



AGM

UNIVERSITY

2022-2023

Academic Catalog & Student Handbook

Volume III

March 2023

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Catalog Disclaimer

This catalog provides programs, policies and procedures for Ana G. Mendez University (AGM University or AGMU)'s academic year 2022-2023.

This catalog includes the main terms pertaining to the relationship between students and AGMU. Regardless of its effective date, the institution reserves the right to admit, re-admit or register a student only for a semester or session separately. The institution binds itself only during the semester for which the student has enrolled and paid the corresponding tuition fees.

AGM University reserves the right, wherever it deems advisable: (1) to change or modify its tuition and fees, (2) to withdraw, cancel, reschedule or modify any course, program of study, degree or any requirements in connection with the foregoing, and (3) to change or modify any academic or any other University policy.

Changes in information in this catalog and new academic regulations will be published prior to the beginning of each academic term in each section, as applicable.

It is the student's responsibility to know and comply with the content of this catalog and all the AGM University rules and regulations. This catalog complies with the institution's bylaws, regulations, administrative orders, and duties under Federal Law. The catalog is subject to subsequent amendments.

In preparing this catalog, all efforts were made to provide pertinent and accurate information. AGMU assumes no responsibility for catalog errors or omissions.

This catalog does not constitute a contract nor a binding agreement.

An electronic copy of this catalog is available at www.agmu.edu.

Notice of Nondiscrimination

AGM University does not discriminate on the basis of race, disability, national or ethnic origin, creed, color, gender, age, socioeconomic status or political, religious, or social beliefs. The University is required by Title IX not to discriminate on the basis of sex in education programs and activities.

The University Title IX Coordinator for any inquiries by students, parents or guardians, employees and applicants for admissions and employment is Ms. Luz Velázquez and she can be reached at 5575 S. Semoran Blvd. Suite 502 Orlando, FL 32822, Telephone: 407-563-6501, email: lnvelazquez@uagm.edu.

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Ana G. Mendez University

Main Campus

5575 S. Semoran Blvd. Suite 502

Orlando, FL 32822

Telephone:

407-563-6501

Website: www.agmu.edu

Metro Orlando Campus

5601 S. Semoran Blvd. Suite 55

Orlando, FL 32822

Telephone No.: 407-207-3363

Fax: 407-207-3373

South Florida Campus

15201 NW 79th Court

Miami Lakes, FL 33016

Telephone No.: 954-885-5595

Fax: 954-885-5861

Tampa Bay Campus

3655 West Waters Ave.

Tampa, FL 33614

Telephone No.: 813-932-7500

Fax: 813-932-7527



Ana G. Mendez University

Photo: South Florida Campus

Ana G. Mendez University

AGM University (AGMU) is a nonprofit institution of higher education located in Florida that operates a main campus and three (3) branch campuses.

AGMU offers a variety of academic offerings, from technical diplomas to doctoral degrees.

The institution serves a diversified student body with a variety of economic and educational backgrounds.

AGMU offers programs in English, Spanish and Bilingual.

AGMU offers programs in the on-site, hybrid and online modalities.

Mission

AGM University is an accredited institution that offers a university education of excellence through

the on-campus and online modalities using emerging and innovative technologies. It promotes innovation, entrepreneurship, research, as well as appreciation and respect for diversity. It encourages integral education through an approach in competencies for the benefit of the Hispanic and international communities. Its resources support the post-secondary, undergraduate, graduate, and continuing education academic offerings, framed by the highest standards of quality.

Vision

AGM University will be recognized as an institution focused on academic excellence, research, and service, with social responsibility and local and global projection.

Institutional Values Statement

AGM University is committed, as an institution of higher education, to:

- Freedom of ideas and expression is the fundamental structure of the search and diffusion of knowledge.
- Excellence is the highest ambition in all its affairs related to education, research, and service.
- Respect for diversity and dignity of the human being.
- Integrity in all its actions as an educational entity.
- Equity by acknowledging the value of education as an instrument to access better opportunities and develop the full potential of the human being.
- Innovation through continuously guaranteeing the relevance of its programs and services.
- Social responsibility towards the needs of the community, the country, and humanity of which we are a part.

Institutional Objectives

To fulfill its mission, Ana G. Mendez University:

- Promotes academic programs adjusted to the demand of local and international markets.
- Diversifies the academic offerings through the design of programs in various disciplines for post-secondary, undergraduate, and graduate levels.
- Offers continuing education opportunities for professional

development and the general community.

- Promotes an academic environment that allows for opportunities for growth, continuing professional development, and participation in institutional processes for faculty and associates.
- Provides essential tools to ensure that students achieve their goals and obtain the academic degree they desire.
- Establishes an academic and institutional assessment unit to develop a continuous improvement plan for quality standards and institutional processes.
- Strengthens the online student services program by ensuring support and feedback to students in approximately 24 to 48 hours.
- Fosters institutional values in academic, student, and administrative initiatives and processes.
- Develops community programs and projects which contribute to improving the quality of life of the populations we serve.
- Maximizes the use of technological infrastructure associated with the offering of courses and the provision of student services for on-site and online students.
- Identifies emerging technologies to maximize efficiency through innovative processes and services.

Licensure, Accreditation and Affiliations

Statement of Licensure

AGM University is licensed by the Florida Commission for Independent Education, Florida Department of Education. Additional information regarding this institution may be obtained by contacting the Commission at: 325 West Gaines Street, Suite 1414 Tallahassee, FL, 32399-0400; Toll-Free telephone number (888) 224-6684 (www.fidoe.org/cie).

Accreditation

AGM University is accredited by the Middle States Commission on Higher Education (MSCHE). The MSCHE is an accrediting agency recognized by the U.S. Department of Education. MSCHE is an institutional accrediting agency recognized by the U.S. Secretary of Education and the Council for Higher Education Accreditation (CHEA). MSCHE physical mailing address is: Middle States Commission on Higher Education, 1007 North Orange Street, 4th Floor, MB #166, Wilmington, DE 19801 and the phone number is 267-284-5011.

Memberships and Affiliations

The Florida Postsecondary Reciprocal Distance Education Coordinating Council have approved AGM University to participate in the reciprocity agreement between member states and territories to offer distance education programs and courses. NC-SARA is a voluntary agreement that allows AGM University to offer its programs and courses without having to undergo the

licensing (approval) process in each authorized state in which it is interested in promoting its academic programs. For more information on NC-SARA visit: <https://www.nc-sara.org>.

AGMU is accredited as an authorized provider of continuing education by the International Association of Continuing Education and Training (IACET) until 2023. For more information, IACET is located at 21670 Ridgetop Circle, Suite 170, Sterling, VA 20166; Tel: (703) 763-0705. For more information on IACET visit: www.info@iacet.org.

In addition, AGMU has membership or is affiliated with the following professional associations:

- American Association of Collegiate Registrars and Admission Officers (AACRAO)
- American Library Association (ALA)
- Hispanic Association of Colleges and Universities (HACU)
- National Association of College Admissions Counselors (NACAC)
- National Council for State Authorization Reciprocity Agreements (NC-SARA)
- National Association of Colleges and Employers (NACE)
- Student Affairs Administrators in Higher Education (NASPA)
- Puerto Rico Association of Student Financial Aid Administrators (PRASFAA)

University Governance

Legislative Boards

The Administrative Council of AGM University is the legislative body of the Institution. Its main function is to establish the institutional policy of the University in accordance with the bylaws of Ana G. Mendez University, Inc.

The Academic Board recommends the academic policy of the Institution, adopts new academic programs, approves the awarding of degrees and evaluates hiring, contract renewals, promotions, and leaves of absence for full-time faculty members.

Statement of Legal Control

Ana G. Mendez University, Inc., is a private not for profit corporation registered under the laws of the State of Florida. The corporation is governed by its Board of Directors under its systemic bylaws. Ana G. Mendez University, Inc. is registered with the Florida Department of State, Division of Corporations, to do business in Florida as Ana G. Mendez University.

Board of Directors:

José F. Méndez – Permanent Member

Dr. Herminio Martínez – Chairman of the Board

Dr. René Soto

Dr. Migdalia Torres

Delia Castillo de Colorado

Sherley Rivera – Secretary of the Board

University Administration and Locations

AGMU Administration

Syndia Nazario-Cardona, MS
Acting Chancellor

Donna Viens, PhD, CPA, CMA
Vice Chancellor of Academic Affairs & Product Strategy

Claire Brady, EdD
Vice Chancellor of Student Affairs

Marilys Rivera Díaz, MA
Vice Chancellor
Online Spanish Operations

Nilsa Rodriguez, MBA
Vice Chancellor
Administrative Affairs

Academic Affairs Administration

Donna Viens, PhD, CPA, CMA
Vice Chancellor of Academic Affairs & Product Strategy

Tina Callaway, Ed.D., MBA, MSHES/IT
Associate Vice Chancellor of Digital Curriculum Integration and Academic Director

Carla Patalano, DBA, SPHR, SHRM-SCP
Associate Vice Chancellor of Academic Content & Delivery

Maria M. Baez, PhD
Associate Vice Chancellor of Licensing, Compliance and Accreditation

William Lynch, MSQSIM
Associate Vice Chancellor of Academic Learning, Research & Project Management

Student Affairs Administration

Claire Brady, EdD

Vice Chancellor of Student Affairs

Tiffany Lebron, BS

Associate Vice Chancellor of Student Financial Services

Jeniffer Molina, BS

Director of Financial Aid

Bethany Parmer, EdD

University Registrar

James McKnight, MBA

Director of Retention

Monica Brotons, MA

Director of Career Placement

Suheily Martinez, MS

Director of Bursar Services



AGMU Main Campus

5575 S. Semoran Blvd, Suite 502, Orlando, Florida 32822
Phone: 1-877-647-8246 / 407-563-6501 Fax: (407) 277-8706

AGM University, Main Campus provides hybrid and online options. Main Campus offers an education with the highest quality standards accessible to the local and international community. To achieve this purpose, we have used innovative technologies to offer an agile and efficient service to our students. We create academic programs and continuing education courses that follow an educational model and an instructional design that seeks to promote the integral formation of the student.

Website: <https://agmu.edu>

Online Spanish

Marilys Rivera Díaz

Vice Chancellor of Online Spanish Operations

Denisse Colón Rodríguez

Academic Director

Agustín Gonzalez

Director of Admissions

Victor Hernández Sanabria

Associate Director of Financial Aid

Jessie Pérez

Registrar / Credential Evaluation Services

Sharon Correa Ramos

Director of Retention

Johjan Báez

Lead Bursar

Monica Brotons

Director of Career Placement

Online English

James Wright

Senior Director of Online English Operations

Tina Callaway

Academic Director

Latoya Arthur

Director of Financial Aid

Alba Reyes

Registrar / Credential Evaluation Services

Melissa Villafañe

Director of Retention

Yadira Berríos

Bursar

Monica Brotons

Director of Career Placement



Orlando Campus

5601 South Semoran Boulevard, Suite 55, Orlando, Florida 32822

Phone: 1-877-647-8246 / 407-207-3363 Fax: (407) 207-3373

Metro Orlando Campus is home to a wide variety of academic degrees. Our students enjoy the 33,000 SQFT facility equipped with smart classrooms, industry-ready technology, and high-fidelity simulation laboratories addressing the leading trends in allied health services.

The Orlando Campus also offers advanced programs in Business, Management and Strategic Leadership, Psychology, Social Work, Criminal Justice, and Forensic Investigation, among many more workforce-ready possibilities. Energized by the City of Orlando's growth, the highly qualified faculty and campus leadership lay a foundation that better prepares students for 21st century success.

The facility includes approximately 33,000 square feet with 21 classrooms, 1 pharmacy lab, 2 nursing labs, 1 FNP/Medical Assistant lab, 1 science lab, 2 computer labs, 1 library, administrative offices, and a student and a staff lounge. Also, a parking area is available for students and the administration.

Website: <https://www.agmu.edu/en/content/metro-orlando-campus>

Sandra Martinez

Campus Director

Rosa Musi

Academic Director

Jacqueline Castro

Director of Student Affairs

Vacant

Director of Admissions

Jeniffer Molina

Director of Financial Aid

Mariola Rivera

Associate Registrar/ Credential Evaluation Services

Dimary Dosal

Bursar

Rafael Del Rio

Learning Assistant Specialist

Leonides Perez

Director of Learning Resources Center



Miami Lakes Campus

15201 NW 79th Ct. Miami Lakes, FL 33016

Phone: 1-800-774-3030 / 954-885-5595 Fax: (954) 885-5861

Located in the heart of Miami Lakes, our campus offers students the resources to achieve academic success. Students can gain hands-on practice at our beautiful two-story 51,000 SQFT facility equipped with industry-related technology and high-fidelity health services equipment. The South Florida Campus serves a culturally diverse community of students offering academic programs and personalized services of quality, meeting the adult learner's needs.

The facility includes approximately 51,000 square feet with 29 classrooms, 1 science lab, 3 nursing labs, 1 pharmacy, 2 computer labs, 1 library, administrative offices, 1 conference room, and a student and staff lounge.

Website: <https://agmu.edu/en/content/south-florida-campus->

Marcela Munera
Campus Director

Vacant
Academic Director

Vidal Lopez
Director of Student Affairs

Kalinka Sotolongo
Director of Admissions

Jeniffer Molina
Director of Financial Aid

Cinthia Tineo Vasquez
Associate Registrar/ Credential Evaluation
Services

Jorge Báez
Bursar

Dirza Almestica
Director of Learning Resources Center

Leonides Perez
Director of Learning Resources Center

Dianelys Breijo
Assistant Director of Learning Resources Center



Tampa Bay Campus

3655 West Waters Ave. Tampa, Florida 33614
Phone: 1-800-919-1099 / 813-932-7500 Fax: (813) 932-7527

Located in the heart of Tampa, our campus offers students the support they need to achieve academic success. The Tampa Bay Campus offers degrees in Nursing, Business, Health Services, Social Work, Psychology, and many others. We offer Diploma, Associate, Bachelor, Master, and Doctoral degree level programs. Our campus promotes inclusion, cultural diversity, and teamwork supporting our student community through individualized support services.

The Tampa Campus includes approximately 26,408 square feet with 16 classrooms, 1 language lab, 1 computer lab, 1 pharmacy lab, 1 nursing lab, 1 library, administrative offices, 16 faculty offices, 1 conference room and student and a staff lounge. Also, a parking area is available for students and the administration.

Website: <https://agmu.edu/en/content/tampa-bay-campus->

Joel T. Hornes
Campus Director

María C. Rodríguez
Academic Director

Viviana Barrabia
Director of Student Affairs

Annette Alexander
Director of Admissions

Jeniffer Molina
Director of Financial Aid

Marisabel Quiroga
Associate Registrar

Miriam Avilés
Bursar

Manuel Robayna
Learning Assistant Specialist

Leonides Perez
Director of Learning Resources Center

Academic Calendars

2022-2023 Academic Registration Calendar Main Campus-Online Spanish Fall 2022

	51	52	53	71	72	81	82	14
	8/22/2022- 9/24/2022 (5 weeks)	10/3/2022- 11/6/2022 (5 weeks)	11/7/2022- 12/17/2022 (5 weeks)	8/22/2022- 10/8/2022 (7 weeks)	10/17/2022- 12/10/2022 (7 weeks)	8/22/2022- 10/15/2022 (8 weeks)	10/17/2022- 12/17/2022 (8 weeks)	8/22/2022- 12/3/2022 (14 weeks)
Financial Aid- FAFSA Priority Deadline	7/25/2022	9/5/2022	10/10/2022	7/25/2022	9/19/2022	7/25/2022	9/19/2022	7/25/2022
Admissions Deadline	8/26/2022	10/7/2022	11/11/2022	8/26/2022	10/21/2022	8/26/2022	10/21/2022	8/26/2022
Classes Begin	8/22/2022	10/3/2022	11/7/2022	8/22/2022	10/17/2022	8/22/2022	10/17/2022	8/22/2022
Add/Drop Deadline	8/28/2022	10/9/2022	11/13/2022	8/28/2022	10/23/2022	8/28/2022	10/23/2022	8/28/2022
Census Attendance Deadline	9/5/2022	10/16/2022	11/27/2022	9/5/2022	10/31/2022	9/5/2022	10/31/2022	9/5/2022
Deadline to Request Class Reinstatement	9/9/2022	10/21/2022	11/25/2022	9/9/2022	11/4/2022	9/9/2022	11/4/2022	9/9/2022
Withdrawal Deadline	9/12/2022	10/24/2022	12/5/2022	9/28/2022	11/30/2022	10/3/2022	12/5/2022	11/14/2022
Classes End	9/24/2022	11/5/2022	12/17/2022	10/8/2022	12/10/2022	10/15/2022	12/17/2022	12/3/2022
Grades Due	9/26/2022	11/7/2022	12/19/2022	10/10/2022	12/12/2022	10/17/2022	12/19/2022	12/5/2022
Graduation Application	10/31/2022	10/31/2022	10/31/2022	10/31/2022	10/31/2022	10/31/2022	10/31/2022	10/31/2022
Holidays/University Recess	11/5/2022		11/5/2022, 11/11/2022, 11/21/2022- 11/27/2022		11/5/2022, 11/11/2022, 11/21/2022- 11/27/2022		11/5/2022, 11/11/2022, 11/21/2022- 11/27/2022	11/5/2022, 11/11/2022, 11/21/2022- 11/27/2022

*Make-up classes will be required to meet the minimum classroom hour requirement.

September 17 is the celebration of the U.S. Constitution.

Calendar subject to change

This Academic calendar was updated on 9/26/2022 for PT 52 and PT 53.

This Academic Calendar was updated on 11/16/2022 for PT 53.

