



Bachelor of Science

Human Services Management

• CIP code 440000 • 120 credits

Program Description

The Bachelor of Science in Human Services Management provides students with a comprehensive understanding of human services and the management skills needed to provide oversight and direct the activities of human services-related organizations. Students integrate the knowledge from these two disciplines, to understand the mission and scope of service delivery within multiple program models as well as the management skills necessary for the procurement of contracts and the delivery of services for community-based and residential programs. Current ethical and legal issues will be examined.

Cambridge College integrates classroom learning with applied skills through a field education placement in a community human service agency or program. Students will be introduced to management theory and effective techniques through research, theory and practice.

Learning Outcomes

Students will:

- Gain the skills needed to work with people in a way that preserves their dignity and builds on their strengths, empowering them to address their concerns, leading to better outcomes.
- Learn to identify the needs and strengths inherent in individuals, families and communities and work to develop program services that address client needs.
- Gain essential management skills, including effective professional communication, human relations, teamwork, and negotiation while creating work environments that foster corporate social responsibility, sustainability, and long-term growth.
- Gain a theoretical and practical understanding of service delivery, often to very vulnerable persons, and the professional demands of creating and maintaining effective business processes and organizational systems.
- Understand the importance of valuing and respecting diversity, as one manages within the human service agency environment.
- Gain skill in the analysis of complex managerial and organizational situations, taking into account the larger context, strategy, policy, ethics and justice.

Careers and Further Study

Graduates will be prepared for supervisory and mid-level management positions in the rapidly growing human services profession. Graduates will be ready for graduate study in management, human services, and social sciences.

Program chair: Robert Fladger, M.Ed.

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Degree completion: General education requirements may be satisfied by an associate's degree or 60 credits of prior courses that meet all general criteria for transfer; up to 90 credits may be accepted.

General Education 42 credits

LRN 175	Principles & Processes of Adult Learning	3
WRT 101	College Writing I	3
CTH 225	Foundations of Critical Thinking	3
MAT 101	College Math I	3
CMP 130	Introduction to Computer Applications	3
CMP 230	Digital Literacy	3
WRT 102	College Writing II	3
MAT 102	College Math II	3

WRT 101-102 and MAT 101-102 may be waived if equivalent courses have been accepted in transfer. Credits will be replaced with open electives. WRT 201 required if both WRT 101-102 are waived; not required for students completing WRT 101-102 at Cambridge. WRT 090 and MAT 100 required if assessment indicates need.

Arts & Humanities	6
Natural & Physical Sciences	6
Social Sciences	6

Open Electives 36 credits

Choose electives and/or concentrations to support your academic interests and professional goals.

Human Services Management Major 42 credits

BSM 203	Organizational Communication	3
BSM 204	Financial Accounting	3
BSM 305	Principles of Managing Organizations	3
BSM 315	Diversity in the Workplace	3
BSM 335	Human Resource Management	3
BSM 402	Grant Writing & Fund-Raising	3
BSM 410	Entrepreneurship	3
BSM 441	Business Ethics	3
See BSM course descriptions under <i>Management (BSM)</i> on page 126.		
BHS 305	Introduction to Human Services	3
BHS 310	The Art of Advocacy, Skills for Policy & Service Delivery	1
BHS 315	Understanding Family & Community Systems	3
BHS 320	Community Building Principles and Strategies	3
JUS 360	Contract Compliance & Risk Management	1
BHS 470	Human Services Field Education I	4

Capstone

BHS 490	Human Services Capstone	3
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