The College of Business offers the following under the supervision and jurisdiction of the college. The programs include:

**Graduate Major**
- Master of Business Administration (p. 1)

**Undergraduate Majors (B.A.)**
- Business Teaching (p. 2)

**Minors (p. 3)**
- International Business (p. 3) (also listed in Interdisciplinary)
- International Business (Non-Business Majors) (p. 3) (also listed in Interdisciplinary)

**Program Certificates**
- Business Administration (p. 4)
- Business of Health Care Administration for Business Majors (p. 4) (also listed in Department of Economics and Department of Health, Recreation and Community Services)
- Business of Health Care Administration for Non-Business Majors (p. 5) (also listed in Department of Economics and Department of Health, Recreation and Community Services)
- International Business, Culture, and Language (p. 6) (also listed in Department of Languages and Literatures)

**Note:** Students majoring in Business Teaching must satisfy the College of Business admission requirements before they can officially declare their major. A copy of the Admission, Retention, and Graduation Policy may be obtained from UNI Business Advising in the College of Business or at https://business.uni.edu/students/advising/uni-college-business-policies.

Prior to completion of the admission requirements, students may sign an intent to major in Business Teaching and be classified as a prospective (pre)major. Pre-Business Teaching majors may enroll in lower division (below 3000-level) business courses only. Enrollment in upper division (3000/4000-level) business courses requires satisfactory completion of the College of Business admission requirements and any course prerequisites.

Business Teaching majors may declare a double major and/or major and minor within the College of Business, subject to regulations imposed by those College of Business departments affected. Business Teaching majors minoring within the College of Business must select minors designated for business majors. No more than one emphasis area may be declared in Management.

To graduate with a major in Business Teaching from the College of Business, a student must earn at least 50% (i.e. 60 cr. hrs.) of the business credit hours required for the major at UNI. A student must earn a 2.20 cumulative grade point average at UNI; and earn an overall 2.20 grade point average in ACCT xxxx, MKTG xxxx, MGMT xxxx, FIN xxxx, and ECON xxxx courses taken at UNI. In addition, Business Teaching majors must complete a total cumulative and cumulative UNI GPA of 2.50 or better. Students given permission to graduate out-of-residence must earn a 2.20 or better in all courses approved and accepted for out-of-residence credit.

The College of Business may impose additional admission requirements for students wishing to declare a minor or a second College of Business major. Eligibility to declare a minor or a second College of Business major is based on competitive GPA and space availability. Students may obtain a copy of these requirements from UNIBusiness Advising (CBB 5) in the College of Business.

**Master of Business Administration Degree Program**

Graduate study in business at UNI is designed to qualify people for creative leadership in organizations. The Master of Business Administration is a broad-based, integrated program which emphasizes the functional areas of business in order to provide the graduate with a balance between theoretical knowledge and practical business operations. The M.B.A. curriculum is designed to meet the needs of working professionals with undergraduate backgrounds in the liberal arts, sciences, engineering, as well as those with degrees in business. The M.B.A. program is accredited by AACSB International, the primary accrediting organization for management education.

The plan of study prescribed for the degree is structured to develop graduates who will have acquired:

1. knowledge of current business practice and management techniques necessary to be effective in managing and leading the day-to-day operations of the organization, as well as scanning the business environment and strategically planning for the future;
2. critical thinking skills to address complex business issues, gather information, identify and evaluate a range of options, and make ethical, thoughtful choices among the alternatives;
3. the ability to use appropriate quantitative and qualitative tools and concepts throughout the problem solving process showing an appreciation for the interrelationships among the various business functions;
4. the ability to effectively participate as a team member, facilitate group processes, and manage team projects;
5. professional written and oral communication skills necessary for effective management.

Admission to the Master of Business Administration program is dependent upon the quality of the applicant's undergraduate record, post-baccalaureate experience, the score on the Graduate Management Admission Test (GMAT), and writing and reasoning skills demonstrated on the addendum to the application.

**Only graduate courses (course numbers 5000 or above) will apply to a graduate degree, even if the undergraduate course number (4999 or less) is listed. No exceptions will be made.**

This program is available on the non-thesis option only. Students who enter the program with the undergraduate requirements of a baccalaureate degree will normally require 31 semester hours to complete the program. Those students who enter the program with an
undergraduate degree in an area other than business will be required to complete some pre-MBA courses in business or show that they have completed equivalent courses in previous academic work. A minimum of 12 hours of 6000-level course work is required. Candidates for the degree are also required to successfully complete and pass a business capstone experience at the end of their program of study. The result of this experience is reported in a paper and filed in the M.B.A. office.

