

# International Nongovernmental Organizations

## Program Description

The master of arts (MA) in international nongovernmental organizations (INGO) program educates students interested in understanding the nature of world affairs through the activities of NGOs. Courses in this program integrate information and theories from the international relations discipline and skill-based education from the disciplines of management, business, human resources, and marketing. The objective of this program is to develop students into broadly educated INGO and international relations specialists.

The degree requires satisfactory completion of 36 credit hours of the INGO curriculum.

## Program Outcomes

Upon completion of the program, students should:

- Demonstrate written and oral communication skills;
- Be able to critically analyze and evaluate the role of INGOs in international relations;
- Be able to apply the theories of international relations to the activities of INGOs;
- Demonstrate managerial, fundraising, and human resources skills relevant to the operations of INGOs;
- Understand the consequences of the political and moral choices of INGOs.

## Program Curriculum

The required courses in the MA in International Nongovernmental Organizations are:

INTL 5000 Introduction to International Relations  
 INTL 5400 International Political Economy  
 INTL 5540 International Organizations  
 INTL 5530 International Law  
 INTL 5580 Politics of Development or INTL 5050 Introduction to Comparative Politics  
 INGO 5000 Nongovernmental Organizations (NGOs)

### Five courses (15 credit hours) from the INGO Cluster

INTL 6000 International Relations: Theory and Practice  
 INGO Cluster (5 courses): [At least two of these Courses must have the INGO prefix]  
 MRKT 5000 Marketing or MRKT 5010 Marketing for Nonprofits  
 MNGT 5590 Organizational Behavior  
 BUSN 5200 Basic Finance for Managers or BUSN 5210 Financial Management for Nonprofits  
 MNGT 5210 Nonprofit Revenue Development  
 INGO 5100 Finance, Budgeting and Accounting for International Nongovernmental Organizations  
 INGO 5300 Human Resources and Staffing for International Nongovernmental Organizations  
 INTB 5000 International Business  
 INTL 5800 Globalization  
 INTL 5700 Humanitarian Issues in International Politics  
 INTL 5300 Field Work or INTL 6500 Internship  
 HRMG 5000 Managing Human Resources or HRMG 5010 Staffing, Volunteers, and Boards in Nonprofits  
 INTB 5710 Cross Cultural Management.  
 INGO 5500 Principles of Negotiation  
 INGO 5700 Grant Writing, Fundraising and Development for International Nongovernmental Organizations  
 INGO 5900 Project Management for International Nongovernmental Organizations

## Course Descriptions

### BUSN 5200 Basic Finance for Managers (3)

Managers and human resources management professionals must be able to understand financial information contained in financial statements and reports. Line managers must be able understand financial information contained in financial statements and reports in order to evaluate their unit's financial performance, to communicate clearly with other managers, and to apply financial information when making decisions. Human resources management professionals must understand financial statements and principles if they are to effectively assist line managers and be strategic partners with other business functions. This course will focus on the interpretation and use of basic financial information by non-financial managers, not on the production of financial statements and reports. (FINC 5000 cannot be substituted for BUSN 5200.)

### BUSN 5210 Financial Management for Nonprofits

This course will prepare students to understand and participate in the financial management of nonprofit organizations. The course will provide an overview and specifics of nonprofit financial management, including budgeting, resource allocation, accounting, financial reporting (internal, board, and governmental), and working with CPAs. Prerequisite: None

### HRMG 5000 Managing Human Resources (3)

This course is a comprehensive view of personnel policy development with emphasis on the interdependence of personnel and operating functions. Students analyze personnel functions of recruitment, development, training, compensation, integration into the workforce, and maintenance of personnel for the purpose of contributing to organizational, societal, and individual goals.

