	INTERDISCIPLINARY/ELECTIVE

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01-03-E006	SERVING DIFFICULT CLIENTS	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-03-E002	PRESENTATION SKILLS	CLASSROOM	06/2004-12/2004	24	21	1	INTERDISCIPLINARY/ELECTIVE
01-03-E001	PRESENTATION SKILLS, ADVANCED	CLASSROOM	06/2004-12/2004	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-03-E055	ADULT LEARNING STYLES: ITS INFLUENCE ON JOB PERFORMANCE	CLASSROOM	06/2009-06/2010	16	14	0	NON-ACADEMIC
01-03-E005	DESIGNING EFFECTIVE TRAINING PROGRAMS	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-03-E076	TRAIN-THE-TRAINER: EFFECTIVE DELIVERY TECHNIQUES	CLASSROOM	06/2004-12/2004	24	21	1	INTERDISCIPLINARY/ELECTIVE
01-03-EW43	CLEAR RULE WRITING	CLASSROOM	06/2004-12/2004	16	14	0.5	COMMUNICATION ARTS
01-03-EW39	EDITING & PROOFREADING SKILLS	CLASSROOM	06/2004-12/2004	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-03-EW28	GRAMMAR REVIEW	CLASSROOM	06/2004-12/2004	16	14	0	NON-ACADEMIC
01-03-EW38	TECHNICAL WRITING: EDITING & PROOFREADING TECHNIQUES FOR TECHNICAL WRITERS	CLASSROOM	06/2004-12/2004	16	14	0.5	COMMUNICATION ARTS
01-03-EW37	TECHNICAL WRITING: TRICK OF THE TRADE	CLASSROOM	06/2004-12/2004	16	14	0.5	COMMUNICATION ARTS
01-03-EW50	WRITING DOCUMENTS IN PLAIN TALK	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-03-EW44	WRITING FOR THE WEB	CLASSROOM	06/2004-12/2004	8	7	COMBINABLE	COMMUNICATION ARTS
01-03-EW44	WRITING MINUTES & MEETING NOTES	CLASSROOM	06/2004-12/2004	8	7	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-03-EW44	WRITING POLICIES & PROCEDURES	CLASSROOM	06/2004-12/2004	16	14	0.5	COMMUNICATION ARTS
01-03-EW04	WRITING SKILLS	CLASSROOM	06/2004-12/2004	16	14	0.5	COMMUNICATION ARTS
01-04-T331	CRYSTAL REPORTS XI- LEVEL 2	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-04-D229	DATABASE PLANNING & DESIGN LECTURE/WORKSHOP	CLASSROOM	06/2009-06/2010	16	14	0.5	SCIENCE/TECHNOLOGY
01-04-T662	SQL QUERY TUNING AND OPTIMIZATION	CLASSROOM	06/2009-06/2010	16	14	0.5	SCIENCE/TECHNOLOGY
01-04-T270	SQL QUERY WITH TRANSACT-SQL	CLASSROOM	06/2009-06/2010	16	14	0.5	SCIENCE/TECHNOLOGY

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01-04-T410	SQL SERVER 2005 DATABASE DESIGN & IMPLEMENTATION	CLASSROOM	06/2009-06/2010	24	21	1	SCIENCE/TECHNOLOGY
01-04-T633	SQL SERVER 2005 FUNDAMENTALS	CLASSROOM	06/2009-06/2010	16	14	0.5	SCIENCE/TECHNOLOGY
01-04-T609	SQL SERVER 2005 REPORTING SERVICES	CLASSROOM	06/2009-06/2010	16	14	0.5	SCIENCE/TECHNOLOGY
01-04-T409	SQL SERVER 2005 SYSTEM ADMINISTRATION	CLASSROOM	06/2009-06/2010	24	21	1	SCIENCE/TECHNOLOGY
01-04-T351	SERVER INTEGRATION SERVICES (SSIS)	CLASSROOM	06/2009-06/2010	24	21	1	SCIENCE/TECHNOLOGY
01-04-T275	SQL STORED PROCEDURES	CLASSROOM	06/2009-06/2010	16	14	0.5	SCIENCE/TECHNOLOGY
01-04-D156	SQL: STRUCTURED QUERY LANGUAGE LECTURE/WORKSHOP	CLASSROOM	06/2009-06/2010	16	14	0.5	SCIENCE/TECHNOLOGY
01-04-T625	ADO.NET 2.0 - LEVEL 1	CLASSROOM	06/2009-06/2010	24	21	1	SCIENCE/TECHNOLOGY
01-04-T337	AGILE MODELING	CLASSROOM	06/2009-06/2010	16	14	0.5	SCIENCE/TECHNOLOGY
01-04-T640	AJAX LEVEL I	CLASSROOM	06/2009-06/2010	16	14	0.5	SCIENCE/TECHNOLOGY
01-04-T640	AJAX LEVEL II	CLASSROOM	06/2009-06/2010	32	28	1.5	SCIENCE/TECHNOLOGY
01-04-T565	ASP.NET 2.0 -LEVEL 1	CLASSROOM	06/2009-06/2010	32	28	1.5	SCIENCE/TECHNOLOGY
01-04-T563	ASP.NET 2.0 -LEVEL 2	CLASSROOM	06/2009-06/2010	32	28	1.5	SCIENCE/TECHNOLOGY
01-04-T663	ASP.NET 3.5 LEVEL 1	CLASSROOM	06/2009-06/2010	24	21	1	SCIENCE/TECHNOLOGY
01-04-T202	BIZTALK SERVER 2006 R2	CLASSROOM	06/2009-06/2010	40	35	2	SCIENCE/TECHNOLOGY
01-04-T617	C# 2005 - LEVEL 1	CLASSROOM	06/2009-06/2010	24	21	1	SCIENCE/TECHNOLOGY
01-04-T559	C# 2005 - LEVEL 2	CLASSROOM	06/2009-06/2010	40	35	2	SCIENCE/TECHNOLOGY
01-04-T011	INTRODUCTION TO PROGRAMMING	CLASSROOM	06/2009-06/2010	8	7	COMBINABLE	SCIENCE/TECHNOLOGY
01-04-T317	JAVASCRIPT ADVANCED	CLASSROOM	06/2009-06/2010	16	14	0.5	SCIENCE/TECHNOLOGY
01-04-T034	JAVASCRIPT BASICS	CLASSROOM	06/2009-06/2010	24	21	1	SCIENCE/TECHNOLOGY