2022-2023 Academic Registration Calendar
Main Campus-Online Spanish
Spring 2023

	51	52	53	71	72	81	82	14
	1/16/2023- 2/18/2023 (5 weeks)	2/20/2023- 3/25/2023 (5 weeks)	3/27/2023- 4/29/2023 (5 weeks)	1/9/2023- 2/25/2023 (7 weeks)	3/6/2023- 4/29/2023 (7 weeks)	1/9/2023- 3/4/2023 (8 weeks)	3/6/2023- 4/29/2023 (8 weeks)	1/9/2023- 4/22/2023 (14 weeks)
Financial Aid- FAFSA Priority Deadline	12/19/2022	1/23/2023	2/27/2023	12/12/2023	2/6/2023	12/12/2023	2/6/2023	12/12/2023
Admissions Deadline	1/20/2023	2/24/2023	3/31/2023	1/13/2023	3/10/2023	1/13/2023	3/10/2023	1/13/2023
Classes Begin	1/16/2023	2/20/2023	3/27/2023	1/9/2023	3/6/2023	1/9/2023	3/6/2023	1/9/2023
Add/Drop Deadline	1/22/2023	2/26/2023	4/2/2023	1/15/2023	3/12/2023	1/15/2023	3/12/2023	1/15/2023
Census Attendance Deadline	1/30/2023	3/6/2023	4/10/2023	1/23/2023	3/20/2023	1/23/2023	3/20/2023	1/23/2023
Deadline to Request Class Reinstatement	2/3/2023	3/10/2023	4/14/2023	1/27/2023	3/24/2023	1/27/2023	3/24/2023	1/27/2023
Withdrawal Deadline	2/6/2023	3/13/2023	4/17/2023	2/15/2023	4/19/2023	2/20/2023	4/17/2023	4/10/2023
Classes End	2/18/2023	3/25/2023	4/29/2023	2/25/2023	4/29/2023	3/4/2023	4/29/2023	4/22/2023
Grades Due	2/20/2023	3/27/2023	5/1/2023	2/27/2023	5/1/2023	3/6/2023	5/1/2023	4/24/2023
Graduation Application	2/28/2023	2/28/2023	2/28/2023	2/28/2023	2/28/2023	2/28/2023	2/28/2023	2/28/2023
Holidays/University Recess	1/16/2023	2/20/2023		1/16/2023, 2/20/2023	4/2/2023-4/9/2023	1/16/2023, 2/20/2023		1/16/2023, 2/20/2023, 4/2/2023-4/9/2023

*Make-up classes will be required to meet the minimum classroom hour requirement.

Calendar subject to change

**2022-2023 Academic Registration Calendar
Main Campus-Online Spanish
Summer 2023**

	51	52	71	72	81	14
	5/8/2023- 6/10/2023 (5 weeks)	6/12/2023- 7/22/2023 (5 weeks)	5/8/2023- 6/24/2023 (7 weeks)	6/26/2023- 8/19/2023 (7 weeks)	5/22/2023- 7/22/2023 (8 weeks)	5/8/2023- 8/19/2023 (14 weeks)
Financial Aid- FAFSA Priority Deadline	4/10/2023	5/15/2023	4/10/2023	5/29/2023	4/24/2023	4/10/2023
Admissions Deadline	5/12/2023	6/16/2023	5/12/2023	6/30/2023	5/26/2023	5/12/2023
Classes Begin	5/8/2023	6/12/2023	5/8/2023	6/26/2023	5/22/2023	5/8/2023
Add/Drop Deadline	5/14/2023	6/18/2023	5/14/2023	7/2/2023	5/28/2023	5/14/2023
Census Attendance Deadline	5/22/2023	6/26/2023	5/22/2023	7/17/2023	6/5/2023	5/22/2023
Deadline to Request Class Reinstatement	5/26/2023	6/30/2023	5/26/2023	7/21/2023	6/9/2023	5/26/2023
Withdrawal Deadline	5/29/2023*	7/10/2023	6/14/2023	8/2/2023	7/10/2023	7/31/2023
Classes End	6/10/2023	7/22/2023	6/24/2023	8/12/2023	7/22/2023	8/12/2023
Grades Due	6/12/2023	7/24/2023	6/26/2023	8/14/2023	7/24/2023	8/14/2023
Graduation Application	6/30/2023	6/30/2023	6/30/2023	6/30/2023	6/30/2023	6/30/2023
Holidays/University Recess	5/29/2023	7/3/2023-7/9/2023	5/29/2023	7/3/2023-7/9/2023	5/29/2023, 7/3/2023-7/9/2023	5/29/2023 7/3/2023-7/9/2023

*Memorial Day

*Make-up classes will be required to meet the minimum classroom hour requirement.

Calendar subject to change.

This Academic Calendar was updated on 1/30/2023 for PT72 and PT14.

2022-2023 Academic Registration Calendar
Ground Campuses and Main Campus-Online English
Fall 2022

	71	72	81	82	14
	8/22/2022- 10/8/2022 (7 weeks)	10/17/2022- 12/10/2022 (7 weeks)	8/22/2022- 10/15/2022 (8 weeks)	10/17/2022- 12/17/2022 (8 weeks)	8/22/2022- 12/3/2022 (14 weeks)
Financial Aid- FAFSA Priority Deadline	7/25/2022	9/19/2022	7/25/2022	9/19/2022	7/25/2022
Admissions Deadline	8/26/2022	10/21/2022	8/26/2022	10/21/2022	8/26/2022
Classes Begin	8/22/2022	10/17/2022	8/22/2022	10/17/2022	8/22/2022
Add/Drop Deadline	8/28/2022	10/23/2022	8/28/2022	10/23/2022	8/28/2022
Census Attendance Deadline	9/5/2022	10/31/2022	9/5/2022	10/31/2022	9/5/2022
Deadline to Request Class Reinstatement	9/9/2022	11/4/2022	9/9/2022	11/4/2022	9/9/2022
Withdrawal Deadline	9/28/2022	11/30/2022	10/3/2022	12/5/2022	11/14/2022
Classes End	10/8/2022	12/10/2022	10/15/2022	12/17/2022	12/3/2022
Grades Due	10/10/2022	12/12/2022	10/17/2022	12/19/2022	12/5/2022
Graduation Application	10/31/2022	10/31/2022	10/31/2022	10/31/2022	10/31/2022
Holidays/University Recess		11/5/2022, 11/11/2022, 11/21/2022-11/27/2022		11/5/2022, 11/11/2022, 11/21/2022-11/27/2022	11/5/2022, 11/11/2022, 11/21/2022-11/27/2022

*Make-up classes will be required to meet the minimum classroom hour requirement.

September 17 is the celebration of the U.S. Constitution.

Calendar subject to change

2022-2023 Academic Registration Calendar
Ground Campuses and Main Campus-Online English
Spring 2023

	71	72	81	82	14
	1/9/2023- 2/25/2023 (7 weeks)	3/6/2023- 4/29/2023 (7 weeks)	1/9/2023- 3/4/2023 (8 weeks)	3/6/2023- 4/29/2023 (8 weeks)	1/9/2023- 4/22/2023 (14 weeks)
Financial Aid- FAFSA Priority Deadline	12/12/2023	2/6/2023	12/12/2023	2/6/2023	12/12/2023
Admissions Deadline	1/13/2023	3/10/2023	1/13/2023	3/10/2023	1/13/2023
Classes Begin	1/9/2023	3/6/2023	1/9/2023	3/6/2023	1/9/2023
Add/Drop Deadline	1/15/2023	3/12/2023	1/15/2023	3/12/2023	1/15/2023
Census Attendance Deadline	1/23/2023	3/20/2023	1/23/2023	3/20/2023	1/23/2023
Deadline to Request Class Reinstatement	1/27/2023	3/24/2023	1/27/2023	3/24/2023	1/27/2023
Withdrawal Deadline	2/15/2023	4/19/2023	2/20/2023	4/17/2023	4/10/2023
Classes End	2/25/2023	4/29/2023	3/4/2023	4/29/2023	4/22/2023
Grades Due	2/27/2023	5/1/2023	3/6/2023	5/1/2023	4/24/2023
Graduation Application	2/28/2023	2/28/2023	2/28/2023	2/28/2023	2/28/2023
Holidays/University Recess	1/16/2023, 2/20/2023	4/2/2023-4/9/2023	1/16/2023, 2/20/2023		1/16/2023, 2/20/2023, 4/2/2023-4/9/2023

*Make-up classes will be required to meet the minimum classroom hour requirement.

Calendar subject to change

2022-2023 Academic Registration Calendar
Ground Campuses and Main Campus-Online English
Summer 2023

	71	72	81	14
	5/8/2023- 6/24/2023 (7 weeks)	6/26/2023- 8/19/2023 (7 weeks)	5/22/2023- 7/22/2023 (8 weeks)	5/8/2023- 8/19/2023 (14 weeks)
Financial Aid- FAFSA Priority Deadline	4/10/2023	5/29/2023	4/24/2023	4/10/2023
Admissions Deadline	5/12/2023	6/30/2023	5/26/2023	5/12/2023
Classes Begin	5/8/2023	6/26/2023	5/22/2023	5/8/2023
Add/Drop Deadline	5/14/2023	7/2/2023	5/28/2023	5/14/2023
Census Attendance Deadline	5/22/2023	7/17/2023	6/5/2023	5/22/2023
Deadline to Request Class Reinstatement	5/26/2023	7/21/2023	6/9/2023	5/26/2023
Withdrawal Deadline	6/14/2023	8/2/2023	7/10/2023	7/31/2023
Classes End	6/24/2023	8/12/2023	7/22/2023	8/12/2023
Grades Due	6/26/2023	8/14/2023	7/24/2023	8/14/2023
Graduation Application	6/30/2023	6/30/2023	6/30/2023	6/30/2023
Holidays/University Recess	5/29/2023	7/3/2023-7/9/2023	5/29/2023, 7/3/2023-7/9/2023	5/29/2023 7/3/2023-7/9/2023

*Make-up classes will be required to meet the minimum classroom hour requirement.

Calendar subject to change.

This Academic Calendar was updated on 1/30/2023 for PT72 and PT14.



Academic Programs



School of Arts, Technology & Engineering

Glorivette Pérez, Ed.D.
Dean

The School of Arts, Technology, and Engineering offers innovative programs in different areas of expertise, from diploma programs to doctoral degrees. Our programs are designed to provide the highest quality of education for the students and future professionals to achieve success. Our purpose is to support our students in achieving their personal and professional goals through one of our career and degree options in professions of high demand. We invite you to explore all the programs and offerings available at the School of Arts, Technology, and Engineering. Welcome!

Academic Programs

- Diploma in Cybersecurity
- Associate of Science in Computer Technology and Networks (This program is not admitting new students.)
- Associate of Science in Engineering Technology and Quality Control (This program is not admitting new students.)
- Associate of Science in Forensic Investigation
- Associate of Science in Paralegal Studies
- Associate of Science in Technical Studies
- Associate of Science in Web Design
- Bachelor of Arts in Communications
- Bachelor of Arts in Criminal Justice
- Bachelor of Arts in Digital Journalism (This program is not admitting new students.)
- Bachelor of Arts in Graphic Design
- Bachelor of Arts in Liberal Arts
- Bachelor of Arts in Public Relations and Advertising
- Bachelor of Business Administration in Digital Marketing
- Bachelor of Business Administration in Information Systems
- Bachelor of Science in Criminology
- Master of Arts with specialization in Public Relations
- Master of Public Administration with specialization in Criminal Justice
- Master of Science with specialization in Telecommunications and Network Systems Administration
- Doctor of Business Administration with specialization in Information Systems Management

The language of instruction and program delivery modality are subject to availability.
COMPLETING A COURSE OR PROGRAM IN A LANGUAGE OTHER THAN ENGLISH MAY REDUCE EMPLOYABILITY WHERE ENGLISH IS REQUIRED.

Diploma in Cybersecurity

30 credits

Program Description

A program that focuses on the technological and operational aspects of information warfare, including cyber-attack and cyber defense. Students will learn the role of an information technology security specialist, demonstrate compliance and operational security, the use of ethical hacking, how to prevent IT attacks, the use of physical security, and the proficiency in network device security and access control models, legal and ethical issues, and cyber warfare systems development and acquisition.

Program Objectives

1. Demonstrate knowledge, skill, and application of computer systems.
2. Demonstrate knowledge of different operating systems.
3. Demonstrate an understanding of Internet safety and ethical issues in cybersecurity.
4. Demonstrate an understanding of cybersecurity, including its origins, trends, culture, and legal implications.
5. Describe the national agencies and supporting initiatives involved in cybersecurity.
6. Discuss the underlying concepts of terms used in cybersecurity.
7. Demonstrate an understanding of basic computer components, their functions, and their operation.
8. Demonstrate an understanding of the technical underpinnings of cybersecurity and its taxonomy, terminology, and challenges.
9. Demonstrate an understanding of common cyber-attack mechanisms, their consequences, and motivation for their use.
10. Demonstrate an understanding of social engineering and its implications to cybersecurity.
11. Demonstrate an understanding of methods and strategies for controlling access to computer networks.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Notes:

1. This program may be offered in English or Spanish according to demand. COMPLETING A COURSE OR PROGRAM IN A LANGUAGE OTHER THAN ENGLISH MAY REDUCE EMPLOYABILITY WHERE ENGLISH IS REQUIRED.
2. Students must abide with the minimum required hours and policies set by the state and local education agencies for practicum experiences, as applicable.
3. Students must comply with state and local education certification requirements for the diploma program, as applicable.

Program Curriculum

Course	Title	Credits
MATH 101	Mathematical Reasoning I	3
COIC 101	Introduction to Computers	3
CYBS 101	Computer Hardware and Networks	3
CYBS 102	Installing and Configuring Windows Servers	3
CYBS 103	Network Infrastructure Security	3
CYBS 104	Introduction to Cyber Security Management and Digital Crime	3
CYBS 105	Cybersecurity Operation-Identity and Information Security	3
CYBS 106	Linux Networking and Security	3
CYBS 107	Digital Forensics and Investigation	3
CYBS 108	Penetration Testing and Legal-Ethical Hacking	3
Total credits		30

Associate of Science in Computer Technology and Networks

62 credits

(This program is not admitting new students.)

Program Description

In this program the student develops the theoretical knowledge and practical skills necessary to succeed in the changing world of technology. Graduates will be prepared to work on data analysis, installation and estimation and maintenance of new or existing computer systems and networks. The curriculum also provides the ability to solve technical problems, develop human relationships and establish effective communication in English and Spanish. The graduate may work in industrial areas, service companies or in their own business.

Program Objectives

The general objectives of the program prepare engineering technology graduates professionally, so that they will be capable of fulfilling the technological needs of society and excel in the maintenance and improvement of computer systems.

1. An ability to apply knowledge of mathematics, science, and technology.
2. An ability to repair systems, components, or processes to meet desired needs.
3. An ability to function in multidisciplinary teams.
4. An ability to analyze and interpret data.
5. An understanding of ethical responsibility.
6. An ability to communicate effectively.
7. A recognition of the need for, and an ability to engage in life-long learning.
8. A knowledge of contemporary issues.
9. An ability to use the techniques, skills, and modern tools necessary for technical practice.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Notes:

1. This program may be offered in English, Bilingual mode (English-Spanish), or Spanish according to demand. COMPLETING A COURSE OR PROGRAM IN A LANGUAGE OTHER THAN ENGLISH MAY REDUCE EMPLOYABILITY WHERE ENGLISH IS REQUIRED.
2. Students must abide with the minimum required hours and policies set by the state and local education agencies for practicum experiences.
3. Students must comply with state and local education certification requirements for the degree program, as applicable.

Approved General Education Electives*		
Course	Title	Credits
SPAN 111	Elementary Spanish	4
REIL 102	Research and Information Literacy	4
BIOL 153	General Biology I	4
BIOL 154	General Biology II	4
COMM 206	Communication Theory	4
COMM 211	Legal and Ethical Aspects of Communications	4
HIDE 101	History of Arts	4
HIDE 111	Representing Culture: Art & Artifact 1500-1850	4
HIST 274	History of the United States of America	4

Program Curriculum

General Education Courses		
Course	Title	Credits
ENGL 151 OR ENGL 115	English Composition I OR English Reading and Writing I	4
HUMA 101	World Cultures I	3
MATH 111	Intermediate Algebra I	3
MATH 112	Intermediate Algebra II	3
Pick 1 GE* OR SPAN 115	Pick one (1) of the Approved General Education Electives OR Reading, Writing and Oral Communication in Spanish I	4
Total		17

Core/Professional Courses		
Course	Title	Credits
ENGL 251 OR ENGL 116	English Composition II OR English Reading and Writing II	4
COMM 141 OR ENGL 331	Effective Communication OR Public Speaking	4
FSEN 100	Introduction to Engineering Technology	3
MATH 151	Pre-Calculus I	4
MATH 152	Pre-Calculus II	4
ENGI 122	Introduction to Computer Programming	3
Total		22

Major Courses		
Course	Title	Credits
CTEC 220	Fundamentals of Computers, Peripherals and Operating Systems	3
CTEC 220L	Fundamentals of Computers, Peripherals and Operating Systems Laboratory	1
EETE 223	Fundamentals of Computer Electronic	3
EETE 223L	Fundamentals of Computer Electronic Laboratory	1
TCOM 335	Principles of Telecommunications and Networking	3
TCOM 335L	Principles of Telecommunications and Networking Laboratory	1
TCOM 350	Fundamentals of Networking Infrastructure Management	3
TCOM 350L	Fundamentals of Networking Infrastructure Management Laboratory	1
CTEC 230	Fundamentals of Intermediate Programming	3
Total		19

Elective Courses (Select one course – 4 credits)		
Course	Title	Credits
MATH 221	Calculus I	4
EETE 255	Fundamentals of Microprocessors	4
Total		4
Total credits		62

Associate of Science in Engineering Technology and Quality Control

61 credits

(This program is not admitting new students.)

Program Description

This program prepares students as technicians improving the quality of products and services. The areas of statistical processes, regulation, validation, and industrial safety will be studied. The program also provides the development of skills and knowledge in problem solving, data analysis, computer applications and effective communication in English and Spanish. The graduates will be prepared to work in pharmaceutical, biotechnological, or medical device companies. The program focuses on areas of quality assurance for industrial or service environments.

Program Objectives

To prepare quality control engineering technology graduates professionally, so that they will be capable of fulfilling the technological needs of society and excel in the maintenance and improvement of quality systems. Specific objectives of this program include:

1. Prepared to apply current quality control concepts.
2. Prepared to solve industry related real-world problems through laboratory experiments that exposes students to these events.
3. Prepared with knowledge and skills to function as a quality control technician in manufacturing and the services industries.
4. Performs quality control system analysis.
5. Possesses the knowledge and skills to implement a continuous improvement process.
6. Utilizes validation processes in different aspects of development and production.
7. Identifies good practices in manufacturing and international quality standards such as ISO 9000, ISO 10011 and 10012.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Notes:

1. This program may be offered in English, Bilingual mode (English-Spanish), or Spanish according to demand. COMPLETING A COURSE OR PROGRAM IN A LANGUAGE OTHER THAN ENGLISH MAY REDUCE EMPLOYABILITY WHERE ENGLISH IS REQUIRED.
2. Students must abide with the minimum required hours and policies set by the state and local education agencies for practicum experiences.
3. Students must comply with state and local education certification requirements for the degree program, as applicable.

