

Crosswalk Between the University of North Carolina Greensboro's Leadership in Infant Toddler Learning (LITL) Certificate & the Competency Guidelines for Culturally Sensitive, Relationship Focused Infant and Early Childhood Mental Health Endorsement



University of North Carolina Greensboro's Leadership in Infant and Toddler Learning (LITL) Certificate Program is a graduate credential that focuses on family-centered services for infants/toddlers and their families. The UNCG LITL Certificate may be a great option to enhance your professional development and expertise! The LITL Certificate offers a unique blend of early childhood education and early childhood special education in a completely online format that provides students with graduate-level training and a post baccalaureate credential specifically focused on infants and toddlers and their families.

LITL prepares students for positions working with or on behalf of infants, toddlers and their families in diverse roles and settings. Examples include early intervention, child development specialist, family support specialist, home visitors, Early Head Start, Child Care Resource and Referral (CCR&R), technical assistance, community college professors, infant-toddler teachers, and other early childhood professions. It is ideal for administrators and directors who oversee a program that includes infants and toddlers and would like to learn more about how to support their staff.

The LITL Certificate Program is 19 credit hours, and can be completed in one and a half academic years. It is fully online with a combination of synchronous and asynchronous class sessions. Synchronous classes meet via Teams one evening per week. Applicants should have a bachelor's degree in early childhood or a related field, ideally with a GPA of 3.0 or higher. No GRE test is required.

Infant and Early Childhood Mental Health Endorsement

Endorsement for Culturally-Sensitive, Relationship-Focused Practice Promoting Infant & Early Childhood Mental Health (Endorsement) is an international credential supported by the Alliance for the Advancement of Infant Mental Health (Alliance). The credential is built upon multiple knowledge and skill areas that are unique to the infant/early childhood mental health (IECMH) workforce, as identified in the Competency Guidelines (MI-AIMH 2017®).

In partnership with the Alliance, the North Carolina Infant and Early Childhood Mental Health Association (NCIMHA) launched the Endorsement credential in 2021 to support, grow, diversify, and advocate for our local IECMH-informed workforce. Growing evidence indicates that endorsed professionals are better prepared to support the foundational early development of babies and young children in the context of their caregiving relationships.


Infant and Early Childhood Mental Health Endorsement (IMH-E®/ECMH-E®) requires that professionals within this specialized workforce demonstrate knowledge, skills and reflective experiences.

As such, Endorsement offers an opportunity to recognize the specialized skill set required to work with pregnant people, infants, young children and families, as well as acknowledge that the professional appreciates and implements best practice when working with this population.



Figure 1

Infant and Early Childhood Mental Health Endorsement Categories

Promotion	Infant Family Associate (IFA) Early Childhood Family Associate (ECFA)
Prevention/ Early Intervention	Infant Family Specialist (IFS) Early Childhood Family Specialist (ECFS)
Treatment/ Intervention	Infant Mental Health Specialist (IMHS) Early Childhood Mental Health Specialist (ECMHS)
Leadership	Infant Mental Health Mentor (IMHM)–Clinical, Policy & Research Faculty Early Childhood Mental Health Mentor (ECMHM) – Clinical, Policy, & Research/Faculty
 Reflective Supervision	Endorsed Reflective Supervisor Add On (ERS)

Individuals can earn Endorsement[1] in the category that is the best fit for one’s scope of practice (see Figure 1).

With funding from NCIMHA [2], the Alliance and LITL partnered to develop a co-branded crosswalk across the LITL curriculum and the Competency Guidelines. This process included an initial audit, revisions, and a re-review of the curriculum that allowed LITL program instructors to bolster alignment between course content and the Competency Guidelines. The process of creating this co-branded crosswalk across the LITL Certificate curriculum and the Competency Guidelines emphasizes the commitment of the LITL Program to enhance LITL graduates’ knowledge and expertise around infant and toddler mental health knowledge.