Students interested in this program must submit a completed Application for Admission to Graduate Study and should refer to their MyUNIverse Student Center To-Do list or contact the College of Business for any other application requirements. Graduate information and application for graduate admission can be found at https://admissions.uni.edu/application.

### Required

<table>
<thead>
<tr>
<th>Accounting:</th>
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<td>ACCT 6030</td>
<td>Managerial Accounting</td>
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<tr>
<td>MKTG 6170</td>
<td>Marketing Management</td>
<td>3</td>
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<tr>
<td>MGMT 6249</td>
<td>Management Information Systems Concepts</td>
<td>3</td>
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<tr>
<td>MGMT 6250</td>
<td>Strategic Planning and Organization Analysis</td>
<td>3</td>
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<td>MGMT 6260</td>
<td>Strategic Management of Human Resources</td>
<td>3</td>
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<td>MGMT 6262</td>
<td>Cross-Functional Operations</td>
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<tr>
<td>MGMT 6272</td>
<td>Research and Analysis for Management Decisions</td>
<td>3</td>
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<tr>
<td>MGMT 6276</td>
<td>Business Capstone Experience</td>
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<tr>
<td>or MGMT 6278</td>
<td>Consulting Capstone Experience</td>
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<td>Total Hours</td>
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</table>

### Bachelor of Arts Degree Programs

#### Business Teaching Major

The Business Teaching major requires a minimum of 120 total hours to graduate. This total includes UNIFI/General Education requirements, the Professional Education Requirements, and the following specified major requirements, to complete the minimum of 120 hours.

#### Required business teaching core

<table>
<thead>
<tr>
<th>Business Administration, Interdepartmental:</th>
<th></th>
<th></th>
</tr>
</thead>
</table>

| BUSINESS 1000 | Introductory Seminar for Business Professionals | 0 |
| BUSINESS 2000 | Business Professionals in Training | 0 |

**Business:**

| BUSTEACH 2091 | Introduction to Curriculum and Methods for Business Education | 2 |
| BUSTEACH 3117 | Field Experience in Business Teaching | 1 |
| BUSTEACH 3191 | Advanced Curriculum and Methods for Business Education | 2 |

**Accounting:**

| ACCT 2120 | Principles of Financial Accounting | 3 |
| ACCT 2130 | Principles of Managerial Accounting | 3 |

**Marketing:**

| MKTG 2110 | Principles of Marketing | 3 |

**Management:**

| MGMT 2080 | Introduction to Information Systems | 3 |
| MGMT 2113 | Business Communication | 3 |
| MGMT 3100 | Legal and Social Environment of Business | 3 |
| MGMT 3153 | Organizational Management | 3 |

**Finance:**

| FIN 1040 | Financial Skills for Smart Living | 3 |
| FIN 3130/5130 | Corporate Finance | 3 |

**Economics:**

| ECON 1011 | Statistics for Business Analytics | 3 |
| ECON 2090 | Decision Analytics | 3 |
| ECON 1041 | Principles of Macroeconomics | 3 |
| ECON 1051 | Principles of Microeconomics | 3 |

**Mathematics:**

| STAT 1772 | Introduction to Statistical Methods | 3 |

**Marketing and Entrepreneurship:**

| ENTR 3583/5583 | Entrepreneurship | 3 |

**Total Hours**

31

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* ECON 1041 or ECON 1031 satisfy the Quantitative Reasoning requirement of the UNIFI/General Education program.

The Professional Education Requirements for the Business Teaching major include 30 hours in the following courses:

| EDPSYCH 2030 | Dynamics of Human Development | 3 |
| EDPSYCH 3148 | Learning and Motivation in Classroom Contexts | 3 |
| MEASRES 3150 | Classroom Assessment | 2 |
### College of Business

#### International Business Minor

The interdepartmental minor in International Business is available to College of Business students majoring in Accounting, Business Teaching, Economics - Business Economics emphasis, Finance, Management, Management Information Systems, Marketing, Real Estate, and Supply Chain Management. The International Business minor enhances the common body of knowledge gained through the business core by focusing on international trade and commerce issues/perspectives.