Approved General Education Electives*		
Course	Title	Credits
SPAN 111	Elementary Spanish	4
REIL 102	Research and Information Literacy	4
BIOL 153	General Biology I	4
BIOL 154	General Biology II	4
COMM 206	Communication Theory	4
COMM 211	Legal and Ethical Aspects of Communications	4
HIDE 101	History of Arts	4
HIDE 111	Representing Culture: Art & Artifact 1500-1850	4
HIST 274	History of the United States of America	4

Program Curriculum

General Education Courses		
Course	Title	Credits
ENGL 151 OR ENGL 115	English Composition I OR English Reading and Writing I	4
HUMA 101	World Cultures I	3
MATH 111	Intermediate Algebra I	3
SOSC 111	Individual, Community, Government and Social Responsibility I	3
Pick 1 GE* OR SPAN 115	Pick one (1) of the Approved General Education Electives OR Reading, Writing and Oral Communication in Spanish I	4
Total		17

Core / Professional Courses		
Course	Title	Credits
ENGL 251 OR ENGL 116	English Composition II OR English Reading and Writing II	4
COMM 141 OR ENGL 331	Effective Communication OR Public Speaking	4
FSEN 100	Introduction to Engineering Technology	3
MATH 112	Intermediate Algebra II	3
MATH 151	Pre-Calculus I	4
ENGI 122	Introduction to Computer Programming	3
Total		21

Major Courses		
Course	Title	Credits
QETE 240	Quality Management Principles and Improvement Tools	3
QETE 245	Fundamentals of Statistical Process Control/Metrology	3
QETE 245L	Fundamentals of Statistical Process Control/Metrology Laboratory	1
QETE 250	Introduction to Technical Engineering Management	3
QETE 260	Principles of Industrial Regulations and Validations	4
IMEN 404	Industrial Safety and Health Management	3
QETE 255	Fundamentals of Lean Manufacturing Six-Sigma	3
Total		20

Elective Courses (Select one course)		
Course	Title	Credits
MATH 221	Calculus I	4
EETE 216	Industrial Electronics	3
ENGI 161	Engineering Technology Graphics	3
METE 224	Manufacturing Process Technology	3
METE 228	Mechanical Measurements Technology	3
Total		3
Total credits		61

Associate of Science in Forensic Investigation

63 credits

Program Description

The Associate Degree in Forensic Investigation introduces forensic investigation from a theoretical and practical perspective. Students will be prepared to apply techniques, methods, procedures, basic knowledge to perform necessary skills as a forensic investigator.

Program Objectives

1. Know the doctrines and principles of law that intervene in the field of criminal and forensic investigation.
2. Describe and distinguish the nature and functions of forensic investigation from a scientific and legal perspective.
3. Develop a deep sense of human solidarity and social responsibility in accordance with knowledge of the ethical and moral standards that must guide thought and action as a forensic investigator.
4. Expose critically the basic theories of criminal and forensic investigation.
5. Recognize and describe the application of the scientific method in forensic investigation.
6. Develop skills to increase the ability to observe behavior and record systematic notes in objective and critical terms.
7. Develop assigned interpersonal skills, ability to analyze problems, and establish an action plan.
8. Demonstrate mastery of criminal investigation techniques.
9. Demonstrate ability to sustain a coherent analysis in matters related to their area of work.
10. Develop skills to conduct interviews efficiently.
11. Integrate contemporary knowledge of forensic science to clarify crimes.
12. Allow students to test skills acquired within controlled environments by applying theories and techniques of forensic science.
13. Establish a balance between the theoretical and practical aspects that make up the study of forensic science and public safety in its aspects of investigation and intervention with citizens.
14. Contribute to the development of forensic investigation technicians.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Notes:

1. This program may be offered in English, Bilingual mode (English-Spanish), or Spanish according to demand. COMPLETING A COURSE OR PROGRAM IN A LANGUAGE OTHER THAN ENGLISH MAY REDUCE EMPLOYABILITY WHERE ENGLISH IS REQUIRED.
2. Students must abide with the minimum required hours and policies set by the state and local education agencies for practicum experiences.
3. Students must comply with state and local education certification requirements for the degree program, as applicable.

Program Curriculum

QYLE 110 or FYIS 101	Attitude Development and University Adaptation or Induction Seminar to University Life	3
General Education Courses		
Course	Title	Credits
Pick 1 GE* OR	Pick one (1) of the Approved General Education Electives OR	
SPAN 101	Introduction to Spanish Language – Basic Level	3
SPAN 103	Introduction to Spanish Language –Intermediate Level	
SPAN 105	Introduction to Spanish Language – Advanced Level	
ENGL 150 OR	English Composition I OR	
ENGL 101	Introduction to English Language – Basic Level	3
ENGL 103	Introduction to English Language –Intermediate Level	
ENGL 105	Introduction to English Language – Advanced Level	
MATH 112ON	College Algebra	3
SOSC 101	Introduction to Social Sciences I	3
COIS 101	Introduction to Computers	3
Total		15
Core / Professional Courses		
Course	Title	Credits
CRIM 100	Criminal Law	3
CRIM 102	Criminal Procedures	3
CRIM 104	Evidence	3
IFOR 205	Basic Criminal Investigation	3
IFOR 210	Forensic Photography and Crime Scene Planimetry	3
IFOR 215	Fundamental Principles of Collection and Processing of Evidence at the Scene of the Crime	3
Total		18
Major Courses		
Course	Title	Credits
IFOR 220	Forensic Investigation of Traffic Accidents	3
IFOR 225	Interview Techniques and Testimony in Court	3
IFOR 230	Introduction to Forensic Dactyloscopy	3
IFOR 235	Investigation of Cyber Crimes	3
IFOR 240	Scientific Study of the Crime Scene	3
IFOR 245	Introduction of Fraud Investigation	3
IFOR 250	Introduction to Fire Investigation	3
IFOR 255	Surveillance and Tracking: Technical and Ethical Aspects	3
IFOR 275	Integration Seminar in Forensic Investigation	3
Total		27
Total credits		63

Approved General Education Electives*		
Course	Title	Credits
SPAN 110	Elementary Spanish	3
REIL 101	Research and Information Literacy	3
BIOL 150	General Biology I	3
BIOL 151	General Biology II	3
COMM 205	Communication Theory	3
COMM 210	Legal and Ethical Aspects of Communications	3
HIDE 100	History of Arts	3
HIDE 110	Representing Culture: Art & Artifact 1500-1850	3
HIST 273	History of the United States of America	3

Associate of Science in Paralegal Studies

65 credits

Program Description

This program is designed to prepare students to work in the legal field for law firms, banks, corporations, and government agencies in the performance of delegated, substantive legal services under the supervision of a licensed attorney. Students receive instruction in the substantive and procedural law necessary to function in the legal environment under the direction and supervision of attorneys in areas such as civil litigation, real property, legal research and writing, business organizations, and legal technology. Students will understand the ethical framework within which they will work and will be able to analyze and communicate effectively in these areas. Instruction stresses practical applications. Note: Paralegals cannot give legal advice, represent a client, or provide legal services directly to the public, except as permitted by law.

Program Objectives

To prepare the student for employments as paralegals under the supervision of a licensed attorney. The student will be prepared to perform functions such as research, drafting, investigatory, record-keeping and related administrative task among other functions permitted by law for the profession of a Paralegal. The student will be able to:

1. Demonstrate knowledge of the ethical and professional standards of the paralegal.
2. Demonstrate ability to utilize the law library and apply knowledge to legal writing.
3. Demonstrate knowledge of tort law, constitutional law, and criminal law concepts and their application to factual situations.
4. Demonstrate knowledge of all phases of trial practice and procedure.
5. Demonstrate knowledge of estate planning and probate administration concepts and their application to probate procedures.
6. Demonstrate knowledge of the fundamental principles of the law of business organizations.
7. Demonstrate knowledge of fundamental principles of contract law including the uniform commercial code.
8. Demonstrate knowledge of, and ability to perform, litigation techniques and procedures.
9. Demonstrate knowledge of management techniques and procedures.
10. Demonstrate knowledge of family law and procedure.
11. Demonstrate knowledge of employability skills.
12. Demonstrate an understanding of entrepreneurship.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Notes:

1. This program may be offered in English, Bilingual mode (English-Spanish), or Spanish according to demand. COMPLETING A COURSE OR PROGRAM IN A LANGUAGE OTHER THAN ENGLISH MAY REDUCE EMPLOYABILITY WHERE ENGLISH IS REQUIRED.
2. Students must abide with the minimum required hours and policies set by the state and local education agencies for practicum experiences.
3. Students must comply with state and local education certification requirements for the degree program, as applicable.

Program Curriculum

QYLE 110 or FYIS 101	Attitude Development and University Adaptation or Induction Seminar to University Life	3
General Education Courses		
Course	Title	Credits
ENGL 151 OR ENGL 115	English Composition I OR English Reading and Writing I	4
Pick 1 GE* OR SPAN 115	Pick one (1) of the Approved General Education Electives OR Reading, Writing and Oral Communication in Spanish I	4
SOSC 111	Individual, Community, Government and Social Responsibility I	3
MATH 111	Intermediate Algebra I	3
PYSC 123	General Psychology (Compendium)	3
		Total 17
Major Courses		
Course	Title	Credits
MANA 126	Business Communication	3
CRIM 100	Criminal Law	3
CRIM 101	Constitutional Protection and Civil Rights	3
CRIM 102	Criminal Procedures	3
CRIM 103	Evidence, Case Preparation and Testimony	3
PARS 101	Introduction to Legal Practice and Ethics	3
PARS 102	Real State Property Fundamentals	3
PARS 103	Civil Litigation Fundamentals	3
PARS 104	Legal Research and Theory with Legal Writing	3
PARS 105	Computer Technology in a Legal Office	3
PARS 106	Foundations of Wills, Trusts, and Estate Administration	3
PARS 107	Insurance Case Management for Paralegals	3
PARS 108	Family Law	3
PARS 109	Debtor-Creditor/Bankruptcy	3
PARS 110	Paralegal Law Office and Management Skills	3
		Total 45
		Total credits 65

Approved General Education Electives*		
Course	Title	Credits
SPAN 111	Elementary Spanish	4
REIL 102	Research and Information Literacy	4
BIOL 153	General Biology I	4
BIOL 154	General Biology II	4
COMM 206	Communication Theory	4
COMM 211	Legal and Ethical Aspects of Communications	4
HIDE 101	History of Arts	4
HIDE 111	Representing Culture: Art & Artifact 1500-1850	4
HIST 274	History of the United States of America	4

Associate of Science in Technical Studies

62 credits

Specific Program Admission Requirements

1. Satisfactory completion of a minimum of 27 credits at the post-secondary level with a GPA of 2.00.

Program Description

Upon the completion of the program, the student will earn an Associate in Science in Technical Studies. By completing this program, graduates will have enhanced their professional skills and abilities with a specialized path in technology, health administration, or business.

Program Objectives

The objective of the AS in Technical Studies program is to integrate approved credits from licensed and/or accredited post-secondary entities, at the non-degree and up to the equivalent of two years in a degree-seeking program, with a selected concentration package complementary to the occupation. The students will:

1. Demonstrate knowledge of the fundamental concepts and theories from a selected career path.
2. Demonstrate proficient technical skills required to be productive in a career.
3. Apply creative, critical thinking, and problem-solving skills to analyze and solve discipline specific problems.
4. Demonstrate appropriate oral and written communication skills and professional behavior in the workplace.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Notes:

1. This program may be offered in English, Bilingual mode (English-Spanish).
2. Students must abide with the minimum required hours and policies set by the state and local education agencies for practicum experiences.
3. Students must comply with state and local education certification requirements for the degree program, as applicable.

Approved General Education Electives*		
Course	Title	Credits
SPAN 111	Elementary Spanish	4
REIL 102	Research and Information Literacy	4
BIOL 153	General Biology I	4
BIOL 154	General Biology II	4
COMM 206	Communication Theory	4
COMM 211	Legal and Ethical Aspects of Communications	4
HIDE 101	History of Arts	4
HIDE 111	Representing Culture: Art & Artifact 1500-1850	4
HIST 274	History of the United States of America	4

Program Curriculum

General Education Courses		
Course	Title	Credits
ENGL 151 OR ENGL 115	English Composition I OR English Reading and Writing I	4
Pick 1 GE* OR SPAN 115	Pick one (1) of the Approved General Education Electives OR Reading, Writing and Oral Communication in Spanish I	4
SOSC 111	Individual, Community, Government and Social Responsibility I	3
MATH 111	Intermediate Algebra I	3
INGS 101	Research Information Literacy	3
		Total
		17
Core Specialization Transfer Credit		
Transfer credits: Satisfactory completion of a minimum of 27 credits at the post-secondary level with a GPA of 2.00. The transfer credit evaluation is subject of an official evaluation by a registrar's office.		
		Total
		27
Career Path (Select one major path)		
Path in Business		
Course	Title	Credits
MANA 101	Introduction to Business	3
ENMA 101	Introduction to Business Development	3
MANA 210	Management Theories	3
MANA 213	Human Resources Management	3
		Total
		12
Path in Health Administration		
Course	Title	Credits
HADM 101	Communication Skills for Health Care Professionals	3
HADM 110	Health Care Management	3
HADM 130	Ethics and Social Responsibility in the Health Care Services	3
HADM 140	Accounting for Health Care Services and Administration	3
		Total
		12
Path in Technology		
Course	Title	Credits
COIS 101	Introduction to Computers	3
COIS 111	Software Applications for Business Administration	3
COIS 112	Information System Concepts	3
COIS 221	Data Analysis Tools	3
		Total
		12
Elective Courses		
	Elective	3
	Elective	3
		Total
		6
		Total credits
		62

Associate of Science in Web Design 60 credits

Program Description

The Associate Degree in Web Design prepares the student to become a Web Designer, an expert capable of dealing with the Internet's continuous string of advances, with the training and skills to define, create, and design them. A web designer configures telecommunications systems to ease people's access to content and audiovisual information.

Program Objectives

1. Communicate and solve visual problems.
2. Mastery of the programming language used for the Web.
3. Analyze the social impact and manage visual communication strategies on the Web.
4. Implement specialized programming languages and digital tools to develop multiplatform projects.
5. Mastery of the manipulation of images, photographs, icons, shapes and other design structures.
6. Develop creative and original visual communication ideas through a web page.
7. Master digital design, layout and web programming for Web assembly.
8. Understand the elements of color, shapes, structures suitable for visual communication and publication on the Web.
9. Develop business, self-management, and marketing skills.
10. Understand art in a general way as an expression of the wishes, aspirations, needs, and aesthetics of the human being, as well as the resources available on the object in interaction with the user throughout history.
11. Professional capable of communicating orally and in writing, in Spanish and English, applying the postulates of the discipline of communication.
12. Professional with capacity for scientific reasoning and critical thinking.
13. Professional capable of understanding contemporary social issues within a social historical context.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Notes:

1. This program may be offered in English, Bilingual mode (English-Spanish), or Spanish according to demand. COMPLETING A COURSE OR PROGRAM IN A LANGUAGE OTHER THAN ENGLISH MAY REDUCE EMPLOYABILITY WHERE ENGLISH IS REQUIRED.

Program Curriculum

QYLE 110 or FYIS 101	Attitude Development and University Adaptation or Induction Seminar to University Life	3
General Education Courses		
Course	Title	Credits
Pick 1 GE* OR	Pick one (1) of the Approved General Education Electives OR	
SPAN 101	Introduction to Spanish Language - Basic Level	3
SPAN 103	Introduction to Spanish Language - Intermediate	
SPAN 105	Introduction to Spanish Language - Advanced Level	
ENGL 150 OR	English Composition I OR	
ENGL 101	Introduction to English Language - Basic Level	3
ENGL 103	Introduction to English Language - Intermediate	
ENGL 105	Introduction to English Language - Advanced Level	
MATH 112ON	College Algebra	3
SCIE 111	Integrated Science I	3
HUMA 101	World Cultures I	3
Total		15
Core / Professional Courses		
Course	Title	Credits
DESI 121	Drawing I	3
ENTR 260	Entrepreneurship	3
HIDE 100	History of Art	3
Total		9
Major Courses		
Course	Title	Credits
WEDE 100	Web Design and Graphics Studio 1	3
WEDE 200	Web Design and Graphics Studio 2	3
WEDE 250	Web Design and Graphics Studio 3	3
WEDE 260	Web Design and Graphics Studio 4	3
WEDE 280	Portfolio	3
DESI 285	Digital Photography	3
GRAD 105	Typography I	3
GRAD 130	Image Studio – Black and White	3
CTEC 210	Operating Systems, Installation and Configuration	3
CTEC 240	Programming for the Web	3
WEDE 275	Integration Seminar for Web Design	3
Total		33
Total credits		60

Approved General Education Electives*		
Course	Title	Credits
SPAN 110	Elementary Spanish	3
REIL 101	Research and Information Literacy	3
BIOL 150	General Biology I	3
BIOL 151	General Biology II	3
COMM 205	Communication Theory	3
COMM 210	Legal and Ethical Aspects of Communications	3
HIDE 100	History of Arts	3
HIDE 110	Representing Culture: Art & Artifact 1500-1850	3
HIST 273	History of the United States of America	3

Bachelor of Arts in Communications

123 credits

Program Description

The Bachelor of Arts in Communications prepares students to work in the media: radio, television, press, internet, etc. Students can be a professional in journalism (print, radio, television, digital), public relations or advertising.