[1] All member AIMHs of the Alliance have licensed the use of the IMH-E®. The ECMH-E® is relatively new and only a small number of AIMHs have licensed it as of 2019. Please contact your own AIMH to find out whether the AIMH has licensed the ECMH-E®

[2] The creation of this Crosswalk was supported by the Preschool Development Grant, Birth-Five (PDG B-5) number [90TP125-01-02] from the Office of Early Childhood Development, Administration for Children and Families, U. S. Department of Health and Human Services. Its contents are solely the responsibility of the authors and do not necessarily represent the official view of the Office of Early Childhood Development, Administration for Children and Families, U. S. Department of Health and Human Services.

This crosswalk provides a guide for how content knowledge and skills gained in the LITL Program can be applied toward the category of Endorsement that most aligns with an applicant's scope of practice, making the application process more streamlined and efficient.

This crosswalk is intended for use by LITL Certificate graduates and other students who have taken some of the courses within the LITL Certificate program. It demonstrates the link between course content and Endorsement competencies. The courses listed in this co-branded crosswalk are:

- **SES 601** Introduction to Inclusive Birth-Kindergarten Services
- **SES 602** Inclusive Family-Centered Practices in Early Childhood
- **SES 603** Screening/Assessment in Inclusive Early Childhood Services
- **HDF/SES 607** Infant-Toddler Learning in Inclusive Settings
- **HDF 636** Leadership and Mentoring in Educating Young Children
- **HDF 650** Theory and Research in Early Child Development

The Crosswalk

This crosswalk identifies the knowledge/skill areas, as identified in the Competency Guidelines, that are addressed or met for each category of Endorsement, across the LITL Certificate. For members of the Alliance: this crosswalk has been approved as a Tier 4 co-branded crosswalk [3].

The LITL Certificate was reviewed specifically for the purpose of addressing competencies that professionals applying for or renewing Endorsement might list within their Endorsement application.

Using the crosswalk within your application saves time and simplifies the application process!

For Endorsement Applicants:

Upload the crosswalk grid (pages 5-7) alongside your LITL program transcripts directly into the Education section of your Endorsement application.

It is important to note that the knowledge/skill areas that make up the Competency Guidelines are the same for both IMH-E® and ECMH-E®; the competencies encompass a range of knowledge and skill areas that drive best practice with or on behalf of pregnant people, children ages 0 up to 6 years old, and their caregivers or families.

IMH-E® applicants are required to demonstrate competency from prenatal up to 36-months of age. Training experience specific to 3 up to 6-years old can be added to an IMH-E® application, however, the bulk of the training experience must be specific to prenatal up to 36-months of age. ECMH-E® applicants are required to demonstrate competency prenatal up to 6-years of age. This supports our core understanding that the first three years of life are the foundation for all subsequent development. Additionally, we believe that we come to better understand the needs of older children when we more fully understand infancy and toddlerhood.

[3] Member AIMHs of the Alliance will have access to the Crosswalk Policy which outlines the crosswalk tiers.

Leadership In Infant Toddler Learning (LITL) Complete Program Crosswalk

Key

- ✓ Partially Addressed In Coursework
- Not Addressed In Coursework
- Competency Not Inc. in Endorsement Category

Infant Family Associate
or
Early Childhood Family Associate

Infant Family Specialist
or
Early Childhood Family Specialist

Infant Mental Health Specialist
or
Early Childhood Mental Health Specialist

Infant Mental Health Mentor
or
Early Childhood Mental Health Mentor

Endorsed Reflective Supervisor
(Add On)

Theoretical Foundations

Pregnancy & Early Parenthood	✓	✓	✓	✓	■
Infant/Young Child Development & Behavior	✓	✓	✓	✓	■
Infant/Young Child & Family-Centered Practice	✓	✓	✓	✓	■
Relationship-Focused Practice	✓	✓	✓	✓	■
Family Relationships & Dynamics	✓	✓	✓	✓	■
Attachment, Separation, Trauma, Grief & Loss	✓	✓	✓	✓	■
Cultural Humility	✓	✓	✓	✓	■
Relationship-Based, Therapeutic Practice	■	✓	✓	✓	■
Disorders of Infancy/Early Childhood	■	✓	✓	✓	■
Psychotherapeutic & Behavioral Theories of Change	■	■	✓	✓	■
Mental & Behavioral Disorders in Adults	■	■	—	—	■
Adult Learning Theory & Practice	■	■	■	—	■
Statistics	■	■	■	✓	■
Research & Evaluation	■	■	■	✓	■

