COURSE TITLE: Financial Management in Human Services

COURSE NUMBER: AHS 7645

I. RATIONALE:
   i. The ability to manage resources is an integral part of mission achievement. Knowledge of financial management will assist managers in making strong decisions for the future of Human Services agencies.

II. INSTRUCTIONAL GOALS:

GOAL A: Explore the difference between for-profit and non-profit organizations and recognize the importance of financial management in Human Services.

   Learning Outcomes: The student will:
   A-1. Discuss similarities and differences between for-profit and non-profit organizations, and examine the pros and cons of providing Human Services through each type of organization.
   A-2. Understand the unique aspects of financial management for Human Services, particularly non-profits.
   A-3. Recognize the importance of financial management for mission achievement.

GOAL B: Identify and explore the basic tenants of accounting and financial reporting.

   Learning Outcomes: The student will:
   B-1. Understand basic accounting terms.
   B-2. Have the ability to interpret basic financial reports.
   B-3. Explore relevant IRS documents and reporting forms (specifically IRS Form 990).

GOAL C: Identify and explore financial performance measures.

   Learning Outcomes: The student will:
   C-1. Understand the importance of finances as they relate to the performance of Human Services organizations.
   C-2. Integrate performance measures into the process of financial planning.
   C-3. Identify the difference between outputs and outcomes and explore the validity of both.
   C-4. Explore government-imposed performance measures.

GOAL D: Demonstrate knowledge of budgeting and budget processes.
**Learning Outcomes:** The student will:
**D-1.** Discuss and analyze major budgeting systems.

**GOAL E:** Review auditing types and techniques.

**Learning Outcomes:** The student will:
**E-1.** Identify and review auditing standards and fiscal management requirements.
**E-2.** Identify types of audits relevant to human services organizations and evaluate the efficiency of each.

**GOAL F:** Use appropriate written and oral communication skills

**Learning Outcomes:** The student will:
**F-1.** Communicate information orally in a logical and grammatical manner.
**F-2.** Present written information using standard APA style.