Program Objectives

1. Recognize and use the fundamental principles, theories, concepts and models of social communication.
2. Identify the behavior, social impact and content of messages created by social media.
3. Understand the importance of social responsibility in the process of informing, educating and entertaining, as well as in the formation of public opinion.
4. Trained students in the knowledge of the social responsibility of the media, the ethical principles of his profession and his contribution to cultural and social development.
5. Express their own personal and interpersonal attitudes and skills for effective performance in group work.
6. Apply critical thinking skills when facing diverse situations.
7. Will show mastery of the skills of verbal and written expression in Spanish and other languages.
8. Create and publish journalistic products and / or services that demonstrate the acquisition of the techniques and methods contained in the courses in that area.
9. Develop audiovisual programs (radio, television, video, etc.) that demonstrate the mastery of the techniques and methods contained in the courses in that area.
10. Create and implement public relations and advertising plans, programs and / or strategies that demonstrate mastery of the techniques and methods contained in the courses in that area.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Approved General Education Electives*		
Course	Title	Credits
SPAN 110	Elementary Spanish	3
REIL 101	Research and Information Literacy	3
BIOL 150	General Biology I	3
BIOL 151	General Biology II	3
HIDE 100	History of Arts	3
HIDE 110	Representing Culture: Art & Artifact 1500-1850	3
HIST 273	History of the United States of America	3

Program Curriculum

QYLE 110 or FYIS 101	Attitude Development and University Adaptation or Induction Seminar to University Life	3
General Education Courses		
Course	Title	Credits
Pick 2 GE* OR	Pick two (2) of the Approved General Education Electives OR	
SPAN 101-102 or SPAN 103-104 or SPAN 105-106	Introduction to Spanish Language – Basic Level Introduction to Spanish Language – Intermediate Level Introduction to Spanish Language – Advanced Level	6
ENGL 150-250 OR	English Composition I and II OR	
ENGL 101-102 or ENGL 103-104 or ENGL 105-106	Introduction to English Language- Basic Level Introduction to English Language – Intermediate Level Introduction to English Language - Advanced Level	6
MATH 112ON	College Algebra	3
PHIL 201	Introduction to Philosophy	3
SOSC 101-102	Introduction to Social Science I and II	6
SCIE 111-112	Integrated Science I and II	6
COIS 101	Introduction to Computers	3
HIST 101	Introduction to the Study of History	3
ENGL 340 OR	Research and Writing OR	3
SPAN 215	Writing and Composition	
COMM 140 OR	Effective Communication OR	3
ENGL 212	English Second Year Basic Level	
COMM 240 OR	Interpersonal Communication OR	3
ENGL 350	Conversational English	
HUMA 101-102	World Cultures I and II	6
		Total 51
Core / Professional Courses		
Course	Title	Credits
STAT 300	Elements of Statistics I	3
GEOG 205	Global Communities and Resources: Critical Perspective	3
SOSC 320	Social Research Techniques	3
SOCI 358-O	Social Problems of the Hispanic Community in United States	3
ECON 207	New World Order Economy	3
COMM 205	Communication Theory	3
COMM 212	Development and Management of Media Enterprises	3
COMM 210	Legal and Ethical Aspects of Communications	3
COMM 325	Introduction to Advertising	3
COMM 320	Introduction to Public Relations	3
COMM 400	T.V. Principles	3
		Total 33
Major Courses		
Course	Title	Credits
COMM 230	Fundamentals of Journalism	3
COMM 305	Writing and Style in Journalism	3
COMM 307	Writing for Communication's Media	3
COMM 311	Photojournalism	3
COMM 430	Journalism Workshop	3
COMM 380	Principles of Radio	3
COMM 385	Radio Production and Direction	3
COMM 420	Writing for Public Relations	3
COMU 203	Audiovisual Communications Media I	3
PROD 205	Audiovisual Production I	3
COMM 455	Integration Seminar	3
		Total 33
Elective		
	Free Elective	3
		Total 3
		Total credits 123

Bachelor of Arts in Criminal Justice

120 credits

Program Description

This program usher students to academic and professional environments related to the Criminal Justice field. The Bachelor of Arts in Criminal Justice provides students a detailed view of the field with specific emphasis on the legal, forensic, and academic aspects of the discipline.

Students who graduate from this program can pursue professional positions in the public or private sector or pursue a graduate degree in law or in the social sciences. The program is structured to address current topics in the field such as multiculturalism, alternate sentencing methods, rehabilitation processes, and cybercrimes, among others.

Program Objectives

Provide students with theoretical and practical knowledge that will facilitate problem solving and analysis in the criminal justice field.

1. Develop critical thinking skills that help students comprehend the causes of crime and the different alternatives to tackle these causes.
2. Enhance students' knowledge and experiences to facilitate the attainment of new or higher professional positions in the field.
3. Provide a comprehensive examination of the Criminal Justice field with specific emphasis on crime prevention and law enforcement, legal foundations, and academic research.
4. Develop awareness of diversity and justice in students' analysis of criminal conduct and alternatives for punishment.
5. Offer an innovative and current curriculum that fulfills the students' professional and academic goals, and responds to the country's social, economic, cultural, and professional needs.
6. Empower students with a holistic and balanced view of the discipline to facilitate the application and practice of their acquired skills.
7. Develop proficiency to communicate adequately in English and Spanish both orally and in writing.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Notes:

1. Students must comply with state and local requirements or limitations to practice the profession.

Program Curriculum

QYLE 110 or FYIS 101	Attitude Development and University Adaptation or Induction Seminar to University Life	3
General Education Courses		
Course	Title	Credits
COMP 110	Computer and Software	3
ENGL 151 OR	English Composition I OR	4
ENGL 115	English Reading and Writing I	4
ENGL 251 OR	English Composition II OR	4
ENGL 116	English Reading and Writing II	4
COMM 141 OR	Effective Communication OR	4
ENGL 331	Public Speaking	3
HUMA 101	World Cultures I	3
HUMA 102	World Cultures II	3
MATH 120	Introduction to Algebra	3
SCIE 111	Integrated Science I	3
SOSC 111	Individual, Community, Government, and Social Responsibility I	3
SOSC 112	Individual, Community, Government, and Social Responsibility II	3
Pick 1 GE* OR	Pick one (1) Approved General Education Elective OR	4
SPAN 115	Reading, Writing, and Oral Communication in Spanish I	4
Pick 1 GE* OR	Pick one (1) Approved General Education Elective OR	4
SPAN 116	Reading, Writing, and Oral Communication in Spanish II	4
ENGL 341 OR	Research and Writing OR	4
SPAN 255	Spanish for Writing and Research	4
		Total 45
Core / Professional Courses		
Course	Title	Credits
CRIM 107	Introduction to Criminal Justice	3
SOSC 258	Research Techniques in Social Sciences	3
PSYC 350	Psychopathology Principles	3
SOCI 325-O	Sociology of Deviancy	3
POSC 373	Political Systems of United States of America	3
SOCI 203-O	Principles of Sociology / Survey Course	3
PSYC 123	General Psychology (Compendium)	3
SOSC 303	Applied Statistics Methods for Social Sciences	3
CRIM 400-O	Human Rights in the Contemporary World	3
		Total 27
Major Courses		
Theory and Practice		
Course	Title	Credits
CRIM 306	Comparative Criminal Justice System	3
CRIM 350	The Correctional System	3
CRIM 427	Therapeutic Jurisprudence and Restorative Justice	3
CRIM 335	Ethical Aspects of Justice	3
CRIM 405	Multiculturalism and Crime	3
		Total 15
Law Enforcement		
Course	Title	Credits
CRIM 300-O	General Principles of Penal Law	3
CRIM 360	Criminal Investigation Techniques	3
CRIM 432	Criminal Technology, Fraud and Cybercrimes	3
CRIM 301	Special Laws in Criminal Legislation	3
CRIM 380	Criminalistics	3
		Total 15
Law		
Course	Title	Credits
CRIM 200	Constitutional Protections and Civil Rights	3
CRIM 370	Law of Evidence	3
CRIM 434	Forensic Psychology in the Criminal Justice System	3
CRIM 302	Criminal Procedure	3
CRIM 415-O	Evidence, Case Preparation and Testimony	3
		Total 15
		Total credits 120

Approved General Education Electives*		
Course	Title	Credits
SPAN 111	Elementary Spanish	4
REIL 102	Research and Information Literacy	4
BIOL 153	General Biology I	4
BIOL 154	General Biology II	4
COMM 206	Communication Theory	4
COMM 211	Legal and Ethical Aspects of Communications	4
HIDE 101	History of Arts	4
HIDE 111	Representing Culture: Art & Artifact 1500-1850	4
HIST 274	History of the United States of America	4

Bachelor of Arts in Digital Journalism

123 credits

(This program is not admitting new students.)

Program Description

The Bachelor of Arts in Digital Journalism prepares students to develop news content for digital platforms, both traditional media: radio, television and the press, as well as emerging media in the industry.

Program Objectives

1. Recognize and use the fundamental principles, theories, concepts, and models of social communication.
2. Understand the basic principles of journalism.
3. Demonstrate basic oral and written communication skills in Spanish and English.
4. Know the legal aspects of press freedom.
5. Recognize the importance of social responsibility in the process of informing, educating and entertaining, as well as in the formation of public opinion.
6. Apply ethical principles on a personal level.
7. Express their own personal and interpersonal attitudes and skills for effective performance in group work.
8. Show critical thinking skills when facing diverse situations.
9. Create and publish digital journalistic products that demonstrate the technical knowledge acquired in courses in that area.
10. Effectively use technology and electronic media to create journalistic content.
11. Create audiovisual content, as well as achieve the publication of electronic pages on the Internet with an emphasis on digital journalism.
12. Master the technical aspects of creating audiovisual content.
13. Know the technical aspects of creating audiovisual content to be used in digital media.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Program Curriculum

QYLE 110 or FYIS 101	Attitude Development and University Adaptation or Induction Seminar to University Life	3
General Education Courses		
Course	Title	Credits
Pick 2 GE* OR	Pick two (2) of the Approved General Education Electives OR	
SPAN 101-102 or SPAN 103-104 or SPAN 105-106	Introduction to Spanish Language – Basic Level Introduction to Spanish Language – Intermediate Level Introduction to Spanish Language – Advanced Level	6
ENGL 150-250 OR	English Composition I and II OR	
ENGL 101-102 or ENGL 103-104 or ENGL 105-106	Introduction to English Language- Basic Level Introduction to English Language – Intermediate Level Introduction to English Language - Advanced Level	6
MATH 112ON	College Algebra	3
PHIL 201	Introduction to Philosophy	3
SOSC 101-102	Introduction to Social Science I and II	6
SCIE 111-112	Integrated Science I and II	6
COIS 101	Introduction to Computers	3
HIST 101	Introduction to the Study of History	3
ENGL 340 OR	Research and Writing OR	3
SPAN 215	Writing and Composition	
COMM 140 OR	Effective Communication OR	3
ENGL 212	English Second Year Basic Level	
COMM 240 OR	Interpersonal Communication OR	3
ENGL 350	Conversational English	
HUMA 101-102	World Cultures I and II	6
		Total 51
Core / Professional Courses		
Course	Title	Credits
STAT 300	Elements of Statistics I	3
GEOG 205	Global Communities and Resources: Critical Perspective	3
SOSC 320	Social Research Techniques	3
SOCI 358-O	Social Problems of the Hispanic Community in the United States	3
ECON 207	New World Order Economy	3
COMM 205	Communication Theory	3
COMM 212	Development and Management of Media Enterprises	3
COMM 210	Legal and Ethical Aspects of Communications	3
COMM 325	Introduction to Advertising	3
COMM 320	Introduction to Public Relations	3
COMM 400	T.V. Principles	3
		Total 33
Major Courses		
Course	Title	Credits
COMM 230	Fundamentals of Journalism	3
COMM 305	Writing and Style in Journalism	3
COMU 308	Writing and Style for Audiovisual Communication	3
COMM 311	Photojournalism	3
COMM 430	Journalism Workshop	3
COMM 380	Principles of Radio	3
COMM 250	Digital Journalism	3
COMU 313	Cinematography and Camera Operation	3
COMM 330	Design and Publishing of Electronic Pages	3
PROD 205	Audiovisual Production I	3
COMM 455	Integration Seminar	3
		Total 33
Elective		
	Free Elective	3
		Total 3
		Total credits 123

Approved General Education Electives*		
Course	Title	Credits
SPAN 110	Elementary Spanish	3
REIL 101	Research and Information Literacy	3
BIOL 150	General Biology I	3
BIOL 151	General Biology II	3
HIDE 100	History of Arts	3
HIDE 110	Representing Culture: Art & Artifact 1500-1850	3
HIST 273	History of the United States of America	3

Bachelor of Arts in Graphic Design

123 credits

Program Description

The Bachelor of Arts in Graphic Design prepares the student to work as a graphic designer, who will master the language of design, both in its visual and non-visual dimensions and will face new physical, technological, social and cultural worlds. Graduates of the Graphic Design bachelor's program will be trained to properly judge the quality and effectiveness of design projects through rigorous use of current thinking in the field of design. As a graphic designer, you can be: Creative Director, Package Designer, Textile Designer, Corporate Identity Designer, Brand Designer, Advertising Designer, Art Director, and Print Director.

Program Objectives

1. Communicate and solve visual problems.
2. Mastering the elements and principles, as well as typography, combine in solving communication problems.
3. Analyze the social impact and manage visual communication strategies in graphic design.
4. Mastering the tracking and manipulation of images, photographs, icons, multimedia shapes and other design structures.
5. Develop creative and original visual communication ideas for various formats.
6. Master digital design, layout and web programming for different delivery formats.
7. Understand the elements of color, shapes, structures suitable for visual communication and publication in various formats or media.
8. Develop business, self-management, and marketing skills.
9. Understand in a general way the art as an expression of the desires, aspirations, needs, and aesthetics of the human being, as well as the resources available on the object in interaction with the user throughout history.
10. Apply the design process, including research and analysis, search for alternatives, prototyping and evaluation of results.
11. Understand the history and theory of graphic design from different perspectives, including art history, criticism, communication theory, as well as the social and cultural uses of design objects.
12. Design and produce print, digital or mixed media works.
13. Communicate orally and in writing, in Spanish and English, applying the postulates of the discipline.
14. Apply scientific reasoning and critical thinking.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Approved General Education Electives*		
Course	Title	Credits
SPAN 110	Elementary Spanish	3
REIL 101	Research and Information Literacy	3
BIOL 150	General Biology I	3
BIOL 151	General Biology II	3
COMM 205	Communication Theory	3
COMM 210	Legal and Ethical Aspects of Communications	3
HIST 273	History of the United States of America	3

Program Curriculum

QYLE 110 or FYIS 101	Attitude Development and University Adaptation or Induction Seminar to University Life	3
General Education Courses		
Course	Title	Credits
Pick 2 GE* OR	Pick two (2) of the Approved General Education Electives OR	
SPAN 101-102 or SPAN 103-104 or SPAN 105-106	Introduction to Spanish Language – Basic Level Introduction to Spanish Language – Intermediate Level Introduction to Spanish Language – Advanced Level	6
ENGL 150-250 OR	English Composition I and II OR	
ENGL 101-102 or ENGL 103-104 or ENGL 105-106	Introduction to English Language- Basic Level Introduction to English Language – Intermediate Level Introduction to English Language - Advanced Level	6
MATH 112ON	College Algebra	3
PHIL 201	Introduction to Philosophy	3
SOSC 101-102	Introduction to Social Science I and II	6
SCIE 111-112	Integrated Science I and II	6
COIS 101	Introduction to Computers	3
HIST 101	Introduction to the Study of History	3
ENGL 340 OR	Research and Writing OR	3
SPAN 215	Writing and Composition	3
COMM 140 OR	Effective Communication OR	3
ENGL 212	English Second Year Basic Level	3
COMM 240 OR	Interpersonal Communication OR	3
ENGL 350	Conversational English	3
HUMA 101-102	World Cultures I and II	6
		Total 51
Core / Professional Courses		
Course	Title	Credits
DESI 121	Drawing I	3
DESI 315	Ethic and Legislation in Design	3
ENTR 360	Entrepreneurship	3
HIDE 100	History of Art	3
HIDE 110	Representing Culture: Art & Artifact 1500-1850	3
HIDE 200	History of Design 1800-Today	3
		Total 18
Major Courses		
Course	Title	Credits
DESI 285	Digital Photography	3
GRAD 130	Image Studio – Black and White	3
GRAD 131	Image Studio – Color	3
GRAD 145	Communication Studio	3
GRAD 105	Typography I	3
GRAD 215	Typography II	3
GRAD 202	Graphic Design Studio 1	3
GRAD 210	Graphic Design Studio 2	3
GRAD 310	Graphic Design Studio 3	3
GRAD 320	Packaging Design	3
GRAD 325	Video Editing	3
GRAD 410	Senior Design Project I	3
GRAD 420	Senior Design Project II	3
GRAD 430	Portfolio Studio	3
WEDE 100	Web Design and Graphics Studio 1	3
WEDE 200	Web Design and Graphics Studio 2	3
		Total 48
Elective		
	Free Elective	3
		Total 3
		Total credits 123

Bachelor of Arts in Liberal Arts

120 credits

Specific Program Admission Requirements

- Satisfactory completion of 30 or more transferable credits.
- A minimum GPA of 2.00 on a scale of 4.00.
- Submit official transcript of credits from the institutions attended.

Program Description

The Bachelor of Arts in Liberal Arts is designed for students with previous learning experience at undergraduate level at other Institutions. This program provides students with the opportunity to complete a bachelor's degree and prepare them to compete for entry level positions in a specific area or discipline or apply for a graduate program. The students must choose one of the five major tracks: Psychology, Communications, Business Administration, Education, Biology or Religion. This program is not designed to meet licensure requirements.

Program Objectives

- Complete a traditional bachelor's degree.
- Compete for entry level positions in a specific area or discipline or apply for a graduate program.
- Identify global issues from the social, psychological, humanistic, economic and political perspectives.
- Analyze the biological, behavioral and social aspects of human beings.
- Explain the multi-disciplinary nature of learning and problem solving.
- Explain the relationship and contribution of the arts and the humanities in the development of society.
- Apply ethical values and principles as a responsible citizen.
- Discuss the importance of the conservation of nature and the environment.
- Value human rights, tolerance, diversity, and individual and cultural differences.
- Develop critical thinking skills to solve problems.
- Communicate effectively in oral and written English and functionally in a second language as language learners.
- Apply mathematical, reasoning skills and scientific inquiry methods.
- Achieve basic literacy in technology.

Programmatic Academic Achievement Requirements

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

- A minimum of 120 credits will be required for graduation.
- To earn a B.A. major in Liberal Arts degree, the student must obtain a minimum grade of C.
- Approve the General Education capstone course.
- Approve the Program capstone course.
- The overall GPA graduation required is 2.00 on a scale of 4.00.
- The maximum credits to transfer are subject to the evaluation of an official academic record, except for the two capstone courses, that must be taken in the institution.

