

## II.G. Profile of the Institution

### II.G.1. Degree and Certificate Programs

NJIT offered 126 degree programs (48 Bachelor's degree programs, 59 Master's programs, and 19 Doctoral programs) during fiscal year 2013:

#### *Bachelors Degrees (48 programs, CIP Code listed after program name)*

Applied Mathematics (W/ Rutgers-Nwk) (B.A.) 270301	Civil Engineering (B.S.) 140801
Biology (W/ Rutgers-Nwk) (B.A.) 260101	Communication and Media (B.S.) 231303
Communication and Media (B.A.) 231303	Computational Sciences (B.S.) 261103
Computer Science (W/ Rutgers-Nwk) (B.A.) 110101	Computer Engineering (B.S.) 140901
Digital Design (B.A.) 100304	Computer Science (B.S.) 110101
History (W/ Rutgers-Nwk) (B.A.) 540101	Computing and Business (B.S.) 110701
Information Systems (W/ Rutgers-Nwk) (B.A.) 110401	Electrical Engineering (B.S.) 141001
Interior Design (B.A.) 500408	Engineering Science (B.S.) 141301
Law/Technology and Culture (B.A.) 229999	Engineering Technology (B.S.) 150000
Science/Technology & Society (W/ Rutgers-Nwk) (B.A.) 301501	Enterprise Development (B.S.) 529999
Theater Arts & Technology (B.A.) 500502	Environmental Engineering (B.S.) 141401
Architecture (B.Arch.) 040201	Environmental Sciences (W/ Rutgers-Nwk) (B.S.) 030104
Fine Arts (B.F.A.) 500701	Geoscience Engineering (W/ Rutgers-Nwk) (B.S.) 143901
Applied Physics (W/ Rutgers-Nwk) (B.S.) 400801	Human Computer Interaction (W/ Rutgers-Nwk) (B.S.) 110401
Architecture (B.S.) 040201	Industrial Design (B.S.) 049999
Biochemistry (B.S.) 260202	Industrial Engineering (B.S.) 143501
Bioinformatics (B.S.) 261103	Industrial Engineering [Dual W/ Rutgers-Nwk B.A. In Physics] (B.S.) 143501
Biology (W/ Rutgers-Nwk) (B.S.) 260101	Information Technology (B.S.) 110103
Biomedical Engineering (B.S.) 140501	International Business (B.S.) 521101
Biophysics (B.S.) 260203	Manufacturing Engineering (B.S.) 143601
Business (B.S.) 520201	Mathematical Sciences (B.S.) 270101
Business & Information Systems (B.S.) 110401	Mechanical Engineering (B.S.)

	141901
Chemical Engineering (B.S.) 140701	Science/Technology & Society (B.S.) 301501
Chemistry (B.S.) 400501	Web and Information Systems (B.S.) 110401

There is now a Mathematical Sciences B.S. that will replace the Applied Mathematics B.S. and the Statistics and Actuarial Science B.S. No new students will be admitted to either the Applied Mathematics B.S. or the Statistics and Actuarial Science B.S; they will both be phased out as students currently in the programs complete.

**There are 4 options within Engineering Science (B.S.):**

- Materials Science and Engineering
- Pre-medical
- Pre-dental
- Pre-optometry

**There are 10 specializations within Engineering Technology (B.S.):**

- Computer Technology (not ABET accredited)
- Concrete Industry Management Technology (not ABET accredited)
- Construction Engineering Technology
- Construction Management Technology (not ABET accredited)
- Electrical and Computer Engineering Technology
- Manufacturing Engineering Technology (not ABET accredited)
- Mechanical Engineering Technology
- Surveying Engineering Technology
- Technology Education
- Telecommunications Management Technology (not ABET accredited)

**There are 4 specializations within Business (B.S.):**

- Accounting
- Finance
- Marketing
- Management Information Systems
- International Business