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01-04-T028	OBJECT-ORIENTED ANALYSIS & DESIGN - UML	CLASSROOM	06/2009-06/2010	32	28	1.5	SCIENCE/TECHNOLOGY
01-04-T616	OOP FOR VISUAL STUDIO 2005	CLASSROOM	06/2009-06/2010	24	21	1	SCIENCE/TECHNOLOGY
01-04-T660	SERVICE ORIENTED ARCHITECTURE (SOA)	CLASSROOM	06/2009-06/2010	16	14	0.5	SCIENCE/TECHNOLOGY
01-04-T661	SHAREPOINT DEVELOPMENT - LEVEL 1	CLASSROOM	06/2009-06/2010	16	14	0.5	SCIENCE/TECHNOLOGY
01-04-T614	VISUAL BASIC 2005 - LEVEL 1	CLASSROOM	06/2009-06/2010	24	21	1	SCIENCE/TECHNOLOGY
01-04-T618	VISUAL BASIC 2005 - LEVEL 2 - LEVEL 2	CLASSROOM	06/2009-06/2010	40	35	2	SCIENCE/TECHNOLOGY
01-04-T659	VISUAL BASIC AND C# LEVEL 2	CLASSROOM	06/2009-06/2010	24	21	1	SCIENCE/TECHNOLOGY
01-04-T329	VISUAL STUDIO.NET	CLASSROOM	06/2009-06/2010	24	21	1	SCIENCE/TECHNOLOGY
01-04-T664	ADVANCED ARCGIS: PRODUCTIVITY, GEOPROCESSING, AND ANALYSIS	CLASSROOM	06/2009-06/2010	16	14	0.5	SCIENCE/TECHNOLOGY
01-04-T653	ARCGIS DESKTOP I: GETTING STARTED WITH GIS	CLASSROOM	06/2009-06/2010	16	14	0.5	SCIENCE/TECHNOLOGY
01-04-T654	ARCGIS DESKTOP II: TOOLS AND FUNCTIONALITY	CLASSROOM	06/2009-06/2010	24	21	1	SCIENCE/TECHNOLOGY
01-04-T655	ARCGIS DESKTOP III: WORKFLOWS AND ANALYSIS	CLASSROOM	06/2009-06/2010	16	14	0.5	SCIENCE/TECHNOLOGY
01-04-T358	WORKING WITH ARCGIS FOR NATURAL RESOURCES	CLASSROOM	06/2009-06/2010	24	21	1	SCIENCE/TECHNOLOGY
01-04-T365	WORKING WITH GEODATABASES & LINEAR REFERENCING	CLASSROOM	06/2009-06/2010	16	14	0.5	SCIENCE/TECHNOLOGY
01-04-T017	A+ CERTIFICATION TRAINING	CLASSROOM	06/2004-12/2004	40	35	2	SCIENCE/TECHNOLOGY
01-04-T050	CISCO-INTERCONNECTING NETWORK DEVICES (ICND)	CLASSROOM	06/2009-06/2010	40	35	2	SCIENCE/TECHNOLOGY
01-04-T629	EXCHANGE SERVER 2007	CLASSROOM	06/2004-12/2004	40	35	2	SCIENCE/TECHNOLOGY
01-04-T091	NETWORKING - HANDS ON	CLASSROOM	06/2004-12/2004	16	14	0.5	SCIENCE/TECHNOLOGY
01-04-T552	NETWORKING ESSENTIALS & IP ADDRESSING	CLASSROOM	06/2009-06/2010	16	14	0.5	SCIENCE/TECHNOLOGY
01-04-T246	VB SCRIPTING & WINDOW SCRIPT HOST BASICS	CLASSROOM	06/2009-06/2010	16	14	0.5	SCIENCE/TECHNOLOGY

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01-04-T646	VIRTUAL SERVER	CLASSROOM	06/2009-06/2010	16	14	0.5	SCIENCE/TECHNOLOGY
01-04-T632	ITIL SERVICE MANAGEMENT ESSENTIALS	CLASSROOM	06/2009-06/2010	16	0	0	NON-ACADEMIC
01-04-T656	ITIL V3 CERTIFICATE COURSE	CLASSROOM	06/2009-06/2010	24	0	0	NON-ACADEMIC
01-14-P023	ITIL MANAGEMENT OVERVIEW	CLASSROOM	06/2009-06/2010	4	0	0	NON-ACADEMIC
01-04-T603	LINUX ACCELERATED	CLASSROOM	06/2009-06/2010	32	28	1.5	SCIENCE/TECHNOLOGY
01-04-T650	POWERSHELL SCRIPTING	CLASSROOM	06/2009-06/2010	16	14	0.5	SCIENCE/TECHNOLOGY
01-04-T626	SHAREPOINT SERVER 2007 ADMINISTRATION	CLASSROOM	06/2009-06/2010	24	21	1	SCIENCE/TECHNOLOGY
01-04-T652	WINDOWS COMMUNICATION FOUNDATION (WCF)	CLASSROOM	06/2009-06/2010	24	21	1	SCIENCE/TECHNOLOGY
01-04-T227	WINDOWS SERVER 2003: MANAGING & MAINTAINING A WINDOWS ENVIRONMENT	CLASSROOM	06/2004-12/2004	40	35	2	SCIENCE/TECHNOLOGY
01-04-T645	WINDOWS SERVER 2008: NEW FEATURES & UPGRADING	CLASSROOM	06/2009-06/2010	24	21	1	SCIENCE/TECHNOLOGY
01-04-T364	WINDOWS SERVER: IMPLEMENTING ACTIVE DIRECTORY	CLASSROOM	06/2009-06/2010	32	28	1.5	SCIENCE/TECHNOLOGY
01-04-T624	WINDOWS VISTA CLIENT	CLASSROOM	06/2009-06/2010	24	21	1	SCIENCE/TECHNOLOGY
01-04-T363	WINDOWS XP: TROUBLESHOOTING APPLICATIONS & THE OS	CLASSROOM	06/2009-06/2010	32	28	1.5	SCIENCE/TECHNOLOGY
01-04-T308	WIRELESS SECURITY: CWSP CERTIFICATION	CLASSROOM	06/2004-12/2004	40	35	2	SCIENCE/TECHNOLOGY
01-04-T255	SECURITY+	CLASSROOM	06/2004-12/2004	40	35	2	SCIENCE/TECHNOLOGY
01-04-T210	CASCADING STYLE SHEETS: FUNDAMENTALS	CLASSROOM	06/2004-12/2004	16	14	0.5	SCIENCE/TECHNOLOGY
01-04-T211	CASCADING STYLE SHEETS: MASTERING WEB DESIGN	CLASSROOM	06/2004-12/2004	24	21	1	SCIENCE/TECHNOLOGY
01-04-T635	DREAMWEAVER CS3 LEVEL 1	CLASSROOM	06/2009-06/2010	16	14	0.5	SCIENCE/TECHNOLOGY
01-04-T636	DREAMWEAVER CS3 LEVEL 2	CLASSROOM	06/2009-06/2010	16	14	0.5	SCIENCE/TECHNOLOGY
01-04-T658	DREAMWEAVER CS4 LEVEL 1	CLASSROOM	06/2009-06/2010	16	14	0.5	SCIENCE/TECHNOLOGY