Program Curriculum

QYLE 110 or FYIS 101	Attitude Development and University Adaptation or Induction Seminar to University Life	3
General Education Courses		
Course	Title	Credits
Pick 2 GE* OR	Pick two (2) of the Approved General Education Electives OR	
SPAN 101-102 or SPAN 103-104 or SPAN 105-106	Introduction to Spanish Language – Basic Level Introduction to Spanish Language – Intermediate Level Introduction to Spanish Language – Advanced Level	6
ENGL 150-250 OR	English Composition I and II OR	
ENGL 101-102 or ENGL 103-104 or ENGL 105-106	Introduction to English Language- Basic Level Introduction to English Language – Intermediate Level Introduction to English Language - Advanced Level	6
MATH 112ON	College Algebra	3
PHIL 201	Introduction to Philosophy	3
SOSC 101-102	Introduction to Social Science I and II	6
SCIE 111-112	Integrated Science I and II	6
COIS 101	Introduction to Computers	3
HIST 101	Introduction to the Study of History	3
ENGL 340 OR SPAN 215	Research and Writing OR Writing and Composition	3
COMM 140 OR ENGL 212	Effective Communication OR English Second Year Basic Level	3
COMM 240 OR ENGL 350	Interpersonal Communication OR Conversational English	3
HUMA 101-102	World Cultures I and II	6
TOTAL		51

Program Curriculum cont.

Minor Courses (Student must select one of the tracks – 21 credits)		
Psychology Minor Courses		
Course	Title	Credits
PSYC 123	General Psychology (Compendium)	3
PSYC 225	Social Psychology	3
PSYC 283	Human Development	3
PSYC 405	Physiological Psychology	3
PSYC 321	Theories of Personality	3
PSYC 350	Principles of Psychopathology	3
PSYC 400 or PSYC	Experimental Psychology or Other Psychology Related Course	3
Communications Minor Courses		
COMM 205	Communication Theory	3
COMM 210	Legal and Ethical Aspects of Communications	3
COMM 325	Introduction to Advertising	3
COMM 212	Development and Management of Media Enterprises	3
COMM 230	Fundamentals of Journalism	3
COMM 400	T.V. Principles	3
COMM 380	Principles of Radio	3
Business Administration Minor Courses		
ACCO 113-114	Introduction to Accounting I and II	6
MARK 133	Principles of Marketing	3
COIS 201	Data Processing Principles	3
FINA 202	Business Finance	3
MANA 204	Business Law and Entrepreneurial Ethics	3
INBU 350	International Business	3
Education Minor Courses		
EDUC 104	Human Growth and Development	3
EDUC 172	Educational Psychology	3
ITAD 308	Family and Community: Bridges for the Infant and Toddler Formation	3
SPED 315	Teaching Exceptional Children	3
ITAD 403	Creation and Management of Environment for Infants and Toddlers	3
EDUC 363	Curriculum Planning and Design	3
EDUC 202	Teaching Materials and Learning Devices	3
Biology Minor Courses		
BIOL 191	General Biology I	3
BIOL 192	General Biology II	3
CHEM 191	General Chemistry I	3
CHEM 192	General Chemistry II	3
BIOL 320	Microbiology	3
BIOL 350	Biochemistry	3
BIOL 340	Genetics	3
Religious Studies (Students interested in this minor must have approved the credits indicated in the areas listed below)		
	Theology Courses	9
	Religious History	3
	Philosophy of Religion	6
	Social and Cultural Aspects of a Religion	3
TOTAL		21
Elective Courses (Additional courses transferred from previous academic experience)		
Course	Title	Credits
TOTAL		39
Grade Requirements		
CPST 400	General Education Capstone Course	3
CPST 401	Program Capstone Course	3
TOTAL		6
TOTAL CREDITS 120		
Approved General Education Electives*		
Course	Title	Credits
SPAN 110	Elementary Spanish	3
REIL 101	Research and Information Literacy	3
HIDE 100	History of Arts	3
HIDE 110	Representing Culture: Art & Artifact 1500-1850	3
HIST 273	History of the United States of America	3

Bachelor of Arts in Public Relations and Advertising

126 credits

Program Description

This program prepares students to work in the field of public relations and advertising, both in public and private agencies and / or in their own companies. Students can work on developing and executing strategies in these fields.

Program Objectives

1. Professional capable of communicating orally and in writing, in Spanish and English, applying the postulates of the discipline of communication.
2. Professional with capacity for scientific reasoning and critical thinking.
3. Professional capable of understanding contemporary social issues within a historical social context.
4. Professional capable of responsibly applying the theories of social communication within the legislation, regulations and jurisprudence applicable to the media.
5. Professional capable of responsibly applying the concepts, characteristics, functions and other components of advertising and marketing.
6. Professional capable of responsibly applying the concepts, characteristics, functions and other components of public relations.
7. Professional capable of responsibly applying the concepts, characteristics, functions and other components of visual and radio communication.
8. Professional capable of applying the principles of social communication, advertising and marketing to create advertising campaigns in various media.
9. Professional capable of creating and managing companies in the media industry.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Program Curriculum

QYLE 110 or FYIS 101	Attitude Development and University Adaptation or Induction Seminar for University Life	3
General Education Courses		
Course	Title	Credits
Pick 2 GE* OR	Pick two (2) of the Approved General Education Electives OR	
SPAN 101-102 or SPAN 103-104 or SPAN 105-106	Introduction to Spanish Language – Basic Level Introduction to Spanish Language – Intermediate Level Introduction to Spanish Language – Advanced Level	6
ENGL 150-250 OR	English Composition I and II OR	
ENGL 101-102 or ENGL 103-104 or ENGL 105-106	Introduction to English Language- Basic Level Introduction to English Language – Intermediate Level Introduction to English Language - Advanced Level	6
MATH 112ON	College Algebra	3
PHIL 201	Introduction to Philosophy	3
SOSC 101-102	Introduction to Social Science I and II	6
SCIE 111-112	Integrated Science I and II	6
COIS 101	Introduction to Computers	3
HIST 101	Introduction to the Study of History	3
ENGL 340 OR	Research and Writing OR	3
SPAN 215	Writing and Composition	
COMM 140 OR	Effective Communication OR	3
ENGL 212	English Second Year Basic Level	
COMM 240 OR	Interpersonal Communication OR	3
ENGL 350	Conversational English	
HUMA 101-102	World Cultures I and II	6
		Total 51
Core / Professional Courses		
Course	Title	Credits
STAT 300	Elements of Statistics I	3
GEOG 205	Global Communities and Resources: Critical Perspective	3
SOSC 320	Social Research Techniques	3
SOCI 358-O	Social Problems of the Hispanic Community in United States	3
ECON 207	New World Order Economy	3
COMM 205	Communication Theory	3
COMM 212	Development and Management of Media Enterprises	3
COMM 210	Legal and Ethical Aspects of Communications	3
COMM 325	Introduction to Advertising	3
COMM 320	Introduction to Public Relations	3
COMM 400	T.V. Principles	3
		Total 33
Major Courses		
Course	Title	Credits
COMM 230	Fundamentals of Journalism	3
COMM 420	Writing for Public Relations	3
COMM 390	Strategic Media Planning	3
COMU 307	Writing for Communication's Media	3
COMM 311	Photojournalism	3
COMM 435	Crisis Communication in Public Relations	3
COMM 380	Principles of Radio	3
COMM 440	Public Relations Campaigns	3
COMM 445	Advertising Campaigns	3
COMM 330	Design and Publishing of Electronic Pages	3
PROD 205	Audiovisual Production I	3
COMM 455	Integration Seminar	3
		Total 36
Elective		
	Free Elective	3
		Total 3
		Total credits 126

Approved General Education Electives*		
Course	Title	Credits
SPAN 110	Elementary Spanish	3
REIL 101	Research and Information Literacy	3
BIOL 150	General Biology I	3
BIOL 151	General Biology II	3
HIDE 100	History of Arts	3
HIDE 110	Representing Culture: Art & Artifact 1500-1850	3
HIST 273	History of the United States of America	3

Bachelor of Business Administration in Digital Marketing

120 credits

Program Description

The Bachelor of Business Administration in Digital Marketing covers the latest trends in online marketing applied to the business world and to the digital transformation of companies. The student will be trained to be able to achieve company objectives by executing a digital marketing plan, in addition to obtaining information about the audience and the industry through market research, maximizing the use of search engines. The historical evolution of the digital world and its different components are studied, including the integration of the most influential social networks today. The student will be able to integrate digital marketing tools as part of the marketing strategies, seeking to learn how to create profitable strategies, from planning, execution, analysis and optimization.

Program Objectives

1. Demonstrate comprehension of digital marketing concepts and different trends at the global level.
2. Identify and explain the operation of digital platforms as work supports for marketing and brand communications.
3. Demonstrate knowledge of the planning process, implementation and monitoring of strategies and multi-platform digital marketing programs.
4. Compare and contrast technological convergence and cultural convergence.
5. Apply the skills and knowledge in digital marketing.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Program Curriculum

Course	Title	Credits
QYLE 110 or FYIS 101	Attitude Development and University Adaptation or Induction Seminar to University Life	3
General Education Courses		
Course	Title	Credits
Pick 2 GE* OR	Pick two (2) of the Approved General Education Electives OR	
SPAN 101-102 or SPAN 103-104 or SPAN 105-106	Introduction to Spanish Language - Basic Level Introduction to Spanish Language - Intermediate Level Introduction to Spanish Language - Advanced Level	6
ENGL 150-250 OR	English Composition I and II OR	
ENGL 101-102 or ENGL 103-104 or ENGL 105-106	Introduction to English Language - Basic Level Introduction to English Language - Intermediate Level Introduction to English Language - Advanced Level	6
MATH 112ON	College Algebra	3
SOSC 101-102 or SOSC 103 and PSYC 123	Introduction to Social Science I and II OR Introduction to Social Sciences (Compendium) AND General Psychology (Compendium)	6
SCIE 111-112	Integrated Science I and II	6
COIS 101	Introduction to Computers	3
HIST 101	Introduction to the Study of History	3
ENGL 340 OR	Research and Writing OR	3
SPAN 215	Writing and Composition	
COMM 140 OR	Effective Communication OR	3
ENGL 212	English Second Year Basic Level	
COMM 240 OR	Interpersonal Communication OR	3
ENGL 350	Conversational English	
HUMA 101-102	World Cultures I and II	6
		Total 48
Core / Professional Courses		
Course	Title	Credits
ACCO 111-112	Introduction to Accounting I and II	8
STAT 201	Introduction to Business Statistics	3
ECON 123	Introduction to Economics (Compendium)	3
ECON 325	Introduction to International Trade	3
MANA 125	Business Ethics	3
MANA 210	Management Theories	3
BUSI 204	Business Law	4
MARK 133	Principles of Marketing	3
FINA 202	Business Finance	3
QUME 250	Quantitative Methods	3
		Total 36
Major Courses		
Course	Title	Credits
MARK 240	Introduction to Search Engines Platforms	3
MARK 241	Social Media Marketing	3
MARK 242	Digital Marketing	3
MARK 320	Marketing Research	3
MARK 318	Content Marketing	3
MARK 251	Advertising and Promotion	3
MARK 425	Digital Marketing Forum	3
		Total 21
Major Electives (Select four courses – 12 credits)		
Course	Title	Credits
MARK 410	International Marketing	3
MARK 206	Consumer Behavior	3
MARK 311	Electronic Marketing	3
MARK 420	Product and Brand Management	3
MARK 400	Service Marketing	3
MARK 306	Sales	3
ENTR 360	Entrepreneurship	3
		Total 12
		Total credits 120

Approved General Education Electives*		
Course	Title	Credits
SPAN 110	Elementary Spanish	3
REIL 101	Research and Information Literacy	3
BIOL 150	General Biology I	3
BIOL 151	General Biology II	3
COMM 205	Communication Theory	3
COMM 210	Legal and Ethical Aspects of Communications	3
HIDE 100	History of the Arts	3
HIDE 110	Representing Culture: Art & Artifact 1500-1850	3
HIST 273	History of the United States of America	3

Bachelor of Business Administration in Information Systems

125 credits

Program Description

The Bachelor of Business Administration in Information Systems prepares students to obtain and apply the knowledge and proficiency needed in computer skills as well as network technology, required to design, develop, and support information systems that allow streamline and troubleshooting. It also enables students to analyze existing systems to optimize and support the operations of the company, to make effective management and planning decisions.

Program Objectives

1. Use skills to modify computer programs using different languages existing in the market.
2. Outline the application of their knowledge in the Computation Centers of public and private organizations.
3. Apply competencies in the areas of analysis and information design in the various organizations.
4. Manifest mastery of the skills to use the different applications (software).
5. Encourage the definition and development of data structures and computerized file management.
6. Encourage the development of knowledge and application of the different operating systems, their functions and utilities. It will promote values and positive attitudes that allow it to become a better human being and a productive entity in our society.
7. Demonstrate the mastery of skills in the areas of logic and mathematics and how to apply it in their area of expertise.
8. Apply professional ethical principles that govern the profession.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Notes:

1. **For the free elective, you must choose a sequential course in Management or Accounting.

Approved General Education Electives*		
Course	Title	Credits
SPAN 110	Elementary Spanish	3
REIL 101	Research and Information Literacy	3
BIOL 150	General Biology I	3
BIOL 151	General Biology II	3
COMM 205	Communication Theory	3
COMM 210	Legal and Ethical Aspects of Communications	3
HIDE 100	History of the Arts	3
HIDE 110	Representing Culture: Art & Artifact 1500-1850	3
HIST 273	History of the United States of America	3

Program Curriculum

QYLE 110 or FYIS 101	Attitude Development and University Adaptation or Induction Seminar to University Life	3
General Education Courses		
Course	Title	Credits
Pick 2 GE* OR	Pick two (2) of the Approved General Education Electives OR	
SPAN 101-102 or SPAN 103-104 or SPAN 105-106	Introduction to Spanish Language - Basic Level Introduction to Spanish Language – Intermediate Level Introduction to Spanish Language - Advanced Level	6
ENGL 150-250 OR	English Composition I and II OR	
ENGL 101-102 or ENGL 103-104 or ENGL 105-106	Introduction to English Language - Basic Level Introduction to English Language – Intermediate Level Introduction to English Language - Advanced Level	6
MATH 112ON	College Algebra	3
SOSC 101-102 or SOSC 103 and PSYC 123	Introduction to Social Science I and II OR Introduction to Social Sciences (Compendium) AND General Psychology (Compendium)	6
SCIE 111-112	Integrated Science I and II	6
COIS 101	Introduction to Computers	3
HIST 101	Introduction to the Study of History	3
ENGL 340 OR	Research and Writing OR	3
SPAN 215	Writing and Composition	
COMM 140 OR	Effective Communication OR	3
ENGL 212	English Second Year Basic Level	
COMM 240 OR	Interpersonal Communication OR	3
ENGL 350	Conversational English	
HUMA 101-102	World Cultures I and II	6
	Total	48
Core / Professional Courses		
Course	Title	Credits
ACCO 111-112	Introduction to Accounting I and II	8
STAT 201	Introduction to Business Statistics	3
ECON 123	Introduction to Economics (Compendium)	3
ECON 325	Introduction to International Trade	3
ENMA 101	Introduction to Business Development	3
MANA 210	Management Theories	3
MANA 131	Human Relations in Trade	3
BUSI 204	Business Law	4
MARK 133	Principles of Marketing	3
FINA 202	Business Finance	3
QUME 250	Quantitative Methods	3
	Total	39
Major Courses		
Course	Title	Credits
OFAD 141	Keyboard Skills	3
COIS 110	Introduction to Information Systems	4
COIS 215	Introduction to Application Development	3
COIS 216	Design and Implementation of Desktop Applications	4
COIS 304	Concepts of "Hardware" and "Software"	3
COIS 312	Design and Implementation of Distributed Applications	3
COIS 320	Architecture Solutions	3
COIS 412	Networking	3
	Total	26
Major Electives (Select two courses – 6 credits)		
Course	Title	Credits
COIS 408	Topics in Information Systems	3
COIS 411	Database Development	3
COIS 424	Web Pages and E-Commerce	3
	Total	6
Free Elective		
	Choose a course from Accounting or Management Sequential	3
	Total	3
	Total credits	125

Bachelor of Science in Criminology

120 credits

Program Description

The Bachelor of Science in Criminology allows students to understand the causes of criminality, how society reacts to it and the interrelations between law and society. It includes learning from a humanistic and interdisciplinary approach, theories of crime and methods used to study crime, law and society. This program provides students with a broad perspective on the complex relationships between legal, social, political, historical and psychological influences that affect criminality, justice and legal processes.