**There are 23 undergraduate minors offered:**

Applied Mathematics (16 – 18 credits)	Global Studies (15 credits)
Applied Statistics (16 – 17 credits)	History (15 credits)
Biological Sciences (22 credits)	Human-Computer Interaction (15 credits)
Biomedical Engineering for Engineering Science Students Only (18 credits)	Industrial Engineering (15 credits)
Business (15 – 18 credits)	Information Systems for CCS Majors (15 credits)
Chemistry (for majors other than Chemical Engineering) (16 – 17 credits)	Information Systems for Non-CCS Majors (15 credits)
Chemistry (for Chemical Engineering Majors) (10 -12 credits)	Information Technology for Computer Science Majors Only (15 credits)
Communication (15 credits)	Information technology for Non-Computer Science Majors Only (15 credits)
Computational Mathematics (16 hours)	Leadership and Aerospace Studies (16 credits)
Computer Engineering (open to Computer Science Majors Only) (16 credits)	Legal Studies (15 credits)
Computer Engineering (open to all majors except Computer Science) (18 credits)	Literature (15 credits)
Computer Science (open to all majors except Computer Engineering) (18 credits)	Materials Engineering (15 credits)
Computer Science (open to Computer Engineering majors only) (15 credits)	Mathematical Biology (16 hours)
Drama/Theater (15 credits)	Mathematics of Finance and Actuarial Science (16 hours)
Economics (15 credits)	Philosophy / Applied Ethics (15 – 18 credits)
Electronic Creative Writing (15 credits)	Science, Technology & Society (15 credits)
Environmental Engineering (15 credits)	Technology, Gender, and Diversity (15 credits)
Environmental Science and Policy (15 credits)	Web and Information Systems (15 credits)
Environmental Studies and Sustainability (15 credits)	

**Masters Degrees (59 programs, CIP Code listed after program name)**

History (W/ Rutgers-Nwk) (M.A.) 540101	Enterprise Development (M.S.) 529999
History (W/ Rutgers-Nwk) (M.A.T.) 540101	Environmental and Sustainability Policy (M.S.) 440501
Architecture (M.Arch.) 040201	Environmental Engineering (M.S.) 141401
Management of Technology (M.B.A.) 520299	Environmental Science (W/ Rutgers-Nwk) (M.S.) 030104
Infrastructure Planning (M.I.P.) 040301	Healthcare Systems Management (M.S.) 510702
Public Health (W/ UMDNJ & Rutgers) (M.P.H.) 512201	Industrial Engineering (M.S.) 143501
Applied Mathematics (M.S.) 270301	Information Systems (M.S.) 110401
Applied Physics (W/ Rutgers-Nwk) (M.S.) 400801	Interdisciplinary Studies (M.S.) 309999
Applied Science (M.S.) 409999	International Business (M.S.) 521101
Applied Statistics (M.S.) 270501	Internet Engineering (M.S.) 110901
Architecture (M.S.) 040201	IT Administration and Security (M.S.) 110103
Bioelectronics (M.S.) 140501	Management (M.S.) 520201
Bioinformatics (M.S.) 261103	Manufacturing Systems Engineering (M.S.) 143601
Biology (W/ Rutgers-Nwk) (M.S.) 260101	Materials Science & Engineering (M.S.) 141801
Biomedical Engineering (M.S.) 140501	Mathematical and Computational Finance (M.S.) 270301
Biostatistics (M.S.) 261102	Mechanical Engineering (M.S.) 141901
Business and Information Systems (M.S.) 110401	Occupational Safety & Health Engineering (M.S.) 142701
Chemical Engineering (M.S.) 140701	Occupational Safety & Industrial Hygiene (M.S.) 150701
Chemistry (M.S.) 400501	Pharmaceutical Bioprocessing (M.S.) 144301
Civil Engineering (M.S.) 140801	Pharmaceutical Chemistry (M.S.) 512004
Computational Biology (W/ Rutgers-Nwk) (M.S.) 261103	Pharmaceutical Engineering (M.S.) 140701
Computer Engineering (M.S.) 140901	Pharmaceutical Materials Processing (M.S.) 141801
Computer Science (M.S.) 110101	Pharmaceutical Systems Management (M.S.) 142701

Computing and Business (M.S.) 110701	Power & Energy Systems (M.S.) 141001
Critical Infrastructure Systems (M.S.) 142701	Professional & Technical Communication (M.S.) 231303
Cyber Security & Privacy (M.S.) 111003	Software Engineering (M.S.) 140903
Electrical Engineering (M.S.) 141001	Telecommunications (M.S.) 141001
Emergency Management & Business Continuity (M.S.) 110199	Transportation (M.S.) 140804
Engineering Management (M.S.) 151501	Web Systems (M.S.) 111004
Engineering Science (M.S.) 141301	

**There are 4 options within Management (M.S.):**

- Management Information Systems
- Finance
- Organization Management
- Management of Technology

