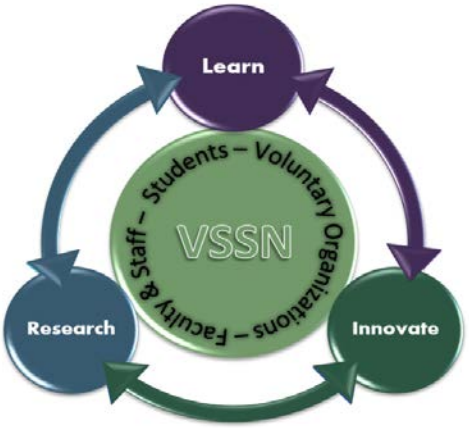
NEW
Certificate in Nonprofit Sector Leadership and Innovation (NSLI)

Level/Credential to be Granted: Certificate
Faculty(ies)/School(s)/Department(s): Faculty of Arts, Luther College and Centre for Continuing Education

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

Prior Learning Assessment and Recognition (PLAR): PLAR may be granted for one or more courses, except for NSLI 200, which will be required of all students. PLAR will be determined by the VSSN Director and the Centre for Continuing Education.



Structure of NSLI Certificate:

Credit hours	Required courses – students must take 4 required courses
3.0	NSLI 200 - Foundations of the Nonprofit Sector (required of all students, and a pre-requisite for all other NSLI courses; generally offered in Fall semesters)
Plus 3 NSLI courses chosen from the list below	
3.0	NSLI 300 - Nonprofit Organizational Management
3.0	NSLI 310 - Nonprofit Human Resources
3.0	NSLI 320 - Nonprofit Advocacy and Community Development
3.0	NSLI 330 - Nonprofit Communications and Strategic Relationship Building
3.0	NSLI 340 - Nonprofit Program Planning and Evaluation
3.0	NSLI 350 - Nonprofit Financial Management and Philanthropy
	Electives – students should choose an additional NSLI course, or one course from the table below, or substitute any other course as approved by the VSSN Director
3.0	BUS 100 - Introduction to Business
3.0	SRS 340 - Governance and Legal Issues in Third Sector Organizations
3.0	BUS 260 - Introduction to Organizational Behaviour
3.0	IDS 101 - Contemporary Issues
3.0	SOC 214 - The Sociology of Indigenous People in Canada
3.0	PSCI 100 - People, Power and Politics: An Introduction
3.0	IS 302 - Nongovernmental Organizations Crossing Borders
3.0	PHIL 276 - Professional Ethics
3.0	PHIL 272 - Contemporary Moral Issues

January 25, 2017 – subject to update

DESCRIPTIONS OF THE REQUIRED COURSES – Students must take 4 of the following courses

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

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

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

NSLI 320 - Nonprofit Advocacy and Community Development - Theoretical and practical consideration of nonprofit advocacy work, including power structures and systems, government structures, community development and organizing, and networking and engaging community residents to achieve changes in public policies and programs and to educate about societal problems. Legal restrictions on charities' advocacy are examined.

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

NSLI 340 - Nonprofit Program Planning and Evaluation - Effective program planning and evaluation based on understanding the shifting external environment in which staff and volunteers operate, as well as their internal environment. Includes mixed methods research; external environment trend analyses and projections; internal organization database management and analytic strategies; program evaluation and decision-making models; and special projects management.

NSLI 350 – Nonprofit Financial Management and Philanthropy - Financial management and philanthropy, focusing on diverse funding sources and formulas: governments, donors, corporate sponsorships, fundraising, social enterprises, etc. Introduction to financial monitoring systems, roles in nonprofit organizations, creating and monitoring annual budgets, internal and external reports and procedures, cost accounting methods, long range financial planning, building capacity for innovation.

POSSIBLE ELECTIVE COURSES – Students should choose an additional NSLI course, or 1 course from the list below, or substitute any other course as approved by the VSSN Director

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

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

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

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

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

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

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

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

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