Program Objectives

1. Knowledge of the main theories in the field of Criminology and their development as an empirical and ethical-normative discipline.
2. Knowledge of the general principles of the Penal Code, the types of crimes, the penalties associated with them and the elements of the crime.
3. Knowledge of the basic principles of the scientific method applied to criminal investigation and of the modern techniques of locating and interpreting information.
4. The student will be familiar with the situation of juvenile delinquency, its causes, its prevention and its treatment.
5. Understand the correctional system its philosophy, legal framework, as well as the administrative procedures of the penal institutions, the Parole Board and diversion programs.
6. Understand the principles of criminal law and their application in legal actions, the charter of civil rights and the rights of the accused in a democracy. They will also recognize the rules of evidence and their application in criminal cases.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Program Curriculum

QYLE 110 or FYIS 101	Attitude Development and University Adaptation or Induction Seminar to University Life	3
General Education Courses		
Course	Title	Credits
Pick 2 GE* OR	Pick two (2) of the Approved General Education Electives OR	
SPAN 101 -102 or SPAN 103 -104 or SPAN 105 -106	Introduction to Spanish Language – Basic Level Introduction to Spanish Language –Intermediate Level Introduction to Spanish Language – Advanced Level	6
ENGL 150-250 OR	English Composition I and II OR	
ENGL 101 -102 or ENGL 103 -104 or ENGL 105 -106	Introduction to English Language - Basic Level Introduction to English Language- Intermediate Level Introduction to English Language - Advanced Level	6
MATH 112ON	College Algebra	3
PHIL 201	Introduction to Philosophy	3
SOSC 101-102	Introduction to Social Science I and II	6
SCIE 111 - 112	Integrated Science I and II	6
COIS 101	Introduction to Computers	3
HIST 101	Introduction to the Study of History	3
ENGL 340 OR	Research and Writing OR	3
SPAN 215	Writing and Composition	3
COMM 140 OR	Effective Communication OR	3
ENGL 212	English Second Year Basic Level	3
COMM 240 OR	Interpersonal Communication OR	3
ENGL 350	Conversational English	3
HUMA 101-102	World Cultures I and II	6
		Total 51
Core / Professional Courses		
Course	Title	Credits
STAT 300	Elements of Statistics I	3
ECON 123	Introduction to Economics (Compendium)	3
POSC 380	Constitutional Law	3
PSYC 123	General Psychology (Compendium)	3
PSYC 350	Principles of Psychopathology	3
SOSC 320	Social Research Techniques I	3
SOCI 325	Social of Deviance	3
SOCI 358	Social Problems	3
GEOG 205	Global Communities and Resources: Critical Perspective	3
		Total 27
Major Courses		
Course	Title	Credits
CRIM 205	Introduction to Criminology	3
CRIM 300	Criminal Law	3
CRIM 305	Criminal Justice System	3
CRIM 310	Photography and Forensic Planimetry	3
CRIM 320	Criminal Investigation Techniques	3
CRIM 325	Juvenile Delinquency	3
CRIM 327	Correctional Program: Administration Principles	3
CRIM 400	Criminal Procedure	3
CRIM 415	Evidence	3
CRIM 435	Preparation of Cases and Testimonies before the Court	3
CRIM 450	Legal Medicine	3
CRIM 476	Seminar	3
		Total 36
Elective Course		
	Free Elective	3
		Total 3
		Total credits 120

Approved General Education Electives*		
Course	Title	Credits
SPAN 110	Elementary Spanish	3
REIL 101	Research and Information Literacy	3
BIOL 150	General Biology I	3
BIOL 151	General Biology II	3
COMM 205	Communication Theory	3
COMM 210	Legal and Ethical Aspects of Communications	3
HIDE 100	History of Arts	3
HIDE 110	Representing Culture: Art & Artifact 1500-1850	3
HIST 273	History of the United States of America	3

Master of Arts with specialization in Public Relations 33 credits

Specific Program Admission Requirement

1. Successfully completed a bachelor's degree with a minimum GPA of 3.00.

Program Description

The Master of Arts with specialization in Public Relations prepares students in comprehensive public relations, able to build and maintain relationships between organizations and their audiences, with the knowledge about the new digital platforms existing in the field of communications. It offers students the knowledge of new trends in the field of public relations, focused on a globalized and changing world. Curriculum design focuses on theory and practice.

Program Objectives

1. Apply the principles and laws that defend freedom of expression, to meet in assembly and press, both locally and globally.
2. Know the history of the development of communications in society, as well as the role of the professionals who exercise them.
3. Recognize and respect the diversity that permeates society and its relationship with communications, as well as the diversity of cultures and their impact in a globalized world.
4. Apply the principles, theories, concepts, and fundamental models of social communication in the creation of both editorial and audiovisual content.
5. Apply the ethical principles of the profession, respecting the truth, accuracy, impartiality, and diversity.
6. Demonstrate critical, creative, and independent thinking skills and use them to creatively resolve conflicts and crises in the field of public relations.
7. Use different investigative techniques to obtain the information necessary to identify public relations problems and establish strategies to solve them.
8. Write appropriately the genres and formats typical of the field of public relations.
9. Apply the latest tools and technologies typical of the field of communications, as well as learn about the impact of the current digital age.
10. Critically and objectively evaluate your own work and that of others.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Program Curriculum

Core/Professional Courses		
Course	Title	Credits
COMM 510	Contemporary Theories of Communication	3
COMM 515	Research Methods in Communication	3
COMM 517	Communications and New Media	3
COMM 511	Development and Management of Media Enterprise	3
COMM 520	Advanced Writing for the Media	3
Total		15
Specialization Courses		
Course	Title	Credits
COMM 530	Identity and Corporate Image	3
COMM 535	Crisis Communication	3
COMM 537	Strategic Communication in Public Relations	3
COMM 538	Strategic Management of Public Relations and Digital Convergence	3
COMM 550	Project	3
Total		15
Electives (Select one course – 3 credits)		
Course	Title	Credits
COMM 543	Journalism and Public Affairs	3
COMM 531	Strategies for Public Relations	3
COMM 512	Legal and Ethics Aspects of Communications	3
Total		3
Total credits		33

Master of Public Administration with specialization in Criminal Justice

39 credits

Program Description

Graduates of the Master of Public Administration with specialization in Criminal Justice will be trained to administer, design and evaluate service programs within the components of the Criminal Justice System related to prevention, security, protection and investigation of crime and delinquency.

Program Objectives

Graduates of the specialization will be trained to administer, design, and evaluate service programs within the components of the Criminal Justice System related to the prevention, security, protection, and investigation of crime and delinquency.

1. Professionals prepared to assume a multiplicity of roles as analyst, evaluators and planners in the field of Criminal Justice: as critical thinkers, agents of change and innovation and as active participants in the process of formulating public policy.
2. Professionals prepared with a broad and deep knowledge of the philosophy, theories and skills applicable to the field of criminal justice, capable of interpreting and imparting knowledge about this field among their co-workers and citizens in general, who promote the application of ethical principles and administrative efficiency.
3. Professionals with a deep conceptual understanding of the foundations of the theory of the Criminal Justice System with respect to philosophical and public policy aspects, comprehensive planning, with sensitivity to recognize the problems that affect this system and use different skills, techniques and alternatives to produce changes aimed at achieving efficiency and effectiveness.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Program Curriculum

Core Courses		
Course	Title	Credits
MSPA 500	Theory, Practice and Change in the Administration of Public Policy	3
MSPA 505	Computer Education for Public Administrators	3
MSPA 510	Research and Quantitative Methods in Public Administration	3
MSPA 520	Administrative Law and Ethics	3
MSPA 530	Planning and Evaluation: Theories, Methods, and Techniques	3
MSPA 540	Seminar: Planning, Development and Evaluation of Human Resources	3
MSPA 550	Fiscal Resources Management	3
Total		21
Specialization Courses		
Course	Title	Credits
CRJU 500	Foundations, Practice and Changes in the Administration of the Criminal Justice System	3
CRJU 520	Philosophy of Punishment	3
CRJU 565	Seminar: Program Design and Evaluation in the Criminal Justice System	3
CRJU 715	Seminar: Special Situations in the Administration of Correctional Programs	3
MSPA 710	Research Seminar for Public Administration	3
Total		15
Electives (Select one course – 3 credits)		
Course	Title	Credits
CRJU 575	Criminal Treatment and Rehabilitation Programs	3
CRJU 600	Seminar: Crime, Victims and Society	3
CRJU 630	Organization and Administrative Techniques of the Police System	3
CRJU 640	Addiction: Legal and Psycho-Social Aspects	3
CRJU 730	Criminality, Crime Control and Criminal Justice	3
Total		3
Total credits		39

Master of Science with specialization in Telecommunications and Networks Systems Administration

30 credits

Specific Program Admission Requirements

1. Successfully completed a bachelor's degree in Engineering, Information Systems or Computer Sciences from an accredited university with a minimum GPA of 2.75.
2. Successfully completed an advanced mathematics course at the undergraduate level.

Program Description

The program provides students with an in-depth knowledge of the principles of a Converged Networks including design, implementation, security and management with a strong hands-on approach.

Program Objectives

1. Ability to perform effectively in their profession.
2. Ability to design telecommunications systems and data networks.
3. Ability to implement telecommunications systems and data networks.
4. Ability to design voice or telephony telecommunications systems.
5. Ability to implement and maintain voice or telephone telecommunications systems.
6. Ability to design, implement and maintain voice and data communication systems in the wireless mode.
7. Ability to administer and participate in the decision-making process and business strategic management in the telecommunications area.
8. Ability to keep their competition levels up to date, using continuous training techniques.
9. Ability to solve technical problems within the telecommunications and networks area.
10. Ability to submit plans and produce strategic analysis in the area of convergence of technologies that contribute to the effective positioning of the company.
11. Demonstrate ability to manage telecommunications and network projects.
12. Promote change and development in the specialization area.
13. Establish direction in the development of activities and projects associated with the specialization.
14. Assist the company in the preparation of the strategic and financial plans associated with the establishment of the telecommunications and network infrastructure.

Program sequence will be available at the time of enrollment.
The language of instruction and program delivery modality are subject to availability.

Program Curriculum

Core/ Professional Courses		
Course	Title	Credits
TCOM 500	Applied Mathematics in Telecommunications	3
TCOM 513	Information Technology (IT) Project Management	3
TCOM 503	Introduction to TCP/IP	3
CYBR 501	Network Security I	3
CYBR 502	Computer Security I	3
TCOM 514	Telecommunications Governance I	3
TCOM 606 or TCOM 609	Network Design Project or Thesis	3
Total		21
Elective Courses (Student must select one of the tracks – 9 credits)		
Course	Title	Credits
Internet		
TCOM 511	Internet Technologies	3
TCOM 512	Introduction to Networks	3
TCOM 521	Networking Fundamentals	3
TCOM 556	IP Tel & Design and Implementation of Voice Networks	3
TCOM 523	Wireless Networks	3
Network Securities		
CYBR 521	Network Security II	3
CYBR 522	Computer Security II	3
CYBR 600	Cyber Security Forensics	3
Telecommunications Governance & Auditing		
TCOM 515	Telecommunications Governance II	3
TCOM 522	Telecommunications Management and Policy	3
TCOM 524	Technological & Scientific Innovation	3
Total		9
Total credits		30

Doctor of Business Administration with specialization in Information Systems Management

60 credits

Program Description

The doctoral program in Information Systems Management is designed to provide a theoretical basis used to improve the knowledge of management information systems. This specialization allows students to concentrate on the meaning of information systems in various management scenarios. The program encourages theoretical and applied research, which results in the improvement of services in computers and information systems company. The program is designed to prepare students for careers in performance management, teaching and research, involving the design, analysis, implementation and operation of computerized information systems associated with economic and organizational issues.

Program Objectives

1. Stimulate theoretical and applied research that will result in the improvement of services to the institution and the community at large, while maintaining the institution's emphasis on quality learning and teaching.
2. Develop competent professionals at the graduate level who will satisfy the business faculty needs at university level.
3. Promote the use of technology and non-traditional educational delivery systems.
4. Establish partnerships between the University and the external community, by promoting research, cultural and community development projects that will enhance the quality of life.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Notes:

1. *Enrollment in the research seminars that require advisor approval.
2. **Dissertation courses are one semester courses.
3. *** RESM 867 and RESM 869 are optional courses for those students requiring more time for the dissertation.

Program Curriculum

Core Courses		
Code	Course name	Credits
ECON 760	Economic Analysis	3
MANA 750	Advanced Statistical Methods	3
MANA 754	Business Research Methods	3
MANA 762	Management Science	3
INBU 764	International Business Management	3
MAIS 835	IT Policy & Strategy	3
Total		18
Specialization Required		
MAIS 810	Information Systems Modeling	3
MAIS 815	Telecommunications Management	3
MAIS 820	Decision Support Systems	3
MAIS 825	Information Security Management	3
MAIS 830	Web-Based Information Architectures	3
Total		15
Specialization Elective Courses (Select three courses – 9 credits)		
MAIS 827	Data Warehousing Management	3
MAIS 832	Knowledge Management	3
MAIS 842	Web Services	3
MAIS 847	Special Topics in Information Security	3
MAIS 852	Multimedia Systems	3
MAIS 857	Special Topics in Computer Information Systems	3
MAIS 858	Data Mining	3
MAIS 859	Service Oriented Architecture	3
Total		9
Research Courses		
RESM 850*	Seminar in Information Systems I	3
RESM 860*	Seminar in Information Systems II	3
RESM 866**	Dissertation I	6
RESM 868 **	Dissertation II	6
Total		18
Optional Courses		
RESM 867***	Continuation Dissertation I	3
RESM 869***	Continuation Dissertation II	3
Total credits		60



School of Psychology and Counseling

Dean Rishel, Ph.D.
Dean

The School of Psychology and Counseling trains students to provide psychological and counseling services to individuals, families, couples, and organizations. Our students become social justice change agents who are dedicated to equity and service. Programs housed in the school emphasize the science of studying human behavior, the necessary skills to work with diverse populations domestically and globally, the ability to conduct and use research to inform action, and the capacity to think critically to solve problems and make decisions. These values and skills lead to professional employment opportunities in a variety of settings, including community agencies, government agencies, private practice, international and domestic organizations, education, human resources, and many others.

Academic Programs

- Bachelor of Science in Psychology
- Master of Science in Counseling with specialization in Clinical Mental Health

The language of instruction and program delivery modality are subject to availability.

COMPLETING A COURSE OR PROGRAM IN A LANGUAGE OTHER THAN ENGLISH MAY REDUCE EMPLOYABILITY WHERE ENGLISH IS REQUIRED.

Bachelor of Science in Psychology

120 credits

Program Description

The Bachelor of Science in Psychology prepares graduates to continue graduate studies in all areas of professional practice of psychology (psychological counseling, clinical psychology, school psychology, industrial /organizational psychology). In addition, the student will acquire knowledge and skills that will allow them to perform research, prevention and provision of basic services in mental health care.

Program Objectives

1. Demonstrate knowledge of the foundations of psychology.
2. Demonstrate understanding of research methods used in psychology.
3. Execute critical thinking skills in psychology.
4. Apply the principles of the science of psychology.
5. Demonstrate ethical values in psychology.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Approved General Education Electives*		
Course	Title	Credits
SPAN 110	Elementary Spanish	3
REIL 101	Research and Information Literacy	3
BIOL 150	General Biology I	3
BIOL 151	General Biology II	3
COMM 205	Communication Theory	3
COMM 210	Legal and Ethical Aspects of Communications	3
HIDE 100	History of Arts	3
HIDE 110	Representing Culture: Art & Artifact 1500-1850	3
HIST 273	History of the United States of America	3

Program Curriculum

QYLE 110 or FYIS 101	Attitude Development and University Adaptation or Induction Seminar for University Life	3
General Education Courses		
Course	Title	Credits
Pick 2 GE* OR	Pick two (2) of the Approved General Education Electives OR	6
SPAN 101-102 or SPAN 103-104 or SPAN 105-106	Introduction to Spanish Language – Basic Level Introduction to Spanish Language – Intermediate Level Introduction to Spanish Language – Advanced Level	6
ENGL 150-250 OR	English Composition I and II OR	6
ENGL 101-102 or ENGL 103-104 or ENGL 105-106	Introduction to English Language- Basic Level Introduction to English Language – Intermediate Level Introduction to English Language - Advanced Level	6
MATH 112ON	College Algebra	3
PHIL 201	Introduction to Philosophy	3
SOSC 101-102	Introduction to Social Science I and II	6
SCIE 111-112	Integrated Science I and II	6
COIS 101	Introduction to Computers	3
HIST 101	Introduction to the Study of History	3
ENGL 340 OR	Research and Writing OR	3
SPAN 215	Writing and Composition	3
COMM 140 OR	Effective Communication OR	3
ENGL 212	English Second Year Basic Level	3
COMM 240 OR	Interpersonal Communication OR	3
ENGL 350	Conversational English	6
HUMA 101-102	World Cultures I and II	6
		Total 51
Core / Professional Courses		
Course	Title	Credits
STAT 300	Elements of Statistics I	3
SOSC 320	Social Research Techniques I	3
SOCI 203	Sociology Principles (Compendium)	3
STAT 301	Elements of Statistics II	3
PSYC 121	General Psychology I	3
PSYC 122	General Psychology II	3
PSYC 205	Personal Growth & Development	3
GEOG 205	Global Communities and Resources: Critical Perspective	3
		Total 24
Major Courses		
Course	Title	Credits
PSYC 225	Social Psychology	3
PSYC 283	Human Development	3
PSYC 405	Physiological Psychology	3
PSYC 321	Theories of Personality	3
PSYC 350	Principles of Psychopathology	3
PSYC 400	Experimental Psychology	3
PSYC 450	Integration Seminar	3
		Total 21
Major Electives (Select 4 courses – 12 credits)		
Course	Title	Credits
PSYC 221	Child Psychology	3
PSYC 222	Adolescent Psychology	3
PSYC 305	Human Relations and Public Service	3
PSYC 307	Group Dynamics	3
PSYC 343	Learning Theories	3
PSYC 355	Industrial Psychology	3
PSYC 360	Seminar on Human Sexuality	3
		Total 12
Electives		
	Free Elective	3
	Free Elective	3
	Free Elective	3
		Total 9
		Total credits 120

Master of Science in Counseling with specialization in Clinical Mental Health

63 credits

Specific Program Admission Requirements

1. A bachelor's degree from an institution accredited by an agency recognized by the U.S. Department of Education, or from an internationally recognized institution with a grade point average of 3.0 or higher on a 4.0 scale.
2. Official transcripts from all previous undergraduate educational institutions.
3. Two letters of recommendation completed by professionals who can assess the applicant's aptitude for graduate education in counseling.
4. A 2–4-page personal essay describing the student's aptitude for graduate education in counseling.
5. A resumé or curriculum vitae (CV).
6. An Interview with a representative from Academics.
7. This program will not award transfer credits to students who have partially completed their degrees in other institutions.

Program Description

The Master of Science in Counseling with specialization in Clinical Mental Health is designed to prepare students with the knowledge and skills necessary to work with clients presenting with a range of mental and emotional disorders, as well as to promote mental health and wellness. Students will gain knowledge and skills through a range of treatment, individual and group counseling, appraisal and referral and coordination with professional agencies/providers to support both individuals and families.

Program Objectives

1. To demonstrate knowledge about the philosophy, history, and current and future trends in the counseling profession.
2. To recognize, understand, and respond to social and cultural differences and change in our society.
3. To understand human behavior and development.
4. To be able to apply ethical practices in the design, implementation, counseling practice, and evaluation of program to ensure developmentally appropriate counseling interventions and programs.
5. To demonstrate knowledge and skills in the counseling process, career development, and consultations skills.
6. To be able to apply knowledge, theory, and skills to work effectively with clients in a variety of modalities (individual, group, family) and to use crisis intervention, brief counseling, and long-term approaches.
7. To perform individual and group counseling.
8. To demonstrate knowledge and skills in gathering, analyzing, interpreting, and presenting data about individuals.
9. To apply assessment techniques with individuals and groups.
10. To be able to read, critique, utilize and contribute to professional research literature and program evaluation.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Programmatic Academic Achievement Requirements

1. Students must earn a minimum of C in all courses, except in the Practicum and Internship in Clinical Mental Health Counseling courses.
2. Students must earn a grade of "A" or "B" in Practicum in Clinical Mental Health Counseling (CMHC 607), Internship I in Clinical Mental Health Counseling (CMHC 608) and Internship II in Clinical Mental Health Counseling (CMHC 609).
3. Students can repeat Practicum and Internship Supervised courses Practicum in Clinical Mental Health Counseling (CMHC 607), Internship I in Clinical Mental Health Counseling (CMHC 608) and Internship II in Clinical Mental Health Counseling (CMHC 609), for a maximum of two occasions. Students may only repeat for the second and last time with the approval and recommendation of a Committee composed of the Program Associate Director, Practicum and Internship Coordinator and the Practicum/Internship Faculty Instructor of the Mental Health Counseling graduate program.
4. The student must pass the Comprehensive Exam. Accumulated Credits Required and Retention Index Accumulated credits are the sum of the credits corresponding to the courses the student registers in annually and those accepted as transfer. To complete a degree, a student must complete all academic requirements in a period of time not to exceed 150% of the total credit hours required to obtain the degree. The total of approved credits to complete the degree must meet a minimum average for graduation as established by major. Internship/externship and practicum requirements Students must abide with the required hours, procedures and policies set by the state and local agencies for internship/externship and practicum experiences. Also, students must comply with state and local certification requirements for the academic program, as applicable. Furthermore, students must comply with all requirements established by the internship/externship and practicum centers.