**There are 3 areas of concentration within the M.B.A.:**

- Management Information Systems
- Marketing
- Finance

**Doctoral Degrees (19 programs, CIP Code listed after program name)**

Applied Physics (W/ Rutgers-Nwk) (Ph.D.) 400801
Biology (W/ Rutgers) (Ph.D.) 260101
Biomedical Engineering (W/ UMDNJ) (Ph.D.) 140501
Chemical Engineering (Ph.D.) 140701
Chemistry (Ph.D.) 400501
Civil Engineering (Ph.D.) 140801
Computer & Information Science (Ph.D.) 110101
Computer Engineering (Ph.D.) 140901
Computer Science (Ph.D.) 110701
Electrical Engineering (Ph.D.) 141001
Environmental Engineering (Ph.D.) 141401
Environmental Science (W/ Rutgers-Nwk) (Ph.D.) 30104
Industrial Engineering (Ph.D.) 143501
Information Systems (Ph.D.) 110401
Materials Science & Engineering (Ph.D.) 141801
Mathematical Sciences (W/ Rutgers-Nwk) (Ph.D.) 270101
Mechanical Engineering (Ph.D.) 141901
Transportation (Ph.D.) 140804
Urban Systems (W/ Rutgers & UMDNJ) (Ph.D.) 459999

NJIT teaches, advises, and mentors doctoral students in one degree program where Rutgers University is the degree-granting institution:

- Management (*Ph.D.*) 520201

**Graduate Certificates (17 programs, CIP Code listed after program name)**

Architectural Studies (Grad.Cert.) 040201
Applied Mathematics (Grad.Cert.) 270301
Architecture (Grad.Cert.) 040201
Business Administration (Grad.Cert.) 520201
Chemical Engineering (Grad.Cert.) 140701
Chemistry (Grad.Cert.) 400501
Civil Engineering (Grad.Cert.) 140801
Computer & Information Sciences (Grad.Cert.) 110101
Computer Engineering (Grad.Cert.) 140901
Electrical/Electronics & Communications Engineering (Grad.Cert.) 141001
English/Technical & Business Writing (Grad.Cert.) 231303
Industrial Engineering (Grad.Cert.) 143501
Information Sciences & Systems (Grad.Cert.) 110401
Mechanical Engineering (Grad.Cert.) 141901
Miscellaneous Biological Specialties (Grad.Cert.) 269999
Pharmaceutical Technology/Management (Grad.Cert.) 149999
Public Policy Studies (Grad.Cert.) 440501

***NJIT's accelerated programs***

NJIT offers or participates in 8 accelerated programs:

- B.S./M.S.
- B.Arch./M.S.
- B.S./D.M.D. with the University of Medicine and Dentistry of New Jersey
- B.S./M.D. with the University of Medicine and Dentistry of New Jersey
- B.S./D.P.T. with the University of Medicine and Dentistry of New Jersey
- B.S./M.D. with St. George's University School of Medicine
- B.S./O.D. with the State University of New York-New York School of Optometry
- B.S./J.D. with Seton Hall University School of Law-Newark

***NJIT's 2+2 and 3+2 programs***

NJIT offers 2+2 programs through a joint admissions agreement with 10 county colleges:

- Bergen Community College
- Brookdale Community College
- Burlington County College
- County College of Morris
- Essex County College
- Hudson County Community College
- Mercer County College
- Middlesex County College
- Ocean County College
- Raritan Valley Community College
- Union County College

NJIT offers 3+2 programs through a joint admissions agreement with 3 colleges:

- Kean University
- Seton Hall University
- Stockton State College
- William Paterson University

***NJIT's articulation arrangements***

NJIT currently has articulation arrangements with the following 19 institutions:

- Bergen Community College
- Brookdale Community College
- Burlington County College
- Camden County College
- County College of Morris
- Cumberland County College
- Essex County College
- Hudson County Community College
- Kean University
- Mercer County College
- Middlesex County College
- Ocean County College
- Paul Smith's College
- Passaic County Community College
- Raritan Valley County College
- Union County College

- Seton Hall University
- Stockton State College
- William Peterson University

NJIT currently offers an accelerated B.S. in Information Technology at Camden County College and partners with Camden County College to offer courses leading to masters degrees in Engineering Management, Computer Science, and Information Systems