**Required**

**World Affairs:***3***

Select one of the following:

- Geography:
  - GEOG 1110 Global Geography

- Political Science:
  - POL INTL 1024 International Relations

**International Business core:***12***

- Marketing:
  - MKTG 3163 Distribution and Logistics
    or MKTG 3176/5176 Global Marketing

- Management:
  - MGMT 3189/5189 International Management

- Financial:
  - FIN 3032/5032 International Financial Management
    or ECON 3261/5261 International Financial Economics

- Economics:
  - ECON 3245/5245 International Economics
    or ECON 3249/5249 Economic Development

- International Experience:
  - BUSINESS 3169 International Experience **

**International Electives**

Select one of the following: 2-3

- Business, Interdepartmental:
  - BUSINESS/CAP 3155 Socio-Economic Reality of Central America *

- Management:
  - MGMT 3161 Supply Chain and Purchasing

- Political Science:

**Total Hours: 17-18**

---

*This course fulfills the Liberal Arts Core Capstone requirement. Other global perspective Capstone courses may be approved, by student request, to fulfill the requirements of this elective.

**This BUSINESS 3169 course requires the successful completion of an approved study abroad experience, or a departmental internship or cooperative education experience that includes a significant international component. Department internships or cooperative education credits that meet the requirements of the international experience can, by student request, be used to fulfill the elective requirement.

### International Business Minor (Non-Business Majors)

The interdepartmental minor in International Business (Non-Business Majors) is available to any non-business major. The purpose of this minor is to allow non-business majors to build a basic body of knowledge concerning business and business operations and expand knowledge with respect to international business, trade, and commerce.

**Required**

**World Affairs:***3***

Select one of the following:

- Geography:
  - GEOG 1110 Global Geography

- Political Science:
  - POL INTL 1024 International Relations

**Business Core:***15***

- Accounting:
  - ACCT 2120 Principles of Financial Accounting

- Marketing:
  - MKTG 2110 Principles of Marketing

- Management:
  - MGMT 3100 Legal and Social Environment of Business
    or MGMT 3153 Organizational Management

- Economics:
  - ECON 1031 Introduction to Business Economics

**International Business core:***8-9***

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International Business Minor (Non-Business Majors)
Management:
- MGMT 3189/5189 International Management

International electives:
- Select two from the following:
  - BUSINESS/CAP 3155 Socio-Economic Reality of Central America *
  - MKTG 3163 Distribution and Logistics
  - MKTG 3176/5176 Global Marketing

International Internship
- BUSINESS 3169 International Experience **

Total Hours 26-27

* This course fulfills the Liberal Arts Core Capstone requirement. Other global perspective Capstone courses may be approved, by student request, to fulfill the requirements of this elective.

** This BUSINESS 3169 course requires the successful completion of an approved study abroad experience, or a departmental internship or cooperative education experience that includes a significant international component. Department internships or cooperative education credits that meet the requirements of the international experience can, by student request, be used to fulfill the elective requirement.


NOT available to General Business Concepts minors.

Program Certificates
The University of Northern Iowa makes available, in addition to traditional programs, the opportunity for students to earn program certificates. Program certificates provide an alternative to programs leading to a degree, a major, or a minor; they certify that an individual has completed a program approved by the university. For information on the following program certificates, contact the College of Business or the Office of the Registrar, which serves as the centralized registry.

Certificate in Business Administration for Business Majors
The interdisciplinary Business of Health Care certificate for Business Majors includes courses which develop basic business skills for students desiring business careers in health care. Both nonprofit and for-profit health institutions such as clinics, hospitals, insurance companies, medical offices, and long-term care facilities require employees with business skills. Business professionals manage employees, manage finances, raise funds, reduce and manage risk, work with or for insurance companies, and seek ways to provide effective and cost-efficient care. Requires completion of any business major.

Required:
- Accounting:
  - ACCT 2120 Principles of Financial Accounting 3
- Economics:
  - ECON 2140 Health Economics 3
- Public Health and Education:
  - PH 1101 Introduction to Public Health 3
  - or CAP 3160 Community and Public Health
  - PH 3640/5640 Worksite Health Promotion 3
- Economics electives (one of the following): 3
  - ECON 3217/5217 Economics of Labor Markets
  - ECON 3221/5221 Public Finance
  - ECON 3229/5229 Cost-Benefit Analysis
  - ECON 3231/5231 Law and Economics
- Electives (two of the following): 6
  - Anthropology:
    - ANTH 3102/5102 Culture, Disease, and Healing *
  - Capstone courses:
    - CAP 3173/ RELS 3510/PHIL 3510 Bio-Medical Ethics
    - CAP 3194/ RELS 3110/PHIL 3110 Perspectives on Death and Dying
  - Criminology:
    - CRIM 3369 Drugs and Society *
  - Family Services:
    - FAM SERV/GERO 3161 Families, Alzheimer's and Related Dementias
  - Finance:
    - FIN 3050 Risk Management and Insurance
  - Gerontology:
College of Business