Program Curriculum

Core / Professional Courses		
Course	Title	Credits
COUN 500	The Counseling Profession	3
COUN 501	Ethical, Legal, and Professional Issues in Counseling	3
COUN 502	Theories of Counseling and Psychotherapy	3
COUN 503	Research Methods and Statistics	3
COUN 504	Human Growth and Development	3
COUN 505	Counseling and Advocacy with Diverse Populations	3
COUN 506	Theories and Counseling in Career Development	3
COUN 507	Comprehensive Assessment in Counseling	3
COUN 508	Communication Skills, Consultation and Collaboration in Counseling	3
COUN 509	Group Counseling: Dynamics and Practice	3
COUN 510	Crisis Intervention Counseling	3
Total		33
Specialization Courses		
Course	Title	Credits
CMHC 600	Introduction to Mental Health Counseling	3
CMHC 601	Psychopathology and Diagnosis	3
CMHC 602	Advanced Mental Health Counseling Approaches and Interventions	3
CMHC 603-A or CMHC 603-B	Applied Neuroscience and Psychopharmacology for Counselors or Human Sexuality*	3
CMHC 604	Counseling Children and Adolescents	3
CMHC 605	Couples and Family Counseling	3
CMHC 606	Addictions Counseling	3
Total		21
Internship and Practicum Courses		
Course	Title	Credits
CMHC 607	Practicum in Clinical Mental Health Counseling**	3
CMHC 608	Internship I in Clinical Mental Health Counseling***	3
CMHC 609	Internship II in Clinical Mental Health Counseling****	3
	Counselor Preparation Comprehensive Examination (CPCE)****	0
Total		9
Total credits		63

Notes:

1. *Students who are pursuing to become a licensed Clinical Mental Health Counselor in Florida state are required to take the Human Sexuality course.
2. ** The semester will include a Practicum with 14 weeks (100 hours) and 4 additional courses of 7 weeks for a total of 15 credits.
3. *** The semester will include an internship with 14 weeks (300 hours), 3 additional courses of 7 weeks and a Comprehensive Exam.
4. **** The student must pass the Comprehensive Exam. This is a graduation requirement.
5. This program will not award transfer credits to students who have partially completed their degrees in other institutions.
6. It is the responsibility of the student to evaluate whether the Master of Science in Clinical Mental Health Counseling meets the licensure requirements particular to the state in which they plan to practice.



School of Social Work

Janet Carrasquillo, PhD, MSW, MRC
Dean

The programs at the School of Social Work emphasize in the inclusion and respect of diversity and the study of cultural norms and standards to understand root causes of social issues such as racism, classism, gender bias, deviant behavior for research, investigative/forensic work, and professional interventions.

Academic Programs

- Master of Social Work
- Doctor of Philosophy in Social Work with specialization in Administration of Social Programs and Social Policy

The language of instruction and program delivery modality are subject to availability.

COMPLETING A COURSE OR PROGRAM IN A LANGUAGE OTHER THAN ENGLISH MAY REDUCE EMPLOYABILITY WHERE ENGLISH IS REQUIRED.

Master of Social Work

54 credits

Specific Program Admission Requirements

1. An earned bachelor's degree from an accredited institution.
2. An undergraduate cumulative GPA of at least 2.75.
3. An interview.
4. An essay, written at the time of the interview.

Advanced Standing Program in the Master of Social Work- Additional Admission requirements

The Advanced Standing Program in the Master of Social Work has additional requirements. Students admitted are given, in all program options, up to 27 credit hours of advanced standing to BSW graduates that meet the following conditions:

1. Degree granted from a CSWE BSW accredited program
2. A graduation GPA (Grade Point Average) of at least 3.00
3. Social Work major courses passed with grade A or B
4. Field Practice courses passed with a grade of A
5. Having completed the baccalaureate degree within five years or less of requested admission.

If all five conditions are met, an evaluation of transfer credits will be conducted by the MSW Program director. The advanced standing could be awarded only to graduates holding degrees from baccalaureate social work programs accredited by CSWE, those recognized through its International Social Work Degree Recognition and Evaluation Services or covered under a memorandum of understanding with international social work accreditors across all program options. Courses will not be validated to students from programs not accredited by the CSWE.

For the MSW advanced standing program, 21 credits will be granted for the foundation courses of Social Work major, approved with A or B. Another 6 credits will be granted for generalist practice only if the candidate had a grade of A in the supervised practice at the bachelor's level.

Program Description

The program prepares students for Social Work practice with a clinical specialization, able to contribute with their leadership and guidance to programs and services for vulnerable populations in the United States of America, and other societies across the World. The context and geographical location of the program offers students the opportunity to meet the needs of a variety of vulnerable populations.

Program Objectives

1. Demonstrate Ethical and Professional Behavior Competency.
2. Engage Diversity and Difference in Practice.
3. Advance Human Rights and Social, Economic, and Environmental Justice Competency.
4. Engage in Practice-informed Research and Research-informed Practice.
5. Engage in Policy Practice.
6. Engage with Individuals, Families, Groups, Organizations, and Communities.
7. Assess Individuals, Families, Groups, Organizations, and Communities.
8. Intervene with Individuals, Families, Groups, Organizations, and Communities.
9. Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Program Curriculum

Core / Professional Courses		
Course	Title	Credits
SWGR 504	Social Policy Analysis	3
SWGR 505	Human Diversity and Social Justice	3
SWGR 506	Social Work with Individuals and Families	3
SWGR 507	Social Work with Groups and Communities	3
SWGR 510	Research Design	3
SWGR 601	Theories and Models of Human Development and Behavior I	3
SWGR 606	Theories and Models of Human Development and Behavior II	3
SWGR 555	Social Work with Seminar and Field Practicum I	6
SWGR 670	Comprehensive Exam (1 st part)	0
		Total
		27
Specialization Courses		
Course	Title	Credits
SWGR 602	Clinical Intervention I	3
SWGR 607	Clinical Intervention II	3
SWGR 511	Research Analysis	3
SWGR 655	Social Work with Seminar and Field Practicum II	6
SWGR 665	Social Work with Seminar and Field Practicum III	6
SWGR 671	Comprehensive Exam (2 nd part)	0
		Total
		21
Guided Elective Courses		
Course	Title	Credits
SWGR 608	Psychopathology, Human Behavior and Social Environment	3
SWGR 623	Drug and Substance Abuse	3
		Total
		6
		Total credits
		54

Notes:

1. Students must abide by the minimum required hours and policies the state and local education agencies set for practicum experiences.
2. Students must comply with state and local education certification requirements for the degree, as applicable.
3. Graduates of Social Work must seek professional licensing from the Board of Examiners at the State and local requirements or limitations to practice profession.

AGM University Master of Social Work Program has achieved Candidacy for Accreditation by the Council on Social Work Education's Commission on Accreditation.

Candidacy for a master's social work program by the Council on Social Work Education's Commission on Accreditation indicates that it has made progress toward meeting criteria for the assessment of program quality evaluated through a peer review process. A program that has attained Candidacy has demonstrated a commitment to meeting the compliance standards set by the Educational Policy and Accreditation Standards but has not yet demonstrated full compliance.

Students who enter programs that attain Candidacy in or before the academic year in which they begin their program of study will be retroactively recognized as having graduated from a CSWE-accredited program once the program attains Initial Accreditation. Candidacy is typically a three-year process and attaining Candidacy does not guarantee that a program will eventually attain Initial Accreditation. Candidacy applies to all program sites and program delivery methods of an accredited program. Accreditation provides reasonable assurance about the quality of the program and the competence of students graduating from the program.

For more information about social work accreditation, you may contact [Accreditation](#).

Doctor of Philosophy in Social Work with specialization in Administration of Social Programs and Social Policy

45 credits

Specific Program Admission Requirements

1. A Master's Degree in Social Work or human behavior discipline, such as psychology and counseling.
2. A Master's Degree from another discipline, with an approved graduate course on social policy analysis, social work with individuals, families, groups or community.
3. An interview.
4. This program will not award transfer credits to students who have partially completed their degrees in other institutions.

Program Description

The program provides preparation and development for professionals in advanced social work administration practice in social change and innovation for institutions, community leaders, and entrepreneurs. The student will develop characteristics of both practitioners and scholars by applying practical solutions to large-scale social challenges that directly affect vulnerable, marginalized or otherwise disadvantaged populations. The graduate student will become an effective social change leader through rigorous inquiry and the use of methodological tools associated with leading, managing, social policy integration, innovation and change. The graduates will have competencies that would allow them to seek management or executive leadership positions that advance their careers in social work, human services, and social policymaking scenarios.

Program Objectives

1. Analyze and integrate the competencies and ethical principles of social work into professional practice.
2. Use advance social work theories into the administration practice and social policymaking.
3. Apply advance knowledge in the conceptualization, design, development and evaluation of social programs and social policies.
4. Demonstrate effective leadership management and planning skills in the administration of social work programs.
5. Generate new knowledge through the research process and apply findings in social work practice and social policy.
6. Demonstrate social work competencies:
 - a. Ethical and Professional Behavior Competency
 - b. Diversity and Difference in Practice
 - c. Advance Human Rights and Social, Economic, and Environmental Justice Competency
 - d. Engage in Practice-informed Research and Research-informed Practice
 - e. Engage in Policy Practice
 - f. Engage with Individuals, Families, Groups, Organizations, and Communities
 - g. Assess Individuals, Families, Groups, Organizations, and Communities
 - h. Intervene with Individuals, Families, Groups, Organizations, and Communities
 - i. Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Notes:

1. * SWGR 843 is an optional course for those students requiring more time for the dissertation.
2. Students must comply with state and local education certification requirements for the degree, as applicable.
3. This program will not award transfer credits to students who have partially completed their degrees in other institutions.

Program Curriculum

Core / Professional Courses		
Course	Title	Credits
SWGR 801	Philosophical Foundations of Social Work	3
SWGR 802	Justice and Social Policy	3
SWGR 803	Social Policy and Organizational Behavior in North and Latin America	3
SWGR 804	Social Work Theory and Practice: Programs Administration and Social Policy	3
Total		12
Specialization Courses		
Course	Title	Credits
SWGR 820	Social Services Management	3
SWGR 821	Human Resources Management	3
SWGR 822	Management and Budgeting in Government and Social Organizations	3
SWGR 823	Executive Leadership: Models and Strategies	3
Total		12
Research Courses		
Course	Title	Credits
SWGR 811	Epistemology in Social Work Research	3
SWGR 812	Social Work Quantitative Research	3
SWGR 813	Social Work Qualitative and Mixed Methods Research	3
Total		9
Guided Elective Courses (Select two courses – 6 credits)		
Course	Title	Credits
SWGR 830	Compendium for Social Work Practice with Individuals, Families, Groups and Communities	3
SWGR 831	Strategic Planning in Organizations and Community	3
SWGR 832	Social Programs Evaluation: Theory and Practice	3
Total		6
Comprehensive Exam and Dissertation		
Course	Title	Credits
SWGR 840	Dissertation Seminar	3
SWGR 841	Comprehensive Exam	0
SWGR 842	Doctoral Dissertation	3
SWGR 843	Doctoral Dissertation Continuation*	3
Total		6
Total credits		45



School of General Education and Education Programs

Rosa Reyes, MEd
Dean

Welcome to the School of General Education and Education Programs at AGMU!

The School of Education offers degrees at every level, undergraduate teacher preparation programs that lead to initial certification and graduate and doctoral programs that prepare future leaders and researchers who seek to impact the educational field.

The School of Education aims to strengthen the pipeline to prepare teachers and leaders that are committed to addressing the needs of individuals in educational systems. Students are prepared to teach, guide and lead in linguistically and culturally diverse school communities. Students will learn from and collaborate with faculty who are practitioners in the field and prepared to share their innovative best practices.

Academic Programs

- Bachelor of Arts in Elementary Education **(This program is not admitting new students.)**
- Bachelor of Arts in Prekindergarten / Primary Education **(This program is not admitting new students.)**
- Bachelor of Arts in Special Education **(This program is not admitting new students.)**
- Master of Education with specialization in Instructional Design and Technological Integration with E-Learning
- Master of Education with specialization in School Counseling **(This program is not admitting new students.)**
- Master of Education with specialization in Social and Community Services
- Master of Science with specialization in Educational Leadership
- Doctor of Education with specialization in Educational Leadership
- Master of Education with specialization in Teaching of English as a Second Language
- Doctor of Education with specialization in Curriculum, Teaching and Learning Environments

The language of instruction and program delivery modality are subject to availability.

COMPLETING A COURSE OR PROGRAM IN A LANGUAGE OTHER THAN ENGLISH MAY REDUCE EMPLOYABILITY WHERE ENGLISH IS REQUIRED.

Bachelor of Arts in Elementary Education

126 credits

(This program is not admitting new students.)

Specific Program Admission Requirements

1. Minimum GPA 2.50

Program Description

The B.A. in Elementary Education prepares elementary teachers as generalists with knowledge in literacy, math, science, and social studies. The program provides foundational training in educational theory, practice and techniques to build safe and productive learning environments. The program aims to prepare reflective, ethical and responsive teachers who are committed to ensure every student has access to opportunities to learn. Every course, field-based observation and internship is intended to build the student's skills and competencies to be an effective teacher.

This degree offers a path to a bachelor's degree with a track to certification or non-certification track.

Program Objectives

1. Demonstrate knowledge of subject matter and pedagogy.
2. Utilize effective classroom and behavior management techniques.
3. Design, implement, and assess developmentally appropriate and individualized teaching/learning activities for all students.
4. Understand and demonstrate respect for individual needs and diversity.
5. Integrate instructional and assistive technology to enhance learning for all students.
6. Commit to continuous student and personal growth through reflection and professional development.
7. Advocate change to improve education for students, school system, and self; display leadership qualities.
8. Effectively communicate and collaborate with students, parents, colleagues, schools, and communities.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Notes:

1. The program requires clinical field observations that are integrated throughout the program for a cumulative of hours prior to Internship I and II. The program includes two semesters, Internship I and II, in an elementary school setting, full-time providing students a supervised field experience in which they can demonstrate their skills, knowledge and pedagogical practices. The student must refer to the Internship Handbook available from the academic director for specific requirements and procedures.
2. If the student is interested in opportunities for employment in state public schools, state certification is required. Students are required to demonstrate mastery of the necessary basic skills, content, and pedagogical knowledge by obtaining qualifying scores on all state examinations required for professional (standard) certification.
3. **If student is seeking professional (standard) level certification upon graduation, all certification examinations must be passed, practicum and program degree must be completed to apply to the designated state certification agency prior to practicum or graduation. If any of the aforementioned requirements are not met prior to practicum or graduation, student will acknowledge professional (standard) certification will not be met and may have to pursue a conditional/temporary or alternative certification to meet professional (standard) certification requirements.
4. The Elementary Education program meets the educational eligibility criteria for certification in the state in which the program is offered. Graduates of the program who wish to teach in another U.S. state or country may require additional eligibility criteria to qualify for licensure and/or certification in those locations. We are unable to confirm the licensure and/or certification requirements of other states or countries. Therefore, if you intend to pursue such credentialing in another state or elsewhere, it is advised that you to contact the applicable state or country credentialing authority to familiarize yourself with its specific requirements and determine if this program meets the applicable eligibility criteria.

Program Curriculum

Course	Title	Credits
QYLE 110 or FYIS 101	Attitude Development and University Adaptation or Induction Seminar to University Life	3
General Education Courses		
ENGL 151 OR	English Composition I OR	4
ENGL 115	English Reading and Writing I	4
ENGL 251 OR	English Composition II OR	
ENGL 116	English Reading and Writing II	4
COMM 141 OR	Effective Communication OR	
ENGL 331	Public Speaking	3
HIST 273	History of the United States of America	3
HUMA 101	World Cultures I	3
HUMA 102	World Cultures II	3
MATH 111	Intermediate Algebra I	3
MATH 112	Intermediate Algebra II	3
SCIE 111	Integrated Science I	3
SCIE 112	Integrated Science II	3
SOSC 111	Individual, Community, Government and Social Responsibility I	3
SOSC 112	Individual, Community, Government and Social Responsibility II	3
Pick 1 GE* OR	Pick one (1) Approved General Education Elective OR	4
SPAN 115	Reading, Writing and the Oral Communication in Spanish I	4
Pick 1 GE* OR	Pick one (1) Approved General Education Elective OR	
SPAN 116	Reading, Writing and the Oral Communication in Spanish II	4
ENGL 341 OR	Research and Writing OR	
SPAN 255	Spanish For Writing and Research	4
		Total 51
Core / Professional Courses		
EDUC 171	Human Growth and Development	3
EDUC 110	Introduction to Teaching Profession: Theory and Practice	3
EDUC 115	Learning Theories	3
EDUC 120	Curriculum, Planning and Assessment	3
EDUC 125	Classroom and Behavior Management	3
SPED 210	Survey of Exceptionalities: The Inclusive Classroom	3
EDUC 219	Teaching Strategies and Differentiated Learning Strategies	3
EDUC 220	Technology Integration in the Classroom	3
EDUC 225	Teaching Reading and Writing Across Content Areas	3
EDUC 230	Legal, Ethical and Safety in Schools	3
TESL 310	Language Development: English Learners	3
TESL 315	Teaching and Learning of English Learners in the Classroom	3
		Total 36
Major Courses		
EDUC 320	Literacy Development and Instruction	3
EDUC 325	Literacy Assessment, Evaluation and Remediation	3
EDUC 330	Cross-Curricular Literacy Materials and Resources	3
EDUC 323	Literature for Children	3
EDUC 335	Social Studies in Elementary Education	3
EDUC 340	Mathematics in Elementary Education	3
EDUC 345	Science in Elementary Education	3
EDUC 351	Art, Music and Movement: Pedagogy, Strategies and Management	3
EDUC 410	Interdisciplinary Pedagogy and Methods: Construction	3
EDUC 415	Internship I**	3
EDUC 421	Interdisciplinary Pedagogy and Methods: Differentiation	3
EDUC 425	Internship II	3
		Total 36
		Total credits 126

Approved General Education Electives*		
Course	Title	Credits
SPAN 111	Elementary Spanish	4
REIL 102	Research and Information Literacy	4
BIOL 153	General Biology I	4
BIOL 154	General Biology II	4
COMM 206	Communication Theory	4
COMM 211	Legal and Ethical Aspects of Communications	4
HIDE 101	History of Arts	4
HIDE 111	Representing Culture: Art & Artifact 1500-1850	4
HIST 274	History of the United States of America	4

Bachelor of Arts in Pre-Kindergarten/Primary Education

130 credits

(This program is not admitting new students.)