*Collaborative Academic Degree Programs*

*Joint Degree Programs*

- Rutgers - The State University, Newark Campus
- University of Medicine and Dentistry of New Jersey (UMDNJ)

*Joint programs with Rutgers - The State University, Newark Campus include:*

- Applied Mathematics (B.A.) 270301
- Applied Physics (B.S.) 400899
- Biology (B.A.) 260101
- Biology (B.S.) 260101
- Computer Science (B.A.) 110101
- Environmental Science (B.S.) 030102
- Geoscience Engineering (B.S.) 141601
- History (B.A.) 450801
- Human Computer Interaction (B.S.) 110401
- Information Systems (B.A.) 110401
- Industrial Engineering (B.S.) 143501
- Applied Physics (M.S.) 400899
- Biology (M.S.) 260101
- Computational Biology (M.S.)
- Environmental Science (M.S.) 030102
- History (M.A.T.) 131328
- History (M.A.) 450801
- Applied Physics (Ph.D.) 400899
- Biology (Ph.D.) 260101
- Environmental Science (Ph.D.) 030102
- Mathematical Sciences (Ph.D.) 270101
- Urban Systems (Ph.D.) 459999

Joint programs with the University of Medicine and Dentistry of New Jersey include:

- Nursing (M.S.N., Nursing Informatics Track only)
- Public Health (*M.P.H.*) 512201
- Biomedical Engineering (Ph.D.) 104501
- Urban Systems (Ph.D.) 459999

## **II.G.2. Other**

### **II.G.2.a. Continuing and Professional Education Activities at NJIT**

Continuing Professional Education (CPE) at NJIT has long been recognized as a leader in industry training and workforce development, as exemplified by the diverse group of companies that rely on NJIT's expertise and understanding of corporate challenges. NJIT academic catalogues dating back to 1950 indicate the existence and importance of this function. Indeed the archives of NJIT's history, which began in 1881 when the university was first established as the Newark Technical School, contain documents ascertaining that this university was "founded to meet certain technical education requirements of individuals employed in local industry." Data maintained since 1990 NJIT reveal that CPE has provided on-site and online corporate training and education programs to more than 78,000 employees at over 600 New Jersey companies. Some of the companies that benefited from this training include GE Aviation, NIA, Verizon Wireless, Dow Jones, Burlington Coat Factory, Boston Scientific, Franklin Credit, Fletcher Creamer and CIBA. Other training partnerships were established or maintained with organizations such as NJ DOLWD, NJ Transit, NJ Youth Corps, NJ Office of Homeland Security and Preparedness, US Postal Service and the Port Authority of New York and New Jersey. NJIT always partners with companies to accomplish their business objectives, both short term and long term by providing the training their employees need to achieve results.

Additionally, NJIT plays an active role in the execution of both federal and state grants focused on workforce development. For example, NJIT was recently awarded a four-year, \$5 million US Labor Department H-1B training grant to create a technical skills program for the City of Newark as well as Bergen, Essex, Passaic, Morris and Hudson counties. Through this grant, NJIT's Continuing Professional Education Division (CPE), will provide education, training and job placement assistance related to high-growth fields in which employers are currently using the H-1B nonimmigrant visa program to hire foreign workers.

In 2011 NJIT was awarded one of the state's Talent Network grants, specifically, Advanced Manufacturing. This grant is now in its second year and the strategy is to build upon and expand successes of year one. During its first year as PI of the M-NJ Talent Network NJIT targeted 4 core activity areas:

- define a strategy for the network that aligns with the advanced manufacturing sector's needs
- develop high quality, core relationships of the network to deliver that strategy
- deliver and support network events for ManufactureNJ visibility and job brokering
- build platforms to accommodate information exchange and communication within the network

NJIT was also an original partner in North Jersey's \$5.1 million US Department of Labor's Workforce Innovation for Regional Economic Development (WIRED) program and assisted in obtaining an estimated \$18 million in leveraged funding which was used to strengthen the workforce of small and large companies in three high growth sectors of New Jersey's economy.

Another example of NJIT's commitment to education and training in partnership with industry need is NJIT's participation in the Innovation Partnership Institutes program, a joint effort of the Commission on Higher Education, the Department of Education, and the Department of Labor and Workforce Development focused on specific NJ business sectors. NJIT both led and participated on teams dedicated to the individual sectors of Financial Services, Advanced Manufacturing, Biotechnology, and Transportation, Logistics and Distribution. The Innovation Partnership Institutes were collaborations among businesses in these key sectors and New Jersey's colleges, universities and public high schools, to develop cutting edge curricula that meet the evolving training needs of businesses.

