

Nonprofit Management - CPS (NPM)

NPM 6100. Strategic Management for the Nonprofit Sector. (3 Hours)

Introduces the nature and major trends of the nonprofit sector, both in the United States and internationally. Aims to deepen student understanding of the nature of the nonprofit world and its organizations by looking at the intersection between managerial practices and policy decisions. Offers students an opportunity to identify and interpret key issues and challenges of sustainability experienced by stakeholders of the nonprofit world and to consider their implications for managerial practice.

NPM 6110. Legal and Governance Issues in Nonprofit Organizations. (3 Hours)

Examines the U.S. federal and state laws under which nonprofit organizations operate and considers their effect on the establishment and operation of nonprofit organizations. Offers students an opportunity to learn about incorporation and tax-exempt status, general liability, regulatory compliance/reporting, and contracts. Emphasizes the roles, responsibilities, processes, and powers of boards of directors.

NPM 6120. Financial Management for Nonprofit Organizations. (3 Hours)

Introduces students to the major financial management concepts and techniques required for effective management of nonprofit organizations. Managing one's budget well is an essential skill for the nonprofit manager because the organization's core mission cannot be served if the financial health of the organization is in jeopardy. Offers students an opportunity to learn about nonprofit accounting, budget management, revenue forecasting, financial statements and reports, tax issues, grant compliance, internal expenditure control, audits, cash flow management, long-term financial planning, endowment management, and capital financing.

NPM 6125. Promoting Nonprofit Organizations. (3 Hours)

Explores the uses of traditional and nontraditional ways to promote nonprofits to an array of actual and potential audiences for a variety of purposes. All nonprofit organizations at some point must be visible to the public in order to fulfill their missions; nonprofit managers must know how to promote their organizations to current and potential supporters, the broader public, and the mass media. Topics include program and organizational branding, targeting respective audiences, and preparing materials for greatest effect.

NPM 6130. Fundraising and Development for Nonprofit Organizations. (3 Hours)

Examines sources of funding and strategies for development planning, including donor profiles, proposals and case statements, foundation and corporate philanthropy, government grant and contract programs, special events, marketing and public relations functions, direct mail and membership campaigns, planned giving, major gifts, and capital campaigns. Fundraising and development are essential skills for managers because nonprofit organizations depend upon individual, government, and foundation resources to fulfill their mission.

NPM 6140. Grant and Report Writing. (3 Hours)

Introduces grants and grant proposal writing. Knowledge of the grant writing cycle allows nonprofit professionals to use their time productively. Topics include effective research, creating a plan for the program, elements of a good proposal, components of the proposal package, and strategies for getting a proposal read by a foundation or corporation. Offers students an opportunity to research an RFP or identify a foundation, write a grant proposal, and ready it for submission to a funding source.

NPM 6150. Human Resources Management in Nonprofit Organizations. (3 Hours)

Examines methods of developing, supervising, motivating, and recognizing volunteers and staff; communicating effectively within an organization; staff-volunteer relations; and stress, conflict, and crisis management. Managers in nonprofit organizations face the challenge of working with both paid and unpaid stakeholders in the organization's future. Explores HRM topics such as legal employment issues, recruiting and hiring practices, diversity in the workplace, compensation and benefits, performance appraisal, and discipline.

NPM 6210. Social Value Investing and Effective Partnerships. (3 Hours)

Explores cross-sector partnerships as an effective way to build social impact and serve the greater good. Research has proven that government alone cannot address the major societal challenges; new kinds of collaboration have emerged between the public and private sectors. Leaders from nonprofit organizations are engaging in implementing new approaches that require innovation, inclusivity, shared value, and sustainable solutions. Specifically examines the reasons parties come together, the collaborative approach in which they build their agreements, and the measurement of their social impact.

NPM 6220. Donor Research and Management. (3 Hours)

Offers students an opportunity to obtain the tools to research new donor linkage as well as current donor interest and capacity. Seeks to increase students' understanding of donor movement, from identification through annual support, both significant and legacy giving. Examines donor engagement best practices and the importance of articulating excellent charitable gift stewardship.

Prerequisite(s): NPM 6100 with a minimum grade of C-

NPM 6230. Measuring Social Impact. (3 Hours)

Introduces students to global standards and practical tools for measuring the social impact of a nonprofit organization. Offers students an opportunity to learn how to plan and control for short-term outcomes and long-term goals and to understand how to connect the goals to quantifiable metrics that support a sustainable decision-making system. Students experience data analysis as a way to support the organization's operations and mission and ultimately create social impact.

NPM 6240. Managing the Annual Fund. (3 Hours)

Builds on the fundamentals of fundraising and development by focusing on the annual fund, the foundation of an integrated development program. Examines the annual cycle for generating critical operating support to fulfill the nonprofit's mission. Students have the opportunity to learn the methods for identifying new donors, cultivation strategies, solicitation methods best practices, and continued donor engagement toward repeat and increased gifts.

NPM 6310. Social and Sustainable Entrepreneurship. (3 Hours)

Seeks to introduce students to the meaning of social entrepreneurship. Exposes students to the social entrepreneurship term that has come to be applied to the activities of grassroots activists, NGOs, policymakers, international institutions, and corporations, among others, which addresses a range of social issues in innovative and creative ways. Offers students an opportunity to learn how to address complex sustainability challenges using experiential problem-based learning, current research, and best practices connected to social/sustainable enterprises. Topics include the design of social and sustainable enterprises, frameworks for problem solving and planning, analysis of social and environmental impact, and private-public partnerships.

NPM 6320. New Ventures in Social Entrepreneurship. (3 Hours)

Focuses on entrepreneurial ideas that generate social impact. Offers students an opportunity to explore social entrepreneurship and test ideas for social innovation in a rigorous and supportive environment. Covers how to generate an innovative business idea, how to address social issues and have an impact, and how to develop an action plan and consequently measure for results. Offers insights on communication, business plans, and presentation skills.

NPM 6962. Elective. (1-4 Hours)

Offers elective credit for courses taken at other academic institutions. May be repeated without limit.

NPM 6980. Capstone. (3 Hours)

Integrates theory, practice, case studies, and experiential learning with operational and organizational concepts including, but not limited to, nonprofit law, financial management, human resource management, fund-raising and development, promotions, and grant writing. Aims to synthesize learning in a practical manner. Offers students an opportunity to prepare for working in or volunteering at a nonprofit organization. Presents an interrelationship of student learning and real-world practice through a series of pedagogical paradigms.

Prerequisite(s): NPM 6110 with a minimum grade of C- ; NPM 6120 with a minimum grade of C- ; NPM 6125 with a minimum grade of C- ; NPM 6130 with a minimum grade of C- ; NPM 6140 with a minimum grade of C- ; NPM 6150 with a minimum grade of C-

NPM 6995. Project. (1-4 Hours)

Focuses on in-depth project in which a student conducts research or produces a product related to the student's major field. May be repeated without limit.