

## WMU HESA Possible Diversity Cognate Courses

**\*\*this is not an exhaustive list**

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**Diversity Cognate. \*Select 2 with approval of advisor.** The WMU HESA program was founded on and continues to emphasize issues of inclusion and access to higher education for historically marginalized and/or underserved student populations. One way this is actualized is through a required and individually designed diversity cognate (6 credit hours selected by the student with help from an advisor).

Students may utilize suggested Diversity Cognate course list offered by HESA, browse through WMU course offerings to find a class that may fit, or students may choose a course on another campus (especially if you are completing a Field Experience outside of the local area). Courses chosen for fulfilling the Diversity Cognate can be done with a considerable degree of flexibility and should meet individual career needs.\*

**Courses for the Diversity Cognate must be approved by the faculty advisor. The graduate level diversity cognate course should meet the stated program goals. Students should email their advisor: the course #, course description, and clearly state how the selected course will assist the student in: “integrating awareness and knowledge of historically marginalized and/ or underserved student populations in all areas of professional practice in higher education.”**

\*Students are required up to 6 credits and may combine 1,2 and/or 3 credit courses of 6000 or above level (some 5000 level courses may be approved depending on the course). Students are welcome to choose classes beyond WMU and can transfer them back to WMU.

\*Students may create their own experience such as research, independent readings, or additional fieldwork. This must be arranged with the faculty advisor and meet the stated goals of the diversity cognate.

\*Study abroad experiences may be used to fulfill the diversity cognate only when the course emphasis meets the stated goals of the Diversity Cognate.

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### EDLD & ELRT Department Courses that fulfill the requirements

#### **EDLD 6890 - Special Topics Seminars: diversity focused**

*Various seminars focused on current topics relevant to higher education and/or adult learning leadership issues. Topics will be designated by professors offering the seminars. A variety of courses at WMU or beyond may fit. Sampling of previous courses have included: Asian American students in higher education, Global perspectives in higher education, LGBT students in higher education, Students with disabilities, Social justice mission of community colleges, Hispanics and Latinos in higher education, White privilege and White identity, Women in leadership, First-generation college students, and others. Credits 1-4 hrs.*

**Higher Education Study abroad experiences offered by ELRT & HESA (please be sure to get approved by HESA)**

**EDLD 6650 – Principles & Practices of Adult Learning.** *This online course is designed to help students discover how principles and theories of adult learning can be applied to create effective learning and training outcomes in formal and informal settings across multiple organizational contexts. Students will explore conditions, both internal (age, gender, race/ethnicity, life situation, experience, physical ability) and external (workplace or educational setting, distance, family obligations, other commitments) to the learner, which are known to affect learning outcomes. In addition, alternative methods, strategies, and technologies that increase instructional effectiveness for diverse students, in various learning situations and circumstances will be explored. (3 credits)*

**EDLD 6030 Global Leadership.** *This course focuses on leadership in a global society including an examination of the development of global leadership competencies and the various contexts in which global leadership occurs. This course will also explore non-Western and indigenous perspectives on leadership. (3 credits)*

**OTHER AREAS ON CAMPUS THAT MAY FULFILL –  
EACH YEAR YOU WILL NEED TO EXPLORE THE COURSE OFFERINGS**

**Please keep in mind that departments sometimes require prerequisites and at times students who are not in the major may be released from the course because priority often goes to students in the major. You may want to email the instructor of record.**

**AFS 6000 - Seminar in Black Studies**

*In depth study of specific areas of Black American life and culture. Since Black Americans have been involved in the total life of the nation, special study is called for. There are at least two dimensions which lend themselves to special study. The first and most obvious is that of unusual achievement by persons of known and identifiable African ancestry. A second and more elusive dimension is Black “influence”-positively and negatively-in American life and culture. **4-6 hrs.***

**ANTH 5220 - Poverty, Power, and Privilege**

*This course critically explores anthropological approaches to understanding poverty as well as racial, class, and sexual inequalities. The course emphasizes inequalities within the contemporary United States, but situates those dynamics within an analysis of global processes and conditions. Particular emphasis is placed on analyzing ways that everyday practices, neoliberal social policies, economic restructuring, resistance efforts, and institutional practices play in producing, challenging, and maintaining structural violence. Feminist, post-structuralist, Marxist, cultural studies, and hegemony studies approaches are covered. Both ethnographic case studies and theoretical analysis are explored to inform collaborative required applied community based anthropological research on power, race, and class relations within the Kalamazoo region. **Credits 3 hrs.***

**BLS 5880: Psychosocial Aspects of Disability**

*This course provides an understanding of the psycho-social factors that impact upon the integration into society of individuals with disabilities. It examines the philosophy of rehabilitation, major classifications and paradigms, common stereotypes, attitudes and their measurement, psychiatric disabilities, theories of adjustment, psycho-social losses, issues relating to sexuality, personal adjustment training, the role of the family, the use of effective interaction skills, and the stages of group process. Credits 2 hrs.*

**Notes: Open to Counselor Education and Counseling Psychology Graduate Students Only. Graduate students from other programs may enroll by special permission. May be repeated for credit.**

**CECP 6860 - Topical Seminars**

*Seminars to study current topics relevant to counseling psychological services and related fields. For advanced graduate students with sufficient maturity and experience to engage in seminar-structured learning. Topics will be designated by professors offering the seminars. 1-4 hrs cr.*

**FCS 5680 - Gender, Culture, and Families**

*Study of the implications of gender and cultural orientation for family, work, social interactions and therapeutic interventions. Includes an examination of sexism and racism in the media, advertising, educational institutions, and social policies. Credits 3 hrs.*