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01-04-T649	FLASH CS3 PROFESSIONAL	CLASSROOM	06/2009-06/2010	16	14	0.5	SCIENCE/TECHNOLOGY
01-04-D632	SHAREPOINT DESIGNER	CLASSROOM	06/2009-06/2010	16	14	0.5	SCIENCE/TECHNOLOGY
01-04-T657	WEB FORMS CREATION WITH INFOPATH 2007 AND SHAREPOINT	CLASSROOM	06/2009-06/2010	16	14	0.5	SCIENCE/TECHNOLOGY
01-04-D632	WEB PAGE DESIGN USING SHAREPOINT DESIGNER 2007	CLASSROOM	06/2009-06/2010	16	14	0.5	SCIENCE/TECHNOLOGY
01-04-T243	WEB SERVICES DEVELOPMENT USING XML	CLASSROOM	06/2009-06/2010	16	14	0.5	SCIENCE/TECHNOLOGY
01-09-M401	SUPERVISION ESSENTIALS I	CLASSROOM	06/2004-12/2004	24	21	1	INTERDISCIPLINARY/ELECTIVE
01-09-M402	SUPERVISION ESSENTIALS II	CLASSROOM	06/2004-12/2004	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-09-M430	MID-MANAGEMENT LEADERSHIP ACADEMY	CLASSROOM	06/2009-06/2010	56	49	3	INTERDISCIPLINARY/ELECTIVE
N/A	MID-MANAGEMENT LEADERSHIP ACADEMY ALUMNI ROUNDTABLE	CLASSROOM	06/2009-06/2010	8	7	0	NON-ACADEMIC
01-03-C056	DISCOVERING YOUR STRENGTHS WORKSHOP	CLASSROOM	06/2009-06/2010	2	0	0	NON-ACADEMIC
01-03-C057	LEADING THE FOUR GENERATIONS WORKSHOP	CLASSROOM	06/2009-06/2010	3	0	0	NON-ACADEMIC
N/A	LEADERSHIP SPEAKER SERIES	CLASSROOM	06/2009-06/2010	3	0	0	NON-ACADEMIC
01-16-HR57	HR PROFESSIONAL SERIES	CLASSROOM	06/2009-06/2010	4	4	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-16-HR58 -01-16-HR62	TRANSITION WORKSHOPS	CLASSROOM	06/2009-06/2010	3-Feb	0	0	NON-ACADEMIC
01-09-GM01	USING CHARTS & GRAPHICS TO COMMUNICATE ABOUT PERFORMANCE	CLASSROOM	06/2009-06/2010	8	7	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-09-GM03	USING DATA & STATISTICAL TOOLS TO ANALYZE & IMPROVE PERFORMANCE	CLASSROOM	06/2009-06/2010	8	7	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-04-D466	ACCESS 2003 - VBA	CLASSROOM	06/2004-12/2004	24	21	1	INTERDISCIPLINARY/ELECTIVE
01-04-D462	ACCESS 2003 LEVEL 1	CLASSROOM	06/2004-12/2004	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-04-D463	ACCESS 2003 LEVEL 2	CLASSROOM	06/2004-12/2004	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-04-D464	ACCESS 2003 LEVEL 3	CLASSROOM	06/2004-12/2004	16	14	0.5	INTERDISCIPLINARY/ELECTIVE

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01-04-D472	ACCESS 2007 LEVEL 1	CLASSROOM	06/2004-12/2004	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-04-D616	ACCESS 2007 LEVEL 2	CLASSROOM	06/2004-12/2004	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-04-D645	ACCESS 2007 LEVEL 3	CLASSROOM	06/2004-12/2004	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-04-D471	EXCEL 2003 - VBA	CLASSROOM	06/2009-06/2010	24	21	1	INTERDISCIPLINARY/ELECTIVE
01-04-D461	EXCEL 2003 LEVEL 1 ACCELERATED	CLASSROOM	06/2009-06/2010	8	7	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-04-D468	EXCEL 2003 LEVEL 1 FOR NEW USERS	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-04-D469	EXCEL 2003 LEVEL 2	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-04-D470	EXCEL 2003 LEVEL 3: MACROS AND DATA ANALYSIS	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-04-D344	EXCEL 2007 LEVEL 1	CLASSROOM	06/2009-06/2010	8	7	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-04-D617	EXCEL 2007 LEVEL 1 FOR NEW USERS	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-04-D618	EXCEL 2007 LEVEL 2	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-04-D630	EXCEL 2007 LEVEL 3	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-04-D643	EXCEL 2007 LEVEL 4: POWER USER	CLASSROOM	06/2009-06/2010	8	7	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-04-D251	EXPRESSION WEB	CLASSROOM	06/2009-06/2010	16	14	0.5	SCIENCE/TECHNOLOGY
01-04-D498	FRONTPAGE 2003 - LEVEL 1	CLASSROOM	06/2009-06/2010	16	14	0.5	SCIENCE/TECHNOLOGY
01-04-D473	FRONTPAGE 2003 - LEVEL 2	CLASSROOM	06/2009-06/2010	16	14	0.5	SCIENCE/TECHNOLOGY
01-04-D626	INDESIGN CS3 LEVEL 2	CLASSROOM	06/2009-06/2010	16	14	0.5	SCIENCE/TECHNOLOGY
01-04-D613	OFFICE 2007	CLASSROOM	06/2009-06/2010	4	4	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-04-D637	OFFICE 2007 MIGRATING TO	CLASSROOM	06/2009-06/2010	4	4	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-04-D459	OUTLOOK 2003 - LEVEL 1	CLASSROOM	06/2009-06/2010	8	7	COMBINABLE	INTERDISCIPLINARY/ELECTIVE

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01-04-D475	OUTLOOK 2003 - LEVEL 2	CLASSROOM	06/2009-06/2010	8	7	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-04-D619	OUTLOOK 2007 LEVEL 1	CLASSROOM	06/2009-06/2010	8	7	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-04-D620	OUTLOOK 2007 LEVEL 2	CLASSROOM	06/2009-06/2010	8	7	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-04-D476	POWERPOINT 2003 LEVEL 1	CLASSROOM	06/2009-06/2010	8	7	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-04-D477	POWERPOINT 2003 LEVEL 2	CLASSROOM	06/2009-06/2010	8	7	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-04-D621	POWERPOINT 2007 LEVEL 1	CLASSROOM	06/2009-06/2010	8	7	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-04-D622	POWERPOINT 2007 LEVEL 2	CLASSROOM	06/2009-06/2010	8	7	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-04-D479	PUBLISHER 2003	CLASSROOM	06/2009-06/2010	8	7	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-04-D638	PUBLISHER 2007	CLASSROOM	06/2009-06/2010	8	7	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-04-T627	SHAREPOINT SERVICES FOR NEW USERS	CLASSROOM	06/2009-06/2010	24	21	1	INTERDISCIPLINARY/ELECTIVE
01-04-D480	VISIO 2003 - LEVEL 1	CLASSROOM	06/2009-06/2010	8	7	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-04-D481	VISIO 2003 - LEVEL 2	CLASSROOM	06/2009-06/2010	8	7	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-04-D624	VISIO 2007 - LEVEL 1	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-04-D460	WORD 2003 - LEVEL 1	CLASSROOM	06/2009-06/2010	8	7	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-04-D482	WORD 2003 - LEVEL 2	CLASSROOM	06/2009-06/2010	8	7	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-04-D600	WORD 2003 - LEVEL 4	CLASSROOM	06/2009-06/2010	8	7	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-04-D483	WORD 2003 - LEVEL 3	CLASSROOM	06/2009-06/2010	8	7	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-04-D640	WORD 2007: FORMS, MACROS AND XML	CLASSROOM	06/2009-06/2010	8	7	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-04-D615	WORD 2007 LEVEL 1	CLASSROOM	06/2009-06/2010	8	7	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-04-D623	WORD 2007 LEVEL 2	CLASSROOM	06/2009-06/2010	8	7	COMBINABLE	INTERDISCIPLINARY/ELECTIVE

