

CAROLINA COLLEGE OF COMMISSIONER SCIENCE COURSE CATALOG





**CAROLINA COLLEGE OF COMMISSIONER SCIENCE
CAPE FEAR COUNCIL / OCCONEECHEE COUNCIL / TUSCARORA COUNCIL
Saturday, March 7, 2026**

Attention: All Commissioners, Roundtable Staffers, Unit Scouters, and Scout Executives

For over 100 years, Commissioners have ensured that Scouting was a quality program. The Carolina Commissioner College is our one day of the year to participate in advanced Commissioner training. This opportunity allows you to learn the knowledge and procedures necessary to become effective in delivering Commissioner service. It is also an enjoyable day of fun and fellowship where you can experience the excitement of successful Commissioner Service. Of course, to experience all of this you must attend!

As Commissioners, our role is unique in bringing Scouting to our young men and women. Our insignia displays the wreath of service around the Scouting fleur-de-lis, reminding us of our commission to serve the chartered organizations in the effective operation of their scouting units. The quality of Scouting delivered to our young men and women depends upon the people who wear this wreath of service.

Every Commissioner should serve to the best of his or her abilities. Commissioner College is where those abilities can be developed, nurtured, and improved. This year's curriculum is divided into the traditional degree programs of Bachelor, Masters, and Doctorate for those of you who are pursuing these courses of training. For those who do not choose the degree program, you will be able to find Continuing Education courses designed to expand your abilities to serve in a variety of capacities. New Scouting America publications will also be reviewed.

As always, I would like to offer a special invitation to Unit Commissioners, and adult unit leaders, in not only Cape Fear Council, Occoneechee Council and Tuscarora Council but throughout our nation. Attend our Commissioner College so that you may learn what your commissioner can do for your unit. Training topics will be offered through the continuing education section designed with unit needs in mind.

The Deans, Faculty, Staff, and I invite you to attend our Carolina Commissioner College. It is our sincere hope that you will have an enjoyable and educational event. Remember, the Commissioner's mission is to help units succeed. Your attendance will ensure that!

Yours in Scouting Service,

Scott A Fedorchak

Scott Fedorchak, Chancellor
Carolina College of Commissioner Science



2026 College of Commissioner Science

COVID

COVID safety recommendations are ever changing as the disease evolves and infection rates change. Commissioner College will be held at Campbell University in Buies Creek, NC. With that, Carolina Commissioner College will adhere to the State of North Carolina, Campbell University, Scouting America National, and Occoneechee Council recommendations for COVID safety. This may include the wearing of masks while indoors, temperature checks, and any other safety recommendations.

Degree Requirements

Any interested adult can attend any Commissioners' College course (no prerequisites). However, there are prerequisites for working on a degree program within Commissioners' College. This document outlines the prerequisites for working on the following degrees:

- Bachelor of Commissioner Science Degree (BCS)
- Bachelor of Roundtable Commissioner Science Degree (BRCS)
- Master of Commissioner Science Degree (MCS)
- Master of Roundtable Commissioner Science Degree (MRCS)
- Doctorate of Commissioner Science Degree (DCS)
- Certificate of Achievement for Post Graduate Studies (CED)

NOTE: The Doctorate of Commissioner Science Degree (DCS) degree program is designed for graduates of either the Master of Commissioner Science Degree (MCS) program or the Masters of Roundtable Sciences Degree (MRCS) program.

Degree Reciprocity

The College of Commissioner Science accepts Commissioner's course work from any Scouting America College of Commissioner Science, provided that an official transcript is made available.

The College of Commissioner Science will credit courses from another Council to be applied towards a College of Commissioner Science Degree if prior approval has been obtained from the current Chancellor of the College of Commissioner Science.

Classes taken at the University of Scouting that are not listed in the Scouting National Curriculum will not be accepted for credit.

Degree Recognition

The College of Commissioner Science will continue to recognize degrees earned from another Scouting America College of Commissioner Science and Philmont Training Center College of Commissioner Science degrees provided that an official transcript is made available.

Award Recognition

The College of Commissioner Science will honor all Commissioner Arrowhead, Commissioner Key, Distinguished Commissioner, the Commissioner Award of Excellence in Unit Service, and the Doctor of Commissioner Science Awards.

Bachelor of Commissioner Science Degree (BCS)

Prerequisites

- Current registration as a Commissioner, roundtable staff, or Scout executive, including those recently recruited.
- Current Scouting America adult registration.
- Current Scouting America Safeguarding Youth Training (SYT) Certificate
- Have an interest in Commissioner service.

Course Requirements: Completion of seven courses of instruction, at least five of the courses at the bachelor's program level.