**HIST 5850 - Studies in Asian and African**

*Topics listed in Schedule of Course Offerings. Credits 3 hrs.*

**HIST 6620 - The Construction of Gender**

*This graduate seminar explores constructions of gender as a method of historical analysis; the historical developments of the categories of man, woman, masculinity and/or femininity; and how these categories were produced and historically contested. Students will become familiar with a range of theoretical and methodological approaches to studying gender in history; and will study the application of gender as a method of analysis in a particular historical, geographical, and/or topical context determined by the instructor. The instructor will determine whether the course is a reading or research seminar. Credits 3 hrs.*

**HIST 6760 - Seminar in African American History**

*Advanced research in African American history. Topics may be listed in Schedule of Course Offerings. Credits 3 hrs.*

**PSY 5740 - Cross Cultural Psychology**

*This course is designed to introduce the psychology major to the general area and basic concepts of Cross Cultural Psychology. Through readings and lectures the students will become familiar with the role culture plays in various indigenous psychologies including those*

*commonly found in Western, Japanese, Chinese, Arabic, and African cultures. This course is specifically not a course in American ethnicity. It will instead explore a variety of world cultures in search of an understanding of how human behavior is interpreted according to cultural tenets that are unique to a region's history and evolution. The course will also examine the importance, especially in contemporary Western Society, of professional psychologists developing more than casual familiarity with predominant indigenous psychologies. The plight of persons undergoing increasingly forced and voluntary migration in today's world provides one foundation for exploring the need for such understanding. The course will prepare the student to read and interpret the psychological literature from several cultures, to conduct library research addressing the influence of culture on the interpretation of human behavior, and to appreciate the importance of cultural considerations in the wide variety of psychological specialties.*

*Prerequisites/Co requisites: Prerequisites: Psychology majors; Psychology graduate students with permission of instructor. Credits 3 hrs.*

### **REL 5000: Historical Studies in Religion**

*The topic to be announced in the Schedule of Classes. The content of the course will vary from semester to semester. Students may repeat the course for credit as long as the subject matter is different. Topics such as the following will be studied: Zen Buddhism; Buddhism; Taoism; Shinto; New Religions of Japan; Religion in Japanese Literature; Islam in the Modern World; Christian Theology to 1500; Renaissance and Reformation Theology; Mystical Dimensions of Islam. Credits: 2-4 hours*

### **REL 5110 - Women in Religion**

*Drawing together materials from many religious traditions, this course explores religion's effect on women, and women's effect on religion. It attends especially to women's roles in traditions studied-both roles allotted to women and roles women shape for themselves. It also traces repeating patterns in women's religious experience and evaluates common explanations for such patterns. Credits 3 hours*

### **SOC 5220 - Social Psychology of Prejudice**

*An analysis of the processes through which prejudice is learned and influences individual thought and social interaction. The nature of contemporary forms of prejudice will be analyzed, along with their cultural, cognitive, and motivational bases. Emphasis will be placed on how stereotypes are acquired and maintained, the consequences of prejudice for social interaction and intergroup conflict, and classic and contemporary strategies for the reduction of prejudice and discrimination. Students will be encouraged to conduct research projects involving topics of their choice. Credits 3 hrs.*

### **SOC 5680 - Race, Ethnicity, and Justice**

*This course addresses the multicultural dynamics that effect the definitions (s) and distribution of justice in the United States. The primary focus is the differential treatment of African Americans, American Indians, Latinos, and Asian Americans throughout the major institutions of society, particularly the legal institution. A critical analysis of the social, political, and economic forces that support the current social structure will direct the inquiry. Credits 3 hrs.*

### **SOC 6300 - Studies in Social Problems: Designated Topics**

*A detailed study of a social problem area through student reports and seminar discussion. Instructor will select specific topic. Course is intended to provide intensive joint exploration of significant sociological issues. Credits 3 hrs.*

### **SOC 6560 - Seminar in Social Stratification**

*This seminar will deal with the sociological explanations of stratification. The functional, conflict and evolutionary paradigms will be used to analyze and explain the nature, causes and consequences of class and status within social systems. The usefulness of such concepts as power, prestige, social class and status within social systems will be stressed. Credits 3 hrs.*

### **SPAN 6100 - Topics in Hispanic Culture**

*The advanced study of selected aspects of Hispanic culture. Course varies according to topic and may be repeated with permission of advisor. Credits 3 hrs.*

**SWK** – social work offers a variety of 1-credit course offering that will often fit the requirements for the diversity cognate

### **SWRK 6330 - Advanced Seminar in Culture, Ethnicity, and Institutional Inequality in Social Work Practice**

*This course explores the social, psychological and structural implications of race and culture for social work practice. In order to relate more effectively to individuals and groups of different ethnic, cultural, and philosophical backgrounds, it is essential to: 1) gain knowledge about those differences; 2) understand our individual and collective reactions to those differences; and 3) discover ways in which those differences can be bridged within the context of social work practice. Prerequisites/Co-requisites: Prerequisite: Admission to the MSW program or consent of the School of Social Work Director of Admissions. Credits 3 hrs.*

### **WMS 5000 - Seminar in Women's Studies**

*A seminar offering variable topics that focus on special problems or issues in Women's Studies. Emphasis will be placed on developing skills in research approaches and on writing a research paper integrating the students' disciplinary training with investigation of an interdisciplinary problem in Women's Studies. Credits 3 hrs.*

### **WMS 5970 - Issues in Women's Studies: Variable Topics**

*A group study of special issues in Women's Studies. Variable topics may address theoretical, critical, or practical issues in the historical or contemporary context. The courses will be offered in response to the special needs and interests of students and may be organized around special events or available guest speakers. Credits 1-3 hrs.*