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01-04-D639	WORD 2007 MANAGING LONG DOCUMENTS	CLASSROOM	06/2009-06/2010	8	7	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-04-D625	ACROBAT 8.0	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-04-D646	ACROBAT 9	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-04-D631	ILLUSTRATOR CS3	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-04-D474	ILLUSTRATOR CS	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-04-D629	INDESIGN CS3 LEVEL 1	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-04-D647	INDESIGN CS4 LEVEL 1	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-04-D649	INDESIGN CS4 LEVEL 2	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-04-D644	PHOTOSHOP CS4 - LEVEL 1	CLASSROOM	06/2004-12/2004	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-04-D648	PHOTOSHOP CS4 - LEVEL 2	CLASSROOM	06/2004-12/2004	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-04-D485	PHOTOSHOP CS3 LEVEL 1	CLASSROOM	06/2004-12/2004	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-04-D499	PHOTOSHOP CS3 LEVEL 2	CLASSROOM	06/2004-12/2004	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-03-E059	CUSTOMER SERVICE	CLASSROOM	06/2004-12/2004	8	7	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-03-E077	CUSTOMER SERVICE: MAINTAINING A POSITIVE ATTITUDE	CLASSROOM	06/2004-12/2004	8	7	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-03-E078	CUSTOMER SERVICE: MAKING A GOOD FIRST IMPRESSION	CLASSROOM	06/2004-12/2004	8	7	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-03-E079	CUSTOMER SERVICE: BEST FRIEND OR WORST FEAR	CLASSROOM	06/2004-12/2004	8	7	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-14-M084	EFFECTIVE MEETING MANAGEMENT	CLASSROOM	06/2009-06/2010	8	7	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-14-R001	ELECTRONIC RECORDS MANAGEMENT	CLASSROOM	06/2009-06/2010	8	7	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-14-EP72	FACILITATOR SKILLS TRAINING PHASE 1	CLASSROOM	06/2004-12/2004	24	21	1	INTERDISCIPLINARY/ELECTIVE
01-03-ZM37	HANDLING EMOTIONS UNDER PRESSURE	CLASSROOM	06/2009-06/2010	4	4	COMBINABLE	INTERDISCIPLINARY/ELECTIVE

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01-07-EE05	MANAGING JOB STRESS	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-14-EP16	RECORDS AND INFORMATION MANAGEMENT AND USING THE STATE RECORD CENTER	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-14-EP04	SUCCESS HABITS	CLASSROOM	06/2004-12/2004	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-14-M094	TIME MANAGEMENT	CLASSROOM	06/2004-12/2004	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-09-M501	HELP II: DIVERSITY MANAGEMENT	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-09-M507	HELP II: EFFECTIVE INVESTIGATIONS IN A JUST CAUSE WORLD	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-09-M504	HELP II: ETHICAL LEADERSHIP & DECISION MAKING	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-09-M506	HELP II: LAWFUL & EFFECTIVE HIRING PRACTICES	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-09-M502	HELP II: PREVENTING DISCRIMINATION, HARASSMENT & MANAGING ACCOMMODATIONS	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-09-M503	HELP II: WORKPLACE VIOLENCE ASSESSMENT & PREVENTION	CLASSROOM	06/2004-12/2004	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-09-M091	BUDGETING FOR THE NON-FINANCIAL MANAGER	CLASSROOM	06/2004-12/2004	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-16-HR57	CHANGE MANAGEMENT: FINDING THE "UP" IN UPHEAVAL	CLASSROOM	06/2009-06/2010	4	4	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-09-ZM52	COACHING: BRINGING OUT THE BEST IN OTHERS	CLASSROOM	06/2009-06/2010	4	4	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-09-ZM84	DEVELOPING OTHERS FOR STELLAR CUSTOMER SERVICE	CLASSROOM	06/2009-06/2010	4	4	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-09-ZM35	GIVING RECOGNITION	CLASSROOM	06/2009-06/2010	4	4	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-09-M450	HOW NOT TO MICROMANAGE	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-09-M308	THE LANGUAGE OF LEADERSHIP	CLASSROOM	06/2004-12/2004	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-09-M229	LEADERSHIP MASTERY: CREATING DELIBERATE SUCCESS	CLASSROOM	06/2004-12/2004	24	21	1	INTERDISCIPLINARY/ELECTIVE
01-09-M516	LONG DISTANCE SUPERVISION	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-09-M515	MASTERING CHANGE	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE

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01-09-M251	MANAGING ACROSS THE GENERATIONS	CLASSROOM	06/2004-12/2004	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-09-M234	NEGOTIATION	CLASSROOM	06/2009-06/2010	24	21	1	INTERDISCIPLINARY/ELECTIVE
01-09-M230	PERFORMANCE COACHING: EMPOWERING OTHERS TO BE THEIR BEST	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-09-M325	PERFORMANCE & DEVELOPMENT PLAN	CLASSROOM	06/2004-12/2004	8	7	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-09-ZM86	PRINCIPLES & QUALITIES OF GENUINE LEADERSHIP	CLASSROOM	06/2004-12/2004	4	4	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-09-0024	PROBLEM SOLVING AND DECISION MAKING	CLASSROOM	06/2004-12/2004	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-09-ZM87	PROVIDING FEEDBACK - MANAGERS	CLASSROOM	06/2009-06/2010	4	4	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-09-M421	REALITY CHECK: IS MANAGEMENT FOR ME?	CLASSROOM	06/2004-12/2004	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-09-M011	SUCCEEDING AS A MID-LEVEL MANAGER	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-09-M233	UNDERSTANDING BUDGET PLANNING & THE BUDGET PROCESS	CLASSROOM	06/2004-12/2004	24	21	1	INTERDISCIPLINARY/ELECTIVE
01-09-M313	RESOLVING INTERPERSONAL & ORGANIZATIONAL CONFLICT	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-16-CS02	DETERMINING COMPETENCIES THRU JOB ANALYSIS	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-16-HR52	HUMAN RESOURCE FUNDAMENTALS	CLASSROOM	06/2009-06/2010	40	35	2	INTERDISCIPLINARY/ELECTIVE
01-16-CS04	JUST CAUSE TRAINING	CLASSROOM	06/2009-06/2010	4	4	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-16-HR56	MULTIGENERATIONAL RECRUITING	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-14-ET15	SHRM: LEARNING SYSTEM WORKSHOP	CLASSROOM	06/2009-06/2010	56	49	0	NON-ACADEMIC
01-04-D638	PROJECT 2007	CLASSROOM	06/2009-06/2010	24	21	1	INTERDISCIPLINARY/ELECTIVE
01-04-T631	BUSINESS ANALYSIS FOR THE IT PROFESSIONAL	CLASSROOM	06/2009-06/2010	32	28	1.5	INTERDISCIPLINARY/ELECTIVE
01-16-HR17	HUMAN RESOURCES METRICS: LINKING RESOURCES TO ORGANIZATIONAL MISSIONS	CLASSROOM	06/2009-06/2010	4	4	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-07-EE33	DEFENSIVE DRIVING	CLASSROOM	06/2009-06/2010	8	0	0	NON-ACADEMIC