NJIT's Division of Continuing Professional Education (CPE) is a coordinated unit focusing on the development, management, and execution of five major educational programs that fall into two major categories:

Academic Credit Learning (Degree and Certificate Programs)

- NJIT eLearning Program
- Graduate Certificate Program
- Extension Programs

Non-Credit Learning (Training and Certificate Programs)

- Corporate Training
- Professional Development and License Reviews

### **II.G.2.b. NJIT eLearning Programs**

NJIT offers eight graduate degree programs completely online, 16 graduate certificates completely online, six graduate certificates partially online, and more than 218 individual college courses online in an academic year. eLearning courses are available three times per year in the standard NJIT Fall and Spring semesters and in a ten-week Summer Session. NJIT eLearning courses consist of both an electronic lecture component conducted by an NJIT faculty member and an electronic discussion through which students conduct dialogue with their instructor and other classmates at any time of the day or night. Courses utilize computer conferencing platforms (e.g. WebCT, WebBoard, Moodle), and multimedia methodologies delivered via CD-ROMS, streaming audio/video, and/or videotapes. Over the past five years, the number of eLearners and resulting eLearning course enrollments have grown as much as 17% and averaged 4% growth per year. During the 2011-2012 academic year, there were over 5,300 eLearning students in over 190 eLearning academic credit courses during Fall and Spring semesters and Summer sessions. Academic Year (AY) 11-12 saw the highest increase in headcount over the previous year out of the last 15 years. NJIT has an inventory of over 200 courses produced in-house within 27 academic disciplines:

- Accounting
- Chemistry
- Chemical Engineering
- Computer Science

- Economics
- Electrical and Computing Engineering
- Electrical Engineering
- Engineering Management
- English
- Environmental Engineering
- Finance
- Human Resource Management
- Humanities and Social Sciences
- Industrial Engineering
- Industrial Management
- Information Systems
- Information Technology
- Literature
- Mathematics
- Management
- Management Information Systems
- Manufacturing Engineering
- Marketing
- Physics
- Professional and Technology Communication
- Science Technology & Society
- Social Science

NJIT's online offerings include eight graduate degree programs (fully online), 16 graduate certificates (fully online) and six graduate certificates offered partially online.

#### Graduate Degrees via eLearning

- |   |            |
|---|------------|
| • Business and Information Systems (M.S.)           | 30 credits |
| • Civil Engineering (M.S.)                          | 30 credits |
| • Computer Science (M.S.)                           | 30 credits |
| • Emergency Management & Business Continuity (M.S.) | 30 credits |
| • Engineering Management (M.S.)                     | 30 credits |
| • Information Systems (M.S.)                        | 36 credits |
| • Management  | 30 credits |
| • Professional & Technical Communication (M.S.)     | 30 credits |

#### Graduate Certificates in whole or part via eLearning (each 12 credits)

- Business and Computing
- Business and Information Systems Implementation
- Construction Management
- Crisis Management and Business Continuity
- Data Mining
- Engineering Leadership

- Environmental Sustainability
- Finance for Managers
- Global Technology Management
- Information Security
- IT Administration
- Management Essentials
- Management of Technology
- Network Security and Information Assurance
- Pharmaceutical Management
- Project Management
- Social Media Essentials
- Software Engineering, Analysis, and Design
- Sustainability Policy and Environmental Management
- Technical Communication Essentials
- Transportation Studies
- Web Systems Development

In the last five years, the number of NJIT eLearners and eLearning course enrollments in academic programs has increased 17%, an average of 4% each year.

### **II.G.2.c. Graduate Certificate Program**

Structural shifts in the economy have caused many individuals in technological and managerial specialties to feel insecure about their jobs. Others see a reduction in opportunities for advancement in their current careers. For many, education is the key to career transition but earning a Master's degree is not always necessary or appropriate. The NJIT Graduate Certificate Program is designed to facilitate a return to formal advanced education for people whose schedules are too busy to enroll in a more traditional program.

Key features of the Graduate Certificate Program include the following: 12-credit Graduate Certificates are milestones in their own right or springboards to MS degrees at NJIT or elsewhere. Graduate Certificates are offered in fields of study designated by outside authorities as likely to offer the highest growth opportunities for employment. Program duration is one calendar year.