Performance

- Approval of the supervising Commissioner
- Approval of the supervising Scout executive

Bachelor's Degree in Commissioner Science Program Courses

BCS 101 – Core Concepts of Unit Service: The position of Commissioner is one of the oldest in Scouting. This course reviews and reinforces the core concepts of unit service and identifies the key skills needed for Commissioners to be able to build relationships with the units they serve.

BCS 102 – The Unit and Membership Renewal Process: Unit and member renewals are now two separate processes. Commissioners participate in and support the timely, error-free completion of the renewals. This course will help the commissioner understand the new process.

BCS 103 – Linking District Resources: Although commissioners are viewed as very knowledgeable and capable individuals, a key part of a commissioner's job is to link the unit to the district committee.

BCS 104 – Connecting with Units: At the heart of unit service are visits commissioners make with their units. This course explores methods of connecting to develop a relationship between commissioners and their units and how to document in Commissioner Tools.

BCS 109 – The Essential Element (A Servant's Heart): In 1970, Robert Greenleaf introduced the term "servant leadership" and wrote an essay titled "The Servant as Leader" which was later expanded into a book. This course examines how a servant's heart can make an impact in unit service.

BCS 116 – Unit Connections: A Commissioner Guide to Positive Impact: An effective commissioner provides unit leadership with information and guidance in their specific program, whether Cub Scouts, Scouts BSA, Venturing, Sea Scouts or Exploring. Change is a constant throughout the national level programs, and flowing down this information is essential to ensure quality programs for all BSA youth participants and program participants.

BCS 119 – Building Relationships: Unit service is all about relationships. In this course, we will discuss how commissioners can build and maintain positive relationships with those they serve and explore possible pitfalls that can undermine them.

Bachelor of Roundtable Commissioner Science Degree (BRCS)

Prerequisites

- Current registration as a Commissioner, roundtable staff, or Scout executive, including those recently recruited.
- Current Scouting America adult registration.
- Current Scouting America Safeguarding Youth Training (SYT) Certificate
- Have an interest in Commissioner service.

Course Requirements: Completion of seven courses of instruction, at least five of the courses at the Roundtable Bachelor's program level.

Performance

- Approval of the supervising Commissioner
- Approval of the supervising Scout executive

Master of Commissioner Science Degree (MCS)

Prerequisites

- Current registration as a Commissioner, roundtable staff, or Scout executive.
- Current Scouting America Safeguarding Youth Training (SYT) Certificate
- Completion of the Bachelor's degree or have been awarded the Commissioners Key, Training Award: Roundtable Staff or Professional Training Award.
- Earned Arrowhead Honor (Commissioners only)

Course Requirements

Completion of seven additional courses of instruction (total of 14), at least seven of the courses at the master's program level

Performance

- Approval of the supervising Commissioner.
- Approval of the supervising Scout executive.

Master's Degree in Commissioner Science Program Courses

MCS 401 – Core Concepts of Unit Service: The position of Commissioner is one of the oldest in Scouting. This course reviews and reinforces the core concepts of unit service and identifies the key skills needed for Commissioners to be able to build relationships with the units they serve.

MCS 304 – Service to Units at Risk: Early detection and systematic problem-solving is critical to support units when they encounter problems which may prevent them from functioning effectively. This class will provide the commissioner with ways to identify these units and to discuss the processes needed to support the unit's move toward performing as an effective scouting unit.

MCS 307 – Serving Newly Formed Units: An engaged commissioner is critical for the success and retention of new units. Commissioners designated as a New Unit Commissioner focus on only new units, preferably a single unit to which they have been assigned.

MCS 309 – Good Commissioners Need both Head and Heart: In this course, we will discuss how the servant leadership concept is concept is carried out in service to units using your head and heart.

MCS 310 – Succession Planning: Adult leadership changes and to support the orderly change of leadership it is important to encourage each unit to create a long-term succession plan. Commissioners need to understand the process to support the development and maintenance of a succession plan in the units they support.

MCS 315 – Effective Unit Service in Rural Communities: What is the definition of a rural community? This course will discuss the unique issues of rural units and how to solve them.

MCS 316 – Unit Service Today: A new approach for unit service has developed that enables commissioners to work more closely with unit leaders. This course explores these new concepts which focus more on listening and less on data.

Master of Roundtable Commissioner Science Degree (MRCS)

Prerequisites

- Current registration as a Commissioner, roundtable staff, or Scout executive.
- Current Scouting America Safeguarding Youth Training (SYT) Certificate
- Completion of the Bachelor's degree or have been awarded the Commissioners Key, Training Award: Roundtable Staff or Professional Training Award.
- Earned Arrowhead Honor (Commissioners only)

Course Requirements: Completion of seven additional courses of instruction (total of 14), at least five of the courses at the Roundtable Master's program level

Performance

- Approval of the supervising Commissioner
- Approval of the supervising Scout executive

Master of Roundtable Commissioner Science Program Courses

MCS 410 – Core Concepts of Unit Service: The position of Commissioner is one of the oldest in Scouting. This course reviews and reinforces the core concepts of unit service and identifies the key skills needed for Commissioners to be able to build relationships with the units they serve.