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01-14-EPF2	ETHICS IN STATE GOVERNMENT	CLASSROOM	06/2009-06/2010	4	4	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-07-EE41	FIRST AID/CPR/AED	CLASSROOM	06/2009-06/2010	8	0	0	NON-ACADEMIC
1-14-EP49	SEXUAL HARASSMENT AWARENESS & PREVENTION	CLASSROOM	06/2009-06/2010	8	7	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-14-EP50	UNDERSTANDING THE DIVERSE WORKFORCE	CLASSROOM	06/2004-12/2004	8	7	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-07-M206	VIOLENCE IN THE WORKPLACE	CLASSROOM	06/2004-12/2004	8	7	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-04-T638	PROJECT MANAGEMENT SKILLS FOR THE BUSINESS ANALYST	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-04-T088	PROJECT MANAGEMENT: TEAM APPROACH FOR IT	CLASSROOM	06/2004-12/2004	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-04-T090	SOFTWARE INSPECTIONS AND PEER INSPECTIONS	CLASSROOM	06/2009-06/2010	8	7	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-04-T071	SOFTWARE REQUIREMENTS DEVELOPMENT & MANAGEMENT	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-04-T216	USE CASES: EXPLORING USER REQUIREMENTS	CLASSROOM	06/2009-06/2010	8	7	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-04-T648	IT RISK MANAGEMENT	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-04-T637	PROJECT MANAGEMENT FUNDAMENTALS FOR IT PROJECTS	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-14-020	PROJECT RISK MANAGEMENT	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-14-P011	TAKING CHARGE OF ORGANIZATIONAL CHANGE	CLASSROOM	06/2009-06/2010	24	21	1	INTERDISCIPLINARY/ELECTIVE
01-14-P009	HIGH QUALITY BUSINESS REQUIREMENTS	CLASSROOM	06/2009-06/2010	24	21	1	INTERDISCIPLINARY/ELECTIVE
01-14-P010	PROJECT MANAGEMENT: A FUNDAMENTAL VIEW	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-14-P012	QUALITY FOR PROJECT MANAGERS	CLASSROOM	06/2009-06/2010	24	21	1	INTERDISCIPLINARY/ELECTIVE
01-14-P013	RAPID ASSESSMENT AND RECOVERY OF TROUBLED PROJECTS	CLASSROOM	06/2009-06/2010	24	21	1	INTERDISCIPLINARY/ELECTIVE
01-04-T634	PROJECT SCOPE AND RISK MANAGEMENT	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-04-T547	IT PROJECT MANAGEMENT OVERVIEW	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE

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01-14-P022	BUSINESS PROCESS ANALYSIS AND MANAGEMENT	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-14-P019	PROJECT COMMUNICATIONS MANAGEMENT	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-14-P021	PROJECT DELIVERABLES SEMINAR	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-14-P017	PROJECT EXECUTION, CONTROL & CLOSURE	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-14-P015	PROJECT INITIATION & PLANNING	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-14-P018	PROJECT LEADERSHIP & TEAM MANAGEMENT	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-14-P007	PROJECT MANAGEMENT ESSENTIALS	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-14-P008	PROJECT MANAGEMENT FOR SUPERVISORS	CLASSROOM	06/2009-06/2010	8	7	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
01-14-P024	PROJECT PERFORMANCE MEASUREMENT	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-14-P014	PROJECT REQUIREMENTS DEVELOPMENT & MANAGEMENT	CLASSROOM	06/2009-06/2010	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
01-14-020	PROJECT RISK MANAGEMENT	CLASSROOM	06/2004-12/2004	16	14	0.5	INTERDISCIPLINARY/ELECTIVE
COMMUNICATION COURSES							
	COMMUNICATION STYLES & SKILLS	CLASSROOM	01/2004-12/2004		6.5	COMBINABLE	COMMUNICATION ARTS
	COMMUNICATIONS SKILLS FOR SUPERVISORS AND LEAD WORKERS	CLASSROOM	01/2004-12/2004		13	0.5	COMMUNICATION ARTS
	EFFECTIVE COMMUNICATION SKILLS FOR MANAGERS	CLASSROOM	01/2004-12/2004		13	0.5	COMMUNICATION ARTS
	PUNCTUATION SKILLS	CLASSROOM	01/2004-12/2004		6.5	0	NON-ACADEMIC
	WRITING MANUALS AND INSTRUCTIONAL MATERIAL	CLASSROOM	01/2004-12/2004		6.5	COMBINABLE	COMMUNICATION ARTS
CUSTOMER SERVICE							
	CUSTOMER SERVICE: THE TELEPHONE - BEST FRIEND OR WORST FEAR	CLASSROOM	01/2004-12/2004		6.5	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	HEALING CUSTOMER RELATIONSHIPS	CLASSROOM	01/2004-12/2004		4	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
HUMAN RESOURCES							

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	BUILDING CONFIDENCE, COMPETENCE, AND CREDITABILITY	CLASSROOM	01/2004-12/2004		13	0.5	INTERDISCIPLINARY/ELECTIVE
	CONDUCTING ON-THE-JOB TRAINING	CLASSROOM	01/2004-12/2004		6.5	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	DESIGNING EFFECTIVE TRAINING PROGRAMS	CLASSROOM	01/2004-12/2004		19.5	1	INTERDISCIPLINARY/ELECTIVE
	ESSENTIALS OF CAREER TRANSITIONS	CLASSROOM	01/2004-12/2004		6.5	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	ETHICS: USE OF STATE RESOURCES	CLASSROOM	01/2004-12/2004		1.5	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	GOVERNMENT TO GOVERNMENT TRAINING	CLASSROOM	01/2004-12/2004		6.5	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	HELP HR UPDATE - PART 1: EEO & HARASSMENT	CLASSROOM	01/2004-12/2004		13	0.5	INTERDISCIPLINARY/ELECTIVE
	HELP MANAGER UPDATE - PART 1: PERFORMANCE MANAGEMENT, DOCUMENTATION, AND LAWFUL TERMINATIONS	CLASSROOM	01/2004-12/2004		6.5	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	HELP MANAGER UPDATE - PART 2: HARASSMENT AND EEO, THE NEW FRONTIER FOR MANAGERS	CLASSROOM	01/2004-12/2004		6.5	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	HELP MANAGER UPDATE - PART 3: MANAGER'S ROLE IN MANAGING LEAVES OF ABSENCE, MEDICAL INQUIRIES AND EXAMINATIONS, AND ABSENTEEISM	CLASSROOM	01/2004-12/2004		6.5	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	HELP MANAGER UPDATE - PART 4: DIVERSITY MANAGEMENT	CLASSROOM	01/2004-12/2004		6.5	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	HELP MANAGER UPDATE - PART 5: UNDERSTANDING PERC AND COLLECTIVE BARGAINING REFORM	CLASSROOM	01/2004-12/2004		6.5	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	HELP: COMPENSATION & LABOR RELATIONS (MODULE D)	CLASSROOM	01/2004-12/2004		13	0.5	INTERDISCIPLINARY/ELECTIVE
	HELP: EQUAL TREATMENT (MODULE C)	CLASSROOM	01/2004-12/2004		13	0.5	INTERDISCIPLINARY/ELECTIVE
	HELP: ACADEMY EXECUTIVE UPDATE	CLASSROOM	01/2004-12/2004		4	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	HELP: HIRING, PERFORMANCE & CORRECTIVE ACTION (MODULE A)	CLASSROOM	01/2004-12/2004		13	0.5	INTERDISCIPLINARY/ELECTIVE
	HELP: ACADEMY HUMAN RESOURCE CONSULTANT - MODULE 1	CLASSROOM	01/2004-12/2004		13	0.5	INTERDISCIPLINARY/ELECTIVE
	HELP: ACADEMY HUMAN RESOURCE CONSULTANT - MODULE 2	CLASSROOM	01/2004-12/2004		13	0.5	INTERDISCIPLINARY/ELECTIVE