Study is possible through distance learning, which provides greater flexibility for the busy professional to study anytime, anywhere. Entry is open to applicants with a BA/BS degree with a satisfactory grade point average.

The following is the list of the 27 current Graduate Certificates to be offered during Academic Year 12-13:

- Applied Statistical Methods
- Biostatistics Essentials

- Business and Information Systems Implementation
- Business and Computing
- Construction Management
- Crisis Management and Business Continuity
- Data Mining
- Engineering Leadership
- Environmental Sustainability
- Finance for Managers
- Global Technology Management
- Information Security
- IT Administration
- Management Essentials
- Management of Technology
- Network Security and Information Assurance
- Pharmaceutical Management
- Pharmaceutical Technology
- Power Systems Engineering
- Project Management
- Social Media Essentials
- Software Engineering, Analysis, and Design
- Sustainable Design
- Technical Communications Essentials
- Transportation Studies
- Web Systems Development

#### **II.G.2.d. Extension Programs**

NJIT's Division of Continuing Professional Education provides access to their courses and programs to part-time, evening students who prefer to attend classes at locations throughout the state. The extension program began in 1974 when courses in Computer and Information Science were offered at Drew University.

During AY12-13, NJIT will offer courses at 4 extension sites throughout New Jersey:

##### *Public Extension Sites:*

- Department of Environmental Protection, Mercer County, NJ - M.S. in Environmental Science and Environmental Policy Studies
- Department of Transportation, Mercer County, NJ - M.S. In Transportation
- Gloucester County College, Sewell, NJ - B.S. in Engineering Technology

### **II.G.2.e. Private Extension Sites**

Over the last few years NJIT has offered courses at 3 private extension sites: These are:

- Agudath Israel, Lakewood, NJ - M.S. in Information Systems
- Merck Pharmaceutical, Summit, NJ – Graduate Certificate in Pharmaceutical Manufacturing
- Pfizer Pharmaceuticals, Pearl River, NY – Graduate Certificate in Pharmaceutical Manufacturing

### **II.G.2.f. Customized Corporate Training**

For over fifty years, NJIT has been designing and conducting customized non-credit courses that meet technology-based organizations' needs for high-quality, lifelong workforce education. Representing the arm of NJIT that brings the university's areas of academic specialization into the workplace, this unit has developed particularly close relations with the NJ Department of Labor (DOL). The NJ DOLWD's Office of Customized Training implements aspects of the NJ Workforce Development Partnership Program through which eligible New Jersey companies can receive state subsidization for sixty percent of the cost of on-site training programs. Qualified educational providers (such as NJIT's Customized Corporate Training Program) oversee these programs. Since AY10-11 NJIT's Customized Corporate Training program executed training contracts with 30 companies and trained about 2,500 employees. Of these 30 companies 14 had grant funding.

### **II.G.2.g. Professional Development and License Review**

The Professional Development Program offers non-credit short courses and certificates. Demand for non-credit Professional Development courses has grown and as a result NJIT continues to add new offerings. Some of the courses currently offered are below.

#### *Safety and Environment*

- OSHA Hazwoper Training
- Certified Hazardous Materials Manager (CHMM)
- NJ's Underground Storage Tanks Regulations
- Site Remediation / Brownfields
- Hazardous Materials Management

#### Engineering, Science, and Manufacturing

- PDH Qualifying courses for license renewal requirements
- Lean Manufacturing / Six Sigma
- GXP / GMP / GLP
- Inventory Control / Management
- Supply Chain Management
- ISO Training

### Computing

- iOS
- Android
- CloudMASTER and CloudGURU
- SQL
- UNIX / LINUX
- Wireless Networking / Security
- Web Design / Flash
- Service Oriented Architecture
- PHP / .Net / Java
- Drupal

### Management

- Entrepreneurship
- Strategic Planning
- Leadership
- Coaching / Mentoring Techniques
- Team Building
- First Time Supervisor
- Finance for the Non-Financial Manager
- Managing Technical Staff
- Project Management
- Conflict Management

### Green

- Environmental Sustainability / LEED
- Solar Panel Installation

### Fundamentals

- ESL
- Basic Math
- Basic Computer Skills
- Business Communications
- Business Writing
- Dynamic Customer Service
- Time Management / Personal Productivity
- Problem Solving
- Microsoft Office