MCS 350 – Unit & Roundtable Commissioners Working Together: While unit commissioners and roundtable commissioners wear distinct position patches, denoting their field of expertise, both patches feature the wreath of service *and for good reason!* Unit commissioners and roundtable commissioners work together to ensure unit leaders have the support they need to succeed. Remember: “Roundtable is unit service.”

MCS 351 – Conducting the Roundtable Planning Session: An effective roundtable program requires advanced planning. With this in mind, every district and council should have an advanced roundtable plan supported by the assistant council commissioner and assistant district commissioners who focus on roundtable as unit service.

MCS 352 – Roundtable is Over, Now What?: The district roundtable isn’t over when the last chair is put away or when the host has closed the virtual meeting space. There are things that need to be completed to help get ready for the next roundtable. This course discusses the importance of feedback and applying for successful future roundtables.

MCS 357 – Managing Long Distance Roundtables: This course will provide an understanding of the current resources available to enhance long distance roundtables.

Doctorate of Commissioner Science Degree (DCS)

A doctorate is an academic degree that represents the highest level of formal study or research in a given field. Thus, we expect the DCS candidate to select a project or thesis topic that requires the candidate to draw upon the skills, experience, and knowledge that one would acquire during the 5 years of study that it takes to achieve the doctorate level. We also expect the DCS work to benefit your council and Scouting, as well as be relevant to commissioner service. The DCS program takes 2 to 3 years to complete. It is recommended that participants complete Year 1 and Year 2 in the same Commissioner College program.

Prerequisites

- Current registration as a Commissioner, roundtable staff or Scout executive.
- Current Scouting America Safeguarding Youth Training (SYT) Certificate
- Completion of a Master's degree
- Have been awarded the Commissioner's Key, Training Award: Roundtable Staff, or Professional Training Award.

Course Requirements

Completion of 10 additional courses of instruction (total of 24), at least five of the courses at the doctor's program level.

Performance

- Serve on the College of Commissioner Science faculty (instructor or support staff) for at least one year.

NOTE: The DCS program is a 2 to 3-year program. During the first year of the DCS program, a candidate attends courses on how to select, develop and document one of the following: a thesis topic, a research project, or a work project. If the candidate opts for a thesis topic or a research project, then the topic can be about anything of value to Scouting in the local council, but the Dean of the DCS program and your assigned faculty adviser must approve the topic and final paper. If the candidate opts for a work project, the Council Commissioner and the Commissioner Service Staff Advisor must approve it. Each of these DCS options has a complete set of requirements and guidelines, which are handed out during the first year DCS program courses.

Doctorate of Commissioner Science Knot Award

The completion of the Doctorate Degree of Commissioner Science does not automatically qualify a Commissioner for the award knot. All requirements below must be fulfilled to earn the Doctorate of Commissioner Science Knot Award.

Prerequisites

- Current registration as a Commissioner, roundtable staff or Scout executive.
- Current Scouting America Safeguarding Youth Training (SYT) Certificate
- Completion of the Doctorate Degree

Performance

- Tenure: Serve as a Commissioner for a minimum of 5 years. (Years need not be consecutive). This service can be in one or more roles or positions of Commissioner service.
- Recruiting: Recruit or assist in the recruiting of at least three new Commissioners or roundtable staff during tenure as a Commissioner.
- Approval of the supervising Commissioner.
- Approval of the supervising Scout executive.

Doctorate Degree in Commissioner Science Program Courses

DCS 601 – Core Concepts of Unit Service: The position of Commissioner is one of the oldest in Scouting. This course reviews and reinforces the core concepts of unit service and identifies the key skills needed for Commissioners to be able to build relationships with the units they serve.

DCS 501 – Selecting & Limiting Scope of Your Doctoral Project Thesis: This session assists the doctoral candidate in selecting a topic for their project or thesis. The candidate will also explore various methods of limiting the focus of the project or thesis so that completion is achievable.

DCS 503 – Developing Your Project or Thesis: This session discusses various suggestions for developing a project or thesis outline and writing the final report for submission to your doctoral advisor.

DCS 506 – Coaching Commissioners: Coaching is about relationships. It is the ability to listen, to observe, to share, to support and to engage in a way that will help others solve their own problems, grow as individuals, and attain their full potential. Coaching is the art of helping others arrive at their conclusions through their own analysis of the situation and facts. Participants will learn the principles of effective coaching.