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	HELP: ACADEMY HUMAN RESOURCE CONSULTANT - MODULE 3	CLASSROOM	01/2004-12/2004		19.5	1	INTERDISCIPLINARY/ELECTIVE
	HELP: ACADEMY HUMAN RESOURCE CONSULTANT - SENIOR	CLASSROOM	01/2004-12/2004		45.5	3	INTERDISCIPLINARY/ELECTIVE
	HELP: ACADEMY MANAGING DIVERSITY (MODULE E)	CLASSROOM	01/2004-12/2004		6.5	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	HELP: ACADEMY WORKPLACE VIOLENCE & EMPLOYEE SAFETY (MODULE B)	CLASSROOM	01/2004-12/2004		13	0.5	INTERDISCIPLINARY/ELECTIVE
	IMPLEMENTING PERFORMANCE-BASED APPRAISALS	SELF-PACED	01/2004-12/2004		2.5	0	TOO FEW HOURS
	INTERNAL CONSULTING PHASE I CORE	CLASSROOM	01/2004-12/2004		19.5	1	INTERDISCIPLINARY/ELECTIVE
	INTERNAL CONSULTING PHASE II ADVANCED	CLASSROOM	01/2004-12/2004		19.5	1	INTERDISCIPLINARY/ELECTIVE
	INTERVIEWING: HIRING THE BEST	CLASSROOM	01/2004-12/2004		6.5	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	INVESTIGATOR TRAINING CORE	CLASSROOM	01/2004-12/2004		17	1	INTERDISCIPLINARY/ELECTIVE
	INVESTIGATOR TRAINING ADVANCED	CLASSROOM	01/2004-12/2004		13	0.5	INTERDISCIPLINARY/ELECTIVE
	LABOR RELATIONS BASICS	CLASSROOM	01/2004-12/2004		4	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	MEDIATION	CLASSROOM	01/2004-12/2004		19.5	1	INTERDISCIPLINARY/ELECTIVE
	VIOLENCE IN THE WORKPLACE	CLASSROOM	01/2004-12/2004		6.5	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
MANAGEMENT/SUPERVISORY COURSES							
	ADAPTING TO CHANGE	CLASSROOM	01/2004-12/2004		6.5	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	ADULT LEARNING STYLES: ITS INFLUENCE ON JOB PERFORMANCE	CLASSROOM	01/2004-12/2004		13	0.5	INTERDISCIPLINARY/ELECTIVE
	THINKING COMPETITIVELY (NOW CALLED: ANALYZING THE COST OF GOVERNMENT SERVICES)	CLASSROOM	01/2004-12/2004		6.5	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	CHANGE LEADERSHIP	SELF-PACED	01/2004-12/2004		2.5	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	THE CLIMATE FOR PERFORMANCE	SELF-PACED	01/2004-12/2004		3	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	COACHING FOR PERFORMANCE	SELF-PACED	01/2004-12/2004		2.5	COMBINABLE	INTERDISCIPLINARY/ELECTIVE

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	COMMUNICATING & REINFORCING CHANGE	SELF-PACED	01/2004-12/2004		2.5	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	CONDUCTING LAWFUL HUMAN RESOURCE INVESTIGATIONS	CLASSROOM	01/2004-12/2004		13	0.5	INTERDISCIPLINARY/ELECTIVE
	DEVELOPING THE CROSS-FUNCTIONAL TEAM	SELF-PACED	01/2004-12/2004		3.5	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	EFFECTIVE MEETING MANAGEMENT	CLASSROOM	01/2004-12/2004		6.5	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	EFFECTIVE MANAGEMENT & PERFORMANCE BASED APPRAISALS	SELF-PACED	01/2004-12/2004		2.5	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	ENERGIZING AND EMPOWERING EMPLOYEES	SELF-PACED	01/2004-12/2004		2.5	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	ESSENTIAL SKILLS FOR TOMORROW'S MANAGER SIMULATION	SELF-PACED	01/2004-12/2004		0.5	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	ESTIMATING: THE ART & SCIENCE OF CREATING REALISTIC ESTIMATES	CLASSROOM	01/2004-12/2004		6.5	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	EXECUTIVE MANAGEMENT DEVELOPMENT CORE PROGRAM	CLASSROOM	01/2004-12/2004		65	4	INTERDISCIPLINARY/ELECTIVE
	2004 EXECUTIVE REFRESHER PROGRAM	CLASSROOM	01/2004-12/2004		13	0.5	INTERDISCIPLINARY/ELECTIVE
	FACILITATOR SKILLS TRAINING PHASE 2	CLASSROOM	01/2004-12/2004		13	0.5	INTERDISCIPLINARY/ELECTIVE
	GRANT WRITING	CLASSROOM	01/2004-12/2004		19.5	1	INTERDISCIPLINARY/ELECTIVE
	INTERVIEW READINESS	CLASSROOM	01/2004-12/2004		4	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	LANGUAGE OF LEADERSHIP, THE	CLASSROOM	01/2004-12/2004		6.5	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	LEADING CHANGE	CLASSROOM	01/2004-12/2004		6.5	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	KNOWLEDGE AS STRATEGY: PERFORMANCE IMPROVEMENT	SELF-PACED	01/2004-12/2004		3	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	MAKING THE CHANGE	SELF-PACED	01/2004-12/2004		2.5	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	MANAGING OTHERS THROUGH CHANGE SIMULATION	SELF-PACED	01/2004-12/2004		1	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	MENTORING: MAXIMIZING YOUR EXPERIENCE AS A PROTÉGÉ	CLASSROOM	01/2004-12/2004		6.5	0	NON-ACADEMIC
	MENTORING: HOW TO BE A GREAT MENTOR!	CLASSROOM	01/2004-12/2004		2	COMBINABLE	INTERDISCIPLINARY/ELECTIVE