GERO/FAM SERV 2111 Families and End of Life Issues
GERO 4170/5170 Long Term Care Administration

Philosophy:
PHIL/RELS 3110 Perspectives on Death and Dying

Political Science:
POL AMER 1048 Current and Emerging Issues in Public Administration

Psychology:
PSYCH 3303/5303 Health Psychology *

Public Health and Education:
PH 2630 Aging and Health
PH 2620 Stress and Coping
PH 3320/5320 Global Service Mission
PH 2530 Introduction to Women's Health
PH 3330/5330 Minority Health
PH 3340/5340 International Health
PH 3720/ENV SCI 4666/5666 Environmental and Occupational Health Regulations

Sociology:
SOC 3035/5035 Social Gerontology *
SOC 3086/5086 Medical Sociology *

Total Hours 21

* The following courses have additional prerequisites:
ANTH 3102/5102 has prerequisite of SOC 1000 or ANTH 1002. SOC 1000 or ANTH 1002 can be used to satisfy requirements in the UNIFI/General Education program.
CRIM 3369 has prerequisite of SOC 1000 or SOC 1060; CRIM 2025. SOC 1000 can be used to satisfy the Human Condition (Domestic) requirement in the UNIFI/General Education program.
PSYCH 3303/5303 has prerequisite of PSYCH 1001. PSYCH 1001 can be used to satisfy the Human Condition (Domestic) requirement in the UNIFI/General Education program.
SOC 3035/5035 and SOC 3086/5086 have prerequisite of SOC 1000 or SOC 1060. SOC 1000 and SOC 1060 can be used to satisfy the Human Condition (Domestic) requirement in the UNIFI/General Education program.

Certificate in Business Of Health Care Administration for Non-Business Majors

The interdisciplinary Business of Health Care Administration certificate for Non-Business majors includes courses which develop basic business skills for students desiring business careers in health care. Both nonprofit and for-profit health institutions such as clinics, hospitals, insurance companies, medical offices, and long-term care facilities require employees with business skills. Business professionals manage employees, manage finances, raise funds, reduce and manage risk, work with or for insurance companies, and seek ways to provide effective and cost-efficient care.

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<td>PH 1101 Introduction to Public Health</td>
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<td>Community and Public Health</td>
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<td>PH 3640/5640 Worksite Health Promotion</td>
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<td>Elective(s) from the following (select one if major or minor requires no economics; select two if major or minor requires economics):</td>
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<td>Anthropology:</td>
<td>ANTH 3102/5102 Culture, Disease, and Healing</td>
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<td>PH 3320/5320 Global Service Mission</td>
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<td>PH 3340/5340 International Health</td>
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</table>
Certificate in International Business, Culture, and Language

The Certificate in International Business, Culture, and Language is available to College of Business students majoring in Accounting, Business Teaching, Economics, Finance, Management, Management Information Systems, Marketing, Real Estate, and Supply Chain Management and to students completing the General Business Concepts minor. The purpose of this certificate is to encourage students to seek language and cultural knowledge in order to build a foundation for understanding the global environment in which business operates. For more information students should contact UNI Business Advising, CBB 5. To enroll in this program students must declare their intent on a Declaration of Curriculum form. The form may be obtained in CBB 5.

International Business
MGMT 3189/5189 International Management 3

Cultural and Political Perspectives
Select one of the following: 3
Political Science:
POL INTL 1024 International Relations *
Geography:
GEOG 1110 Global Geography *
Sociology:
SOC 1000 Introduction to Sociology *
Anthropology:
ANTH 1002 Introduction to Cultural Anthropology *
Philosophy and World Religions:
RELS 1020 Religions of the World *
RELS/PHIL 1540 Ethics in Business

Foreign Language and History *
Select one of the language options below: 9-15

Chinese (14-15 hours)
CHIN 1001 Elementary Chinese I ** 4
CHIN 1002 Elementary Chinese II ** 4
Select two of the following:
CHIN 1011 Intermediate Chinese I 4-5
RELS 2100 Great Living Religions: Hinduism and Buddhism 3
RELS 2110 Great Living Religions: Confucianism, Daoism, and Zen 3
HUM 3124 China * 3
POL COMP 3162 Politics of East Asia 3
HIST 4850/5850 Pre-Modern Chinese History 3
HIST 4860/5860 Modern Chinese History 3

French (12 hours)
FREN 1001 Introduction to French Language and Culture I ** 3
FREN 1002 Introduction to French Language and Culture II ** 3
Select two of the following:
FREN 2001 Intermediate French Language and Culture 3
FREN 2002 Composition 3
FREN 2012 Advanced Topics in French Conversation: 3