Law, Regulation & Agency Policy

Ethical Practice	✓	✓	✓	✓	■
Government, Law & Regulation	✓	✓	✓	✓	■
Agency Policy	—	—	—	—	■

Systems Expertise

Service Delivery Systems	✓	✓	✓	✓	
Community Resources	✓	✓	✓	✓	

Direct Service Skills

Observation & Listening	✓	✓	✓	✓	
Screening & Assessment	✓	✓	✓	✓	
Responding With Empathy	✓	✓	✓	✓	
Advocacy	✓	✓	✓	✓	
Life Skills	✓	✓	✓	✓	
Safety	✓	✓	✓	✓	
Intervention/Treatment Planning			-	-	
Developmental Guidance			-	-	
Supportive Counseling			-	-	
Parent–infant/Young Child Relationship–Based Therapies & Practices			-	-	
Reflective Supervision				-	-

Working with Others

Building & Maintaining Relationships	✓	✓	✓	✓	
Supporting Others	✓	✓	✓	✓	
Collaborating	✓	✓	✓	✓	
Resolving Conflict	-	-	-	-	
Empathy & Compassion	✓	✓	✓	✓	
Consulting			-	-	
Coaching & Mentoring				-	-
Crisis Management				-	-

Leading People

Motivating				✓	✓
Advocacy				✓	✓
Developing Talent				-	-
Mentoring				-	

Communicating

Listening	✓	✓	✓	✓	
Speaking	✓	✓	✓	✓	
Writing	✓	✓	✓	✓	
Group Process				-	-

Thinking

Analyzing Information	✓	✓	✓	✓	
Solving Problems	✓	✓	✓	✓	
Exercising Sound Judgment	✓	✓	✓	✓	
Maintaining Perspective	✓	✓	✓	✓	
Planning & Organizing	✓	✓	✓	✓	

Reflection

Contemplation	✓	✓	✓	✓	✓
Self-Awareness	✓	✓	✓	✓	✓
Curiosity	✓	✓	✓	✓	✓
Professional/Personal Development	✓	✓	✓	✓	✓
Emotional Response	✓	✓	✓	✓	✓
Parallel Process				✓	✓

Leadership In Infant Toddler Learning (LITL) Individual Course Crosswalks

The subsequent pages of this Crosswalk document map out each course within the LITL Certificate by listing each of the competencies addressed within that courses' material.

For Endorsement Applicants: If you have completed any of the courses, but not the entire LITL Certificate, you can include the page with each completed course alongside transcripts, which are uploaded into the Education section of the your Endorsement application. If you have questions about this, please contact you state's Endorsement Coordinator.

Knowledge/Skill Areas	Notes for IMH-E®	Notes for ECMH-E®
Course Title: SES 601 Introduction to Inclusive Birth-Kindergarten Services		
Pregnancy & Early Parenthood	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
Infant/Young Child Development & Behavior	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
Relationship-Focused Therapeutic Practice	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
Family Relationships & Dynamics	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
Cultural Humility	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
Service Delivery Systems	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
Observation & Listening	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
Advocacy	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
Listening	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
Writing	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
Analyzing Information	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
Solving Problems	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
Maintaining Perspective	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
Planning & Organizing	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
Contemplation	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
Self-Awareness	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
Credit Hours: 3		