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	MID-MANAGEMENT DEVELOPMENT CORE PROGRAM	CLASSROOM	01/2004-12/2004		19.5	1	INTERDISCIPLINARY/ELECTIVE
	MOTIVATE AND RECOGNIZE EMPLOYEES	SELF-PACED	01/2004-12/2004		2	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	MOTIVATION: TECHNIQUES TO MAXIMIZE PERFORMANCE	CLASSROOM	01/2004-12/2004		6.5	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	MOTIVATION & DELEGATION	CLASSROOM	01/2004-12/2004		6.5	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	MYERS-BRIGGS TYPE INDICATOR (MBTI) TRAINING	CLASSROOM	01/2004-12/2004		4	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	OVERCOMING THE CHALLENGES OF CHANGE	SELF-PACED	01/2004-12/2004		2.5	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	PARADIGM SHIFT OF CHANGE, THE	SELF-PACED	01/2004-12/2004		2.5	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	PARTNERING WITH SUPERVISORS & MANAGERS	CLASSROOM	01/2004-12/2004		8	0.5	INTERDISCIPLINARY/ELECTIVE
	PEER MENTORING FOR YOUR TEAM	CLASSROOM	01/2004-12/2004		6.5	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	PERFORMANCE APPRAISAL & LEGAL ISSUES	CLASSROOM	01/2004-12/2004		6.5	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	PERFORMANCE COACHING: EMPOWERING OTHERS TO BE THEIR BEST	CLASSROOM	01/2004-12/2004		13	0.5	INTERDISCIPLINARY/ELECTIVE
	PERFORMANCE MANAGEMENT FUNDAMENTALS FOR SUPERVISORS AND MANAGERS	CLASSROOM	01/2004-12/2004		13	0.5	INTERDISCIPLINARY/ELECTIVE
	PERFORMANCE MEASUREMENT FOR MANAGERS	CLASSROOM	01/2004-12/2004		6.5	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	PERFORMANCE MEASUREMENT - FUNDAMENTALS	CLASSROOM	01/2004-12/2004		6.5	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	PERFORMANCE MEASUREMENT - ADVANCED	CLASSROOM	01/2004-12/2004		13	0.5	INTERDISCIPLINARY/ELECTIVE
	PERSONAL SAFETY	CLASSROOM	01/2004-12/2004		4	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	PLANNING FOR PERFORMANCE DISCUSSIONS	CLASSROOM	01/2004-12/2004		4	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	PREVENTING PROBLEM PERFORMANCE	SELF-PACED	01/2004-12/2004		4.5	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	PROVIDING CONSTRUCTIVE FEEDBACK - MANAGERS	CLASSROOM	01/2004-12/2004		4	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	REFACTORING & UNIT TESTING	CLASSROOM	01/2004-12/2004		13	0.5	INTERDISCIPLINARY/ELECTIVE

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	REMOVING PERFORMANCE BARRIERS	SELF-PACED	01/2004-12/2004		4	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	RESOLVING INTERPERSONAL & ORGANIZATIONAL CONFLICT	CLASSROOM	01/2004-12/2004		13	0.5	INTERDISCIPLINARY/ELECTIVE
	SENIOR LEADERSHIP EDUCATION FORUM	CLASSROOM	01/2004-12/2004		10	0.5	INTERDISCIPLINARY/ELECTIVE
	SETTING AND CLARIFYING STANDARDS	SELF-PACED	01/2004-12/2004		1.5	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	STRATEGIC PLANNING	CLASSROOM	01/2004-12/2004		6.5	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	SUPERVISORY ROLES & PERFORMANCE MANAGEMENT	CLASSROOM	01/2004-12/2004		6.5	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	TAKING CHARGE OF INVOLUNTARY CAREER CHANGES	CLASSROOM	01/2004-12/2004		8	0.5	INTERDISCIPLINARY/ELECTIVE
	TRAIN THE TRAINER: EFFECTIVE DELIVERY TECHNIQUES	CLASSROOM	01/2004-12/2004		19.5	1	INTERDISCIPLINARY/ELECTIVE
	UNDERSTAND AND CONFRONT PERFORMANCE PROBLEMS	SELF-PACED	01/2004-12/2004		2	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	WELCOME TO STATE SUPERVISION	CLASSROOM	01/2004-12/2004		4	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
PROJECT MANAGEMENT							
	PROJECT MANAGEMENT	CLASSROOM	01/2004-12/2004		13	0.5	INTERDISCIPLINARY/ELECTIVE
	PROJECT MANAGEMENT: A TEAM APPROACH FOR IT	CLASSROOM	01/2004-12/2004		13	0.5	INTERDISCIPLINARY/ELECTIVE
	PROJECT MANAGEMENT: BEST PRACTICES FOR MANAGING SOFTWARE PROJECTS	CLASSROOM	01/2004-12/2004		6.5	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	PROJECT MANAGEMENT: BEST PRACTICES ROUNDTABLE	CLASSROOM	01/2004-12/2004		3	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	PROJECT MANAGEMENT: GETTING OFF TO THE RIGHT START - LAUNCHING TEAMS AND ADAPTING TO COMMUNICATIONS STYLES	CLASSROOM	01/2004-12/2004		6.5	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	PROJECT MANAGEMENT: PLAYING ON A PROJECT TEAM	CLASSROOM	01/2004-12/2004		13	0.5	INTERDISCIPLINARY/ELECTIVE
	PROJECT MANAGEMENT: SOLVING PROBLEMS AND MAKING DECISIONS	CLASSROOM	01/2004-12/2004		6.5	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
COMPUTER COURSES							
	ADOBE INDESIGN CS (CREATIVE SUITE)	CLASSROOM	01/2004-12/2004		13	0.5	INTERDISCIPLINARY/ELECTIVE
	ADABASE FUNDAMENTALS: CONCEPTS & FACILITIES	CLASSROOM	01/2004-12/2004		6.5	COMBINABLE	SCIENCE/TECHNOLOGY