### HRMG 5010 Staffing, Volunteers, and Boards in Nonprofits

This course is about managing and developing the varied human resources internal to nonprofit organizations. These resources include staff, volunteers, board members, and trustees. The course will focus on the selection, development, management, and relationships of these vital human resources in nonprofit organizations. Prerequisite: None

### INGO 5000 International Nongovernmental Organization (3)

This course will explore the world of International Nongovernmental Organizations (INGOs) by reviewing the types of, and institutional issues related to, INGOs. Specifically, the course will review the activities and roles of INGOs as subcontractors, educators, technical assistance providers, humanitarian aid providers, and policy advocates. It will also examine the role of INGOs in civil society and how INGOs are shaped by world politics, states, and economic forces.

### INGO 5100 Finance, Budgeting and Accounting International Nongovernmental Organization (3)

The focus of the course is on the financial management of international nongovernmental organizations and describes a wide variety of methods, processes and tools of finance, accounting, and budgeting.

### INGO 5300 Human Resources and Staffing for International Nongovernmental Organizations (3)

Human resources management in international nongovernmental organizations offers students the guidance and techniques necessary to implement effective human resources management strategies in public and non-profit organizations - from job analysis to performance evaluation, from recruitment and selection to training and development, from compensation and benefits to collective bargaining. The course also covers important but neglected topics such as recruiting and managing volunteers and working with a board of directors.

### INGO 5500 Principles of Negotiation (3)

This course is designed to help students become effective negotiators by introducing them to the theory and processes of negotiation in an inter-

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national setting. Students will be introduced to negotiating strategies and bargaining techniques.

## **INGO 5700 Grant Writing, Fundraising and Development for International Nongovernmental Organizations (3)**

This course is designed to help students develop in-depth experience and knowledge of two of the most widely used and highly valued forms of nonprofit writing: grant proposals and the various documents necessary for holding a fundraising event. It will also provide an overview of other common forms of writing within the international nonprofit sector.

## **INGO 5900 Project Management for International Nongovernmental Organizations (3)**

The course covers the major events and issues arising during the management of projects in the order in which they usually occur. The focus of this course is on organizing by projects in both national and international contexts, taking into account the organizational dynamics in project-oriented organizations and the projects' relation to its environment.

## **INTB 5000 International Business (3)**

The student is introduced to the language and terminology of international business and major international political and economic policies that affect modern international businesses. Special attention is given to fundamental concepts of international finance, accounting, law, management, and marketing.

## **INTB 5710 Cross-Cultural Management (3)**

The cultural, attitudinal, and behavioral differences that affect international business are examined. Course content focuses on the cultural differences between nations and how these differences affect social organizations. The management of multinational corporations from the perspective of environment, structure, process, and interfirm and intrafirm relations is considered.

## **INTL 5000 Introduction to International Relations (3)**

Students are introduced to the discipline of international relations through an overview of international security, foreign policy, interna-

tional organizations, international law, and international political economy. Students examine the basic structure, processes, and issues relating to international affairs.

## **INTL 5050 Comparative Politics (3)**

Students explore how we use comparison to theorize about politics and to identify both what holds across cultures and nations and what is idiosyncratic requiring area studies expertise. Topics may include democratization, state and nation building, stability and decay of institutions, systems of representation, parliamentary versus presidential governance, political development, and ideology.

## **INTL 5300 Field Work (3-6)**

Students are involved actively with operations of non-academic institutions and engage in various aspects of field research. Policies and procedures in Directed Studies must be followed. Course may be repeated for credit if content differs.

## **INTL 5400 International Political Economy (3)**

Students explore, historically and conceptually, the interplay of economics and politics at the global level. They examine such phenomena as: the clash of the market and state, the north-south conflict, and the worldwide impact of technological change, transnational corporations, and the competition for accumulation.

## **INTL 5530 International Law (3)**

This course surveys trends and practices that are part of the process of adjudication across national boundaries. Some historical background is provided. Current cases and procedures are the major focuses of course content.

## **INTL 5540 International Organizations (3)**

Various approaches to international organizations are explored, and the contribution of these organizations to peace and economic and social progress is examined. Current issues facing the United Nations and its associated agencies are discussed within this context.