Leadership In Infant Toddler Learning (LITL) Individual Course Crosswalks

Knowledge/Skill Areas	Notes for IMH-E®	Notes for ECMH-E®
Course Title: SES 602 Inclusive Family-Centered Practices in Early Childhood		
Pregnancy & Early Parenthood	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
Infant/Young Child Development & Behavior	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
Infant/Young Child Family-Centered Practice	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
Family Relationships and Dynamics	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
Cultural Humility	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
Disorders of Infancy/Early Childhood	Partially met for IMHS & IMHM	Partially met for ECMHS & ECMHM
Ethical Practice	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
Government, Law & Regulation	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
Screening & Assessment	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
Responding with Empathy	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
Advocacy	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
Building & Maintaining Relationships	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
Supporting Others	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
Collaborating	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
Empathy & Compassion	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
Exercising Sound Judgement	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
Maintaining Perspective	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
Professional/Personal Development	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
Credit Hours: 3		

Leadership In Infant Toddler Learning (LITL) Individual Course Crosswalks

Knowledge/Skill Areas		Notes for IMH-E®	Notes for ECMH-E®
Course Title: SES 603 Screening/Assessment in Inclusive Early Childhood Services			
Infant/Young Child Development & Behavior	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM	
Family Relationships and Dynamics	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM	
Ethical Practice	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM	
Community Resources	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM	
Observation & Listening	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM	
Screening & Assessment	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM	
Empathy & Compassion	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM	
Listening	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM	
Analyzing Information	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM	
Solving Problems	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM	
Exercising Sound Judgement	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM	
Maintaining Perspective	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM	
Planning & Organizing	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM	
Credit Hours: 3			

Leadership In Infant Toddler Learning (LITL) Individual Course Crosswalks

Knowledge/Skill Areas	Notes for IMH-E®	Notes for ECMH-E®
Course Title: HDF/SES 607 Infant–Toddler Learning in Inclusive Settings		
Pregnancy & Early Parenthood	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Infant/Young Child Development & Behavior	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Infant/Young Child Family–Centered Practice	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Relationship–Focused Practice/ Therapeutic Practice	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Family Relationships & Dynamics	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Attachment, Separation, Trauma, Grief & Loss	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Disorders of Infancy/Early Childhood	Partially met for IFS, IMHS & IMHM	Partially met for ECFS, ECMHS & ECMHM
Service Delivery Systems	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Observation & Listening	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Responding with Empathy	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Advocacy	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Building & Maintaining Relationships	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Collaborating	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Empathy & Compassion	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Planning & Organizing	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Contemplation	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Credit Hours: 4		

Leadership In Infant Toddler Learning (LITL) Individual Course Crosswalks

	Knowledge/Skill Areas	Notes for IMH-E®	Notes for ECMH-E®
Course Title: HDF 636 Leadership and Mentoring in Educating Young Children			
	Infant/Young Child Family-Centered Practice	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
	Cultural Humility	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
	Ethical Practice	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
	Building & Maintaining Relationships	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
	Supporting Others	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
	Coaching & Mentoring	Partially met for IMHM & ERS	Partially met for ECMHM & ERS
	Collaborating	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
	Motivating	Partially met for IMHM	Partially met for ECMHM
	Advocacy	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
	Contemplation	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
	Self-Awareness	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
	Curiosity	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
	Emotional Response	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
Credit Hours: 3			

Leadership In Infant Toddler Learning (LITL) Individual Course Crosswalks

Knowledge/Skill Areas	Notes for IMH-E®	Notes for ECMH-E®
Course Title: HDF 650 Theory and Research in Early Childhood Development		
Pregnancy & Early Parenthood	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
Infant/Young Child Development & Behavior	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
Family Relationships & Dynamics	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
Psychotherapeutic & Behavioral Theories of Change	Partially met for IMHS and IMHM	Partially met for ECMHS and ECMHM
Research & Evaluation	Partially met for IMHM	Partially met for ECMHM
Statistics	Partially met for IMHM	Partially met for ECMH
Advocacy	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
Collaborating	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
Empathy & Compassion	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
Speaking	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
Writing	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
Analyzing Information	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
Maintaining Perspective	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
Planning & Organizing	Partially met for IFA, IFS, IMHS & IMHM	Partially met for ECFA, ECFS, ECMHS & ECMHM
Credit Hours: 3		