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	ADOBE ILLUSTRATOR - LEVEL 1	CLASSROOM	01/2004-12/2004		6.5	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	CICS - COMMAND LEVEL APPLICATION PROGRAMMING	CLASSROOM	01/2004-12/2004		32.5	2	SCIENCE/TECHNOLOGY
	DEPLOYING OFFICE 2003	CLASSROOM	01/2004-12/2004		13	0.5	INTERDISCIPLINARY/ELECTIVE
	DESIGN PATTERNS FOR .NET PROGRAMMING	CLASSROOM	01/2004-12/2004		19.5	1	SCIENCE/TECHNOLOGY
	EXCHANGE SERVER 2003	CLASSROOM	01/2004-12/2004		32.5	2	INTERDISCIPLINARY/ELECTIVE
	INTERNET FUNDAMENTALS & RESEARCH	CLASSROOM	01/2004-12/2004		6.5	COMBINABLE	INTERDISCIPLINARY/ELECTIVE
	JCL MVS WORKSHOP	CLASSROOM	01/2004-12/2004		19.5	1	SCIENCE/TECHNOLOGY
	MVS UTILITIES & TOOLS (MVS, TSO/ISPF, JCL)	CLASSROOM	01/2004-12/2004		32.5	2	SCIENCE/TECHNOLOGY
	NATURAL PROGRAMMING INTERMEDIATE	CLASSROOM	01/2004-12/2004		32.5	2	SCIENCE/TECHNOLOGY
	NETWORKING FOR CAREER SUCCESS	CLASSROOM	01/2004-12/2004		4	0	NON-ACADEMIC
	OBJECT-ORIENTED ANALYSIS & DESIGN (UML)	CLASSROOM	01/2004-12/2004		26	1.5	SCIENCE/TECHNOLOGY
	OOAD UML OVERVIEW	CLASSROOM	01/2004-12/2004		13	0.5	SCIENCE/TECHNOLOGY
	PHOTOSHOP 7.0 - LEVEL 1	CLASSROOM	01/2004-12/2004		13	0.5	INTERDISCIPLINARY/ELECTIVE
	PHOTOSHOP 7.0 - LEVEL 2	CLASSROOM	01/2004-12/2004		13	0.5	INTERDISCIPLINARY/ELECTIVE
	RATIONAL ROSE	CLASSROOM	01/2004-12/2004		6.5	COMBINABLE	SCIENCE/TECHNOLOGY
	REXX PROGRAMMING - INTRODUCTION	CLASSROOM	01/2004-12/2004		19.5	1	SCIENCE/TECHNOLOGY
	REXX PROGRAMMING - ADVANCED	CLASSROOM	01/2004-12/2004		13	0.5	SCIENCE/TECHNOLOGY
	SAS FUNDAMENTALS	CLASSROOM	01/2004-12/2004		19.5	1	SCIENCE/TECHNOLOGY
	SECURITY .NET APPLICATION DEVELOPMENT	CLASSROOM	01/2004-12/2004		19.5	1	SCIENCE/TECHNOLOGY
	SECURITY: CRYPTOGRAPHY FUNDAMENTALS	CLASSROOM	01/2004-12/2004		13	0.5	SCIENCE/TECHNOLOGY

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	SECURITY: FIGHTING MALICIOUS SOFTWARE	CLASSROOM	01/2004-12/2004		13	0.5	SCIENCE/TECHNOLOGY
	SECURITY: PACKET ANALYSIS & INTRUSION DETECTION	CLASSROOM	01/2004-12/2004		13	0.5	SCIENCE/TECHNOLOGY
	SECURITY: RISK MANAGEMENT & INFORMATION OWNERSHIP	CLASSROOM	01/2004-12/2004		13	0.5	SCIENCE/TECHNOLOGY
	SECURITY +	CLASSROOM	01/2004-12/2004		32.5	2	SCIENCE/TECHNOLOGY
	SECURITY: BUILDING INTERNET FIREWALLS	CLASSROOM	01/2004-12/2004		13	0.5	SCIENCE/TECHNOLOGY
	SECURITY CLINIC - MS2800	CLASSROOM	01/2004-12/2004		4	COMBINABLE	SCIENCE/TECHNOLOGY
	SECURITY CONSIDERATIONS FOR CONDUCTING BUSINESS OVER THE WEB	CLASSROOM	01/2004-12/2004		6.5	COMBINABLE	SCIENCE/TECHNOLOGY
	SECURITY-ENHANCED WEB APPLICATION DEVELOPMENT	CLASSROOM	01/2004-12/2004		19.5	1	SCIENCE/TECHNOLOGY
	SECURITY SEMINAR FOR DEVELOPERS - MS2805	CLASSROOM	01/2004-12/2004		6.5	COMBINABLE	SCIENCE/TECHNOLOGY
	SOFTWARE RISK MANAGEMENT - INTRODUCTION	CLASSROOM	01/2004-12/2004		4	COMBINABLE	SCIENCE/TECHNOLOGY
	VSAM - INTRODUCTION	CLASSROOM	01/2004-12/2004		19.5	1	SCIENCE/TECHNOLOGY
	WEB DESIGN AND USABILITY TECHNIQUES	CLASSROOM	01/2004-12/2004		13	0.5	SCIENCE/TECHNOLOGY
	WINDOWS ISA SERVER	CLASSROOM	01/2004-12/2004		19.5	1	SCIENCE/TECHNOLOGY
	WINDOWS SERVER 2003 IIS 6.0	CLASSROOM	01/2004-12/2004		13	0.5	SCIENCE/TECHNOLOGY
	WINDOWS SERVER 2003 IMPLEMENTING SECURITY	CLASSROOM	01/2004-12/2004		19.5	1	SCIENCE/TECHNOLOGY
	WINDOWS SERVER 2003 IMPLEMENTING NETWORK INFRASTRUCTURE	CLASSROOM	01/2004-12/2004		32.5	2	SCIENCE/TECHNOLOGY
	WINDOWS SERVER 2003 MANAGING AND MAINTAINING A WINDOWS ENVIRONMENT	CLASSROOM	01/2004-12/2004		32.5	2	SCIENCE/TECHNOLOGY
	WINDOWS SERVER 2003 PLANNING THE ACTIVE DIRECTORY INFRASTRUCTURE	CLASSROOM	01/2004-12/2004		32.5	2	SCIENCE/TECHNOLOGY
	WINDOWS SERVER 2003 PLANNING THE NETWORK INFRASTRUCTURE	CLASSROOM	01/2004-12/2004		32.5	2	SCIENCE/TECHNOLOGY
	WINDOWS SERVER 2003 UPDATING SKILLS FROM 2000 AND NT	CLASSROOM	01/2004-12/2004		19.5	1	SCIENCE/TECHNOLOGY

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	WINDOWS XP: PROFESSIONAL SUPPORT	CLASSROOM	01/2004-12/2004		26	1.5	SCIENCE/TECHNOLOGY
	WINDOWS XP: SUPPORTING USERS AND TROUBLESHOOTING WINDOWS APPLICATIONS	CLASSROOM	01/2004-12/2004		13	0.5	SCIENCE/TECHNOLOGY
	WINDOWS XP: SUPPORTING USERS & TROUBLESHOOTING WINDOWS OS	CLASSROOM	01/2004-12/2004		19.5	1	SCIENCE/TECHNOLOGY
	WINDOWS 2000: DESIGNING A SECURE NETWORK	CLASSROOM	01/2004-12/2004		26	1.5	SCIENCE/TECHNOLOGY
	WINDOWS 2000: SERVER SUPPORT	CLASSROOM	01/2004-12/2004		32.5	2	SCIENCE/TECHNOLOGY
	WINDOWS 2000: NETWORK INFRASTRUCTURE ADMINISTRATION	CLASSROOM	01/2004-12/2004		19.5	1	SCIENCE/TECHNOLOGY
	WINDOWS 2000: ACTIVE DIRECTORY SERVICES	CLASSROOM	01/2004-12/2004		26	1.5	SCIENCE/TECHNOLOGY
	WINDOWS: TRANSITIONING FROM TERMINALS TO DESKTOPS	CLASSROOM	01/2004-12/2004		6.5	COMBINABLE	SCIENCE/TECHNOLOGY
	WIRELESS NETWORKING: CWNA CERTIFICATION	CLASSROOM	01/2004-12/2004		19.5	1	SCIENCE/TECHNOLOGY
	XML - LEVEL 3: PROGRAMMING SQL SERVER 2000	CLASSROOM	01/2004-12/2004		24	1.5	SCIENCE/TECHNOLOGY
	XPEDITER/TSO	CLASSROOM	01/2004-12/2004		6.5	COMBINABLE	SCIENCE/TECHNOLOGY