German (12 hours)
GER 1001 German Language and Culture I ** 3
GER 1002 German Language and Culture II ** 3
Select two of the following:
ENGLISH/CAP 3148 The Holocaust in Literature and Film 3
HIST 4460/5460 History of Germany to 1648 3
HIST 4630/5630 History of Germany Since 1648 3

Spanish (12 hours)
SPAN 1001 Elementary Spanish I ** 3
SPAN 1002 Elementary Spanish II ** 3
Select two of the following:
HUM 3123 Latin America * 3
SPAN 2001 Intermediate Spanish 3
SPAN 2002 Oral and Written Spanish 3
SPAN 2053 Spanish for Special Purposes: 3
SPAN 3001 Advanced Writing *** 3
SPAN 3006 Spanish for Heritage Speakers *** 3
### Summary

1. International Business  
2. Cultural and Political Perspectives  
3. Foreign Language and History  

### Expanded Career Option for Secondary Teacher Licensure

*(Available to non-teaching business majors only.)*

Majors in Accounting, Economics: Business Economics, Finance, Management, Management Information Systems, Marketing, Real Estate, and Supply Chain Management in the College of Business have the option of receiving secondary teaching licensure to teach Business All 5-12. A student may complete this option by taking the required licensing courses as general university electives. The total number of hours required for licensure will be 44. This will expand the student's program beyond the normal eight semesters. Specific licensure requirements and information about this expanded career option may be obtained from the College of Business.

### Other Licensure Options

Additional vocational licensure is available in multi-occupations.

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<table>
<thead>
<tr>
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<th>Credit Hours</th>
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<tbody>
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<td>SPAN 3020</td>
<td>Latin American Culture and Civilization</td>
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<tr>
<td>SPAN 3050/5050</td>
<td>Written Communication **</td>
<td>3</td>
</tr>
<tr>
<td>SPAN 3052/5052</td>
<td>Contemporary Hispanic Culture</td>
<td>3-5</td>
</tr>
<tr>
<td>HIST 4720/5720</td>
<td>Modern Latin American History</td>
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<tr>
<td>POL COMP 3167</td>
<td>Latin American Politics</td>
<td>3</td>
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### English (9 hours)****

Select one of the following:

<table>
<thead>
<tr>
<th>Course Code</th>
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<th>Credit Hours</th>
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<tbody>
<tr>
<td>HIST 1023</td>
<td>History of the United States</td>
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<tr>
<td>POL AMER 1014</td>
<td>Power &amp; Politics in the U.S. *</td>
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Select two of the following:

<table>
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<td>ENGLISH 2340</td>
<td>Survey of English Literature</td>
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<td>ENGLISH 2420</td>
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<tr>
<td>ENGLISH 4410/5410</td>
<td>Early American Literature</td>
<td>3</td>
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<td>ENGLISH 4420/5420</td>
<td>The American Renaissance</td>
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<td>ENGLISH 4445/5445</td>
<td>American Novel Since 1900</td>
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<tr>
<td>HIST 4235/5235</td>
<td>Popular Culture in the United States</td>
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<tr>
<td>HIST 4275/5275</td>
<td>United States Constitutional History</td>
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<td>HIST 4240/5240</td>
<td>History of American Thought</td>
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<td>HIST 4250/5250</td>
<td>Religion in America</td>
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<tr>
<td>RELS 3180</td>
<td>Religion and Politics: (Topics)</td>
<td>3</td>
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</tbody>
</table>

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* A student’s native language cannot be used to meet the language requirement of the certificate.

** Credit hours in these UNIFI/General Education courses may be applied toward the completion of the UNIFI/General Education requirement and the completion of this certificate program.

*** Students who received credit toward the foreign language competency requirement for UNI graduation from satisfactory performance in high school language courses or students who can pass an equivalency examination do not need to take these courses.

**** Students may choose only one of the following courses as an elective: SPAN 3001, SPAN 3006, or SPAN 3050/5050

**** Available only for students who are non-native English speakers.

^ The following courses have additional prerequisites:

- SPAN 3020 has prerequisite of SPAN 3001 or SPAN 3006 or SPAN 3050/5050 or equivalent.
- ENGLISH 2340 and ENGLISH 2420 have prerequisite or corequisite ENGLISH 2120.
- ENGLISH 4410/5410, ENGLISH 4420/5420, and ENGLISH 4445/5445, have prerequisites ENGLISH 2120 or consent of instructor, and junior standing.