DCS 707 – Becoming a Project/Thesis Advisor: This course prepares a person to become a project or thesis advisor, provides proven techniques to make this task easier, and helps to provide consistent standards for the acceptance of a completed Doctorate of Commissioner Science project or thesis. (It is preferred that instructors and advisors have their CCS Doctorate.)

DCS 516 – Growing and Strengthening our Unit Service Team: This course will assist districts and councils in creating a comprehensive plan to recruit commissioners and develop a tailored approach for each council/district's needs.

DCS 551 – Roundtable Today: Roundtable is focused customer service for unit leaders. It is the single best resource for networking, training and collaboration - the give and take of information between Scout leaders and commissioners.

DCS 600 – Thesis or Project Presentations: During this time period, second- or third-year Doctorate students will be presenting their final presentations to complete their Doctorate thesis or project.

Certificate of Achievement for Post Graduate Studies

This certificate may be earned as often as a participant desires (whether or not they have completed the doctor's degree).

Prerequisites

- Completion of the Master's degree
- Current registration as a Commissioner, roundtable staff, or Scout executive.

Course Requirements

Completion of any seven additional courses of instruction at the Master's, Doctorate or Continuing Education courses.

Performance

- Approval of the supervising Commissioner.
- Approval of the supervising Scout executive.

Continuing Education (CED)

Continuing Education and Postgraduate Courses

CED 712 – Commissioner Recruiting through Roster Mining: This course is designed primarily for administrative commissioners (council and district) to practice recruiting commissioners using the Roster Mining method. The following plan has been used successfully by commissioners across BSA. The key to success is to use what works for you.

CED 716 – Navigating Difficult Conversations: Scouting is full of conversations. Most are pleasant and productive- but at times, differences can arise. It occurs whenever people disagree over their values, motivations, perceptions, ideas, or desires. Sometimes these differences appear trivial, but they can trigger strong emotions. As commissioners, we need to be able to navigate these difficult conversations in a way that leaves everyone feeling heard, understood and valued.

CED 751 – Administrative Commissioner Role in the Roundtable Program: This course describes how to create a roundtable culture committed to unit service, discusses developing a team with that mindset, and talks about how administrative commissioners such as the Assistant Council Commissioner for Roundtable and the Assistant District Commissioner for Roundtable can be reliable resources for units at the district and council level. We'll also learn how nurturing relationships helps build an effective roundtable commissioner team.

CED 752 – Advanced Roundtable Promotion: When it comes right down to it, the roundtable program is not a situation of “if you build it, they will come.” Rather, you must first create a robust roundtable program that unit leaders need and THEN, in turn, create a robust promotion plan to tell unit leaders WHY they should come to roundtable. The focus of this course will be the promotion plan.

CED 801 – Core Concepts of Unit Service: The position of Commissioner is one of the oldest in Scouting. This course reviews and reinforces the core concepts of unit service and identifies the key skills needed for Commissioners to be able to build relationships with the units they serve.

CED 813 – Advancement for Scouts with Disabilities: Participants of this course will become familiar with the resources available for special needs youth, the process of rank and advancement accommodations and simple tips for leaders to make sure the Scouts get the most out of the program.

CED 822 – Risk Management and SYT Exercises: This seminar course provides discussion and recommendations on how to manage hypothetical situations (based on actual experiences) on risks, risk situations and potential Safeguarding Youth Training events that may come up in unit and District service.

CED 829 – Group Problem Solving Exercises/ Scouting Scenarios: This seminar course provides recommendations and tips on how to manage hypothetical situations (based on actual experiences) that may come up in unit and District service.

CED 854 – Roundtable Clinic: In this clinic / discussion session, participants will learn how to lead effective breakout sessions for all program areas and share useful topics and best practices that can be used for future Roundtable planning.

CED 864 – International Scouting, A World of Opportunities: This course provides an overview of International Scouting experience that can expand a unit's opportunities for its youth, plus an introduction to the Scouting America requirements for international travel for Scouting.

CED 866 – High Adventure Planning: This course provides an overview of the four Scouting America High Adventure bases (Philmont Scout Ranch, Florida Sea Base, Northern Tier and Summit Bechtel Reserve) and how Commissioner can provide support and resources to units preparing for a high adventure trek.

CED 867 – Commissioner Role in Training: This course provides the Commissioner role in promoting and supporting adult and youth leader training within the District. Commissioners learn how to leverage support of the District and Council Training Committees into building stronger units.

CED 872 – Understanding the Role of the Chartered Organization Representative: The COR is the direct contact between the unit and the chartered organization and between the charted organization and the district and council. Participants will examine the COR responsibilities and how the Commissioner and COR can mutually support each other.

****Disclaimer:*

Classes may be cancelled “day of” due to emergencies or no course sign ups. These are things beyond our control. In the event your course is cancelled see Scott Fedorchak or Debra Hall to choose a different course. Your patience is appreciated.