Specific Program Admission Requirements

1. Minimum GPA 2.50

Program Description

The Bachelor of Arts in Pre-Kindergarten/Primary Education prepares students to meet the standard knowledge and skills that are specified for teacher preparation, including content specific standards, teacher standards and pedagogical standards of effective teaching in Pre-K through 3rd grade and impact on student achievement.

Courses and experiences include instruction, observation, and practice to demonstrate competency in the following areas:

1. Content knowledge and expertise
2. Instructional design, planning, and delivery
3. Learning environment and management
4. Knowledge of students and student learning for instructional delivery and facilitation
5. Assessment to engage, monitor and inform instructional decision-making
6. Professional practices, responsibilities and conduct

Program Objectives

1. Understand the importance of the social, personal, and academic mission of early childhood education.
2. Develop and form effective teachers with high-quality standards in early childhood education.
3. Guide graduates to implement, modify, and integrate early childhood education curricula.
4. Analyze social, psychological, and philosophical aspect of the early childhood foundations of education.
5. Apply a variety of educational strategies and techniques to effectively develop cognitive and fine motor skills in young children.
6. Expose the graduates to a variety of educational field experiences in a public school that will help them to develop the skills, attitudes, and abilities in order to become early childhood educators.
7. Incorporate technological innovations to enrich the student's learning and the young children whom they are going to be assisting.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Notes:

1. The program requires clinical field observations that are integrated throughout the program for a cumulative of hours prior to Internship I and II. The program includes two semesters, Internship I and II, in Pre-K-3 grade setting, full-time providing students a supervised field experience in which they can demonstrate their skills, knowledge and pedagogical practices. The student must refer to the Internship Handbook available from the academic director for specific requirements and procedures.
2. If the student is interested in opportunities for employment in state public schools, state certification is required. Students are required to demonstrate mastery of the necessary basic skills, content, and pedagogical knowledge by obtaining qualifying scores on all state examinations required for professional (standard) certification.
3. If student is seeking professional (standard) level certification upon graduation, all certification examinations must be passed, practicum and program degree must be completed to apply to the designated state certification agency prior to practicum or graduation. If any of the aforementioned requirements are not met prior to practicum or graduation, student will acknowledge professional (standard) certification will not be met and may have to pursue a conditional or temporary certification while completing certification professional requirements.
4. The Pre-Kindergarten/Primary Education program meets the educational eligibility criteria for certification in the state in which the program is offered. Graduates of the program who wish to teach in another U.S. state or country may require additional eligibility criteria to qualify for licensure and/or certification in those locations. We are unable to confirm the licensure and/or certification requirements of other states or countries. Therefore, if you intend to pursue such credentialing in another state or elsewhere, it is advised that you to contact the applicable state or country credentialing authority to familiarize yourself with its specific requirements and determine if this program meets the applicable eligibility criteria.

Program Curriculum

QYLE 110 or FYIS 101	Attitude Development and University Adaptation or Induction Seminar to University Life	3
General Education Courses		
Course	Title	Credits
COMP 110	Computers and Software	3
ENGL 151 OR	English Composition I OR	4
ENGL 115	English Reading and Writing I	4
ENGL 251 OR	English Composition II OR	
ENGL 116	English Reading and Writing II	4
COMM 141 OR	Effective Communication OR	
ENGL 331	Public Speaking	3
HIST 273	History of the United States of America	3
HUMA 101	World Cultures I	3
HUMA 102	World Cultures II	3
MATH 111	Intermediate Algebra I	3
MATH 112	Intermediate Algebra II	3
SCIE 111	Integrated Science I	3
SCIE 112	Integrated Science II	3
SOSC 111	Individual, Community, Government and Social Responsibility I	3
SOSC 112	Individual, Community, Government and Social Responsibility II	3
Pick 1 GE* OR	Pick one (1) Approved General Education Elective OR	4
SPAN 115	Reading, Writing and Oral Communication in Spanish I	4
Pick 1 GE* OR	Pick one (1) Approved General Education Elective OR	
SPAN 116	Reading, Writing and Oral Communication in Spanish II	4
ENGL 341 OR	Research and Writing OR	4
SPAN 255	Spanish for Writing and Research	
		Total 54
Core / Professional Courses		
Course	Title	Credits
EDUC 135	Philosophical, Sociological and Psychological Foundation of Education	3
EDUC 171	Human Growth and Development	3
EDUC 202-O	Technology and Materials for Teaching and Learning	3
EDUC 205	Introduction to Assistive Technology	3
EDUC 409	Learning, Evaluation and Planning	3
ECED 322	Health, Nutrition and Preventive Medicine	3
EDUC 403	Curriculum Design	3
TESL 223	Applied Linguistics in ESOL	3
		Total 24
Major Courses		
Course	Title	Credits
ECED 173	Introduction to the Early Childhood/Primary Education	3
ECED 207	Theories of Child Development and Learning	3
ECED 308	Management of the Early Childhood/Primary Education Environment	3
ECED 310	Perceptual-Motor Development, Learning and the Brain	3
ECED 311	Cognitive and Logic-Mathematical Development	3
ECED 329	Nature and Needs of the Exceptional Child	3
ECED 332	Integration and Participation of Family in Pre-K Care Centers	3
ECED 402	Creative Expression in Early Childhood/ Primary Education	3
ECED 405	Language Development in the Context of Reading/Writing	3
ECED 410	Teaching Reading to Non-English Speakers in PreK-3	3
EDUC 410-O	Teaching Math at the Primary Level	3
EDUC 411	Teaching Sciences at the Primary Level	3
EDUC 414	Language Arts at the Primary Level	3
		Total 39
Research/Capstone Courses		
Course	Title	Credits
EDUC 435	Interdisciplinary Seminar	3
EDUC 436	Pedagogical Integration Seminar	3
ECED 442	Practice Seminar in Early Childhood and Primary Education	1
ECED 443	Practicum in Early Childhood and Primary Education (Requires Approval from the School)	3
		Total 10
		Total credits 130

Approved General Education Electives*		
Course	Title	Credits
SPAN 111	Elementary Spanish	4
REIL 102	Research and Information Literacy	4
BIOL 153	General Biology I	4
BIOL 154	General Biology II	4
COMM 206	Communication Theory	4
COMM 211	Legal and Ethical Aspects of Communications	4
HIDE 101	History of Arts	4
HIDE 111	Representing Culture: Art & Artifact 1500-1850	4
HIST 274	History of the United States of America	4

Bachelor of Arts in Special Education

130 credits

(This program is not admitting new students.)

Specific Program Admission Requirements

1. Minimum GPA 2.50

Program Description

The Bachelor of Arts in Special Education prepares students to meet the standard knowledge and skills that are specified for teacher preparation, including content-specific standards, teacher standards and pedagogical standards of effective teaching in Pre-K-12th grade and impact on student achievement. The program is designed to prepare students to become effective special education teachers who are capable of working with children and youth who have a variety of disabilities and in differing developmental stages. Students in this program are prepared to play a vital role in developing their students' capacities to lead lives that are productive and independent.

Courses and experiences include instruction, observation, and practice to demonstrate competency in the following areas:

- Content knowledge and expertise
- Instructional design, planning, and delivery
- Learning environment and management
- Knowledge of students and student learning for instructional delivery and facilitation
- Assessment to engage, monitor and inform instructional decision-making
- Professional practices, responsibilities and conduct

Program Objectives

1. To support the development of concepts and capacities necessary for pre-service teachers and incumbent teachers who are interested in professional development in special education.
2. To offer students professional and personal assistance orientations, support, and guidance, throughout their program.
3. To provide education, training, and retraining through high-quality certification at different academic levels.
4. To broaden students' knowledge, basic skills, and necessary attitudes, so they may become competitive dual language professionals by providing them with access to quality training and retraining on different academic levels.
5. To integrate clinical field experience into the program by providing seminars, a pre-practicum, and a practicum that support special education and its related areas by developing values of citizenship and community service in Florida.
6. To ensure a high-quality academic offering to special education students through effective evaluation methods, self-evaluation tools, and ongoing assessment.
7. To keep teaching practices current through the latest advances in technology.
8. To provide students with varied instructional resources and professional development in a collaborative learning community.
9. To effectively and efficiently strengthen the structure, organization, and procedures necessary to assist active and prospective students.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Notes:

1. The program requires clinical field observations that are integrated throughout the program for a cumulative of hours prior to Internship I and II. The program includes two semesters, Internship I and II, in a special education school setting, full-time providing students a supervised field experience in which they can demonstrate their skills, knowledge and pedagogical practices. The student must refer to the Internship Handbook available from the Academic director for specific requirements and procedures.
2. If the student is interested in opportunities for employment in state public schools, state certification is required. Students are required to demonstrate mastery of the necessary basic skills, content, and pedagogical knowledge by obtaining qualifying scores on all state examinations required for professional (standard) certification.
3. If student is seeking professional (standard) level certification upon graduation, all certification examinations must be passed, practicum and program degree must be completed to apply to the designated state certification agency prior to practicum or graduation. If any of the aforementioned requirements are not met prior to practicum or graduation, student will acknowledge professional (standard) certification will not be met and may have to pursue a conditional/temporary or alternative certification to meet professional (standard) certification requirements.
4. The Special Education program meets the educational eligibility criteria for certification in the state in which the program is offered. Graduates of the program who wish to teach in another U.S. state or country may require additional eligibility criteria to qualify for licensure and/or certification in those locations. We are unable to confirm the licensure and/or certification requirements of other states or countries. Therefore, if you intend to pursue such credentialing in another state or elsewhere, it is advised that you to contact the applicable state or country credentialing authority to familiarize yourself with its specific requirements and determine if this program meets the applicable eligibility criteria.

Program Curriculum

QYLE 110 or FYIS 101	Attitude Development and University Adaptation or Induction Seminar for University Life	3
General Education Courses		
Course	Title	Credits
COMP 110	Computers and Software	3
ENGL 151 OR	English Composition I OR	4
ENGL 115	English Reading and Writing I	
ENGL 251 OR	English Composition II OR	4
ENGL 116	English Reading and Writing II	
COMM 141 OR	Effective Communication OR	4
ENGL 331	Public Speaking	
HIST 273	History of the United States of America	3
HUMA 101	World Cultures I	3
HUMA 102	World Cultures II	3
MATH 111	Intermediate Algebra I	3
MATH 112	Intermediate Algebra II	3
SCIE 111	Integrated Science I	3
SCIE 112	Integrated Science II	3
SOSC 111	Individual, Community, Government and Social Responsibility I	3
SOSC 112	Individual, Community, Government and Social Responsibility II	3
Pick 1 GE* OR	Pick one (1) Approved General Education Elective OR	4
SPAN 115	Reading, Writing and Oral Communication in Spanish I	
Pick 1 GE* OR	Pick one (1) Approved General Education Elective OR	4
SPAN 116	Reading, Writing and Oral Communication in Spanish II	
ENGL 341 OR	Research and Writing OR	4
SPAN 255	Spanish For Writing and Research	
Total		54
Core / Professional Courses		
Course	Title	Credits
EDUC 135	Philosophical, Sociological and Psychological Foundations of Education	3
EDUC 171	Human Growth and Development	3
EDUC 172-O	Human Growth and Development II	3
EDUC 202-O	Technology and Materials for Teaching and Learning	3
EDUC 204	Education for Children with Exceptional Needs and Inclusion	3
EDUC 205	Introduction to Assistive Technology	3
EDUC 409	Learning Evaluation and Planning	3
TESL 223	Applied Linguistics in ESOL	3
Total		24
Major Courses		
Course	Title	Credits
EDUC 403	Curriculum Design	3
SPED 101	Teacher Preparation in Special Education	3
SPED 102	Assistive Technology and Other Resources in Special Education	3
SPED 103	Learning Disabilities	3
SPED 203	Nature, Needs, and Behavior Modification in the Special Education Student with Attention Deficit Disorder	3
SPED 204	Nature, Needs, and Behavior Modification of Gifted Education Student	3
SPED 205	Integration of the Fine Arts in Special Education	3
SPED 207	Methodology, Adaptations, and Accommodations for the Special Education Student in Science and Mathematics Teaching at the Elementary Level	3
SPED 208	Methodology, Adaptations, and Accommodations for the Special Education Student in Science and Mathematics Teaching at the Secondary Level	3
SPED 210	Language Development and the Reading-Writing Processes in the Special Education Student I	3
SPED 295	Evaluation and Assessment in Students with Special Needs	3
SPED 211	Language Development and The Reading-Writing Processes in the Special Education Student II	3
SPED 300	The Brain and Learning	3
Total		39
Research / Capstone		
EDUC 435	Interdisciplinary Seminar	3
EDUC 436	Pedagogical Integration Seminar	3
SPED 405	Teaching Practicum in Special Education (Requires Approval from the School)	3
SPED 406	Seminar on Teaching Practicum in Special Education (Requires Approval from the School)	1
Total		10
Total credits		130

Approved General Education Electives*		
Course	Title	Credits
SPAN 111	Elementary Spanish	4
REIL 102	Research and Information Literacy	4
BIOL 153	General Biology I	4
BIOL 154	General Biology II	4
COMM 206	Communication Theory	4
COMM 211	Legal and Ethical Aspects of Communications	4
HIDE 101	History of Arts	4
HIDE 111	Representing Culture: Art & Artifact 1500-1850	4
HIST 274	History of the United States of America	4

Master of Education with specialization in Instructional Design and Technological Integration with E-Learning

39 credits

Program Description

The Master of Education with specialization in Instructional Design and Technological Integration with E-Learning is designed for students to learn the various models of instructional design and apply them in their work scenario, integrating technology, multimedia, e-learning and distance education.

Program Objectives

1. Temper the knowledge from the specialization in Instructional Design and Technological Integration and E-Learning to the educational reality with particular emphasis on the highest quality indexes in the exercise of the profession.
2. Contribute to the formation of a new group of leading professionals in the field of instructional design and educational technology with e-learning so that they effectively contribute to the technological integration of the institutions and companies of the present and the future.
3. Collaborate in the professional training of a specialist with an aptitude to understand and act according to the needs of their audience and of the corporation or educational institution; who has the ability to discover the opportunities and strengths of the institution and its educational programs and thus maximize its resources.
4. Promote among its graduates an interest in carrying out research that contributes to solving educational problems, that provides non-traditional alternatives to organizational challenges and that can function effectively in a globalized economy.
5. Contribute to the society, through the use of innovative educational strategies, assessment and evaluation activities, and graduates who are optimally prepared according to the most demanding professional quality standards.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Program Curriculum

Core Courses		
Code	Course Description	Credits
ELEG 500	Applied Instructional Design Models	3
ELEG 501	Fundamentals of Educational Technology	3
ELEG 502	Fundamentals of Distance Education	3
ELEG 503	Curriculum Design and Instructional Design for the Adult Learner	3
ELEG 504	Technology Immersions	3
ETRE 525	Applied Research	3
Total		18
Specialization Courses		
EDEL 600	E-learning, Technology Integration and Multimedia	3
EDEL 601	Development of Corporate Virtual Training	3
EDEL 602	Distance Education Assessment	3
EDEL 603	E-learning and Virtual Learning Communities	3
PRTE 630	Instructional Design and Technological Project I	3
PRTE 640	Instructional Design and Technological Project II	3
Total		18
Elective Course (Select one course – 3 credits)		
EDEL 604	Applied Instructional Designs for the Corporate World	3
EDEL 605	Applied Instructional Designs for the Academy	3
Total		3
Total credits		39

Master of Education with specialization in School Counseling

48 credits

(This program is not admitting new students.)

Program Description

This program is designed to prepare professional school counselors in a school setting with the knowledge, skills, and practices necessary to address the developmental, multicultural, social, academic, and career needs of school children and adolescents. The Master's training leads the graduate to acquire the competencies needed to be able to develop, implement and evaluate a school counseling program according to state standards with an emphasis of a collaborative, preventive and responsive approach. The graduates from this program will be able to address effectively and support a diverse student population through proficient bilingual communication in conflict management, problem solving, and decision making. It provides school counselors with a foundation in the principles, theories, and practices of school counseling in a PK-12 school setting. The program is designed to prepare students to meet the requirements of School Counselor credentialing articulated by the national and state standards.

Program Objectives

1. Demonstrate the knowledge, skills, and abilities necessary to become state certified as a school counselor.
2. Demonstrate knowledge and understanding of the educational theories in school counseling.
3. Practice of individual and group counseling techniques.
4. Demonstrate knowledge and understanding of the process of school counseling.
5. Demonstrate knowledge of human development theories, and career development issues.
6. Demonstrate knowledge and understanding of major counseling theories and the relevant skills and their application in counseling relationships with students and groups with a variety of settings.
7. Demonstrate knowledge of ethical issues in the school counseling process.
8. Apply specific strategies for the counseling of students and consultation skills and techniques for conferring with groups such as agencies, teachers and parents
9. Demonstrate knowledge of the legal aspects of the practice of school counseling in public schools.
10. Demonstrate understanding of assessment techniques in counseling.
11. Understand specific cultural idiosyncrasies of different populations.
12. Apply principles and procedures of educational research and its relevance to the counseling process

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Notes:

1. Students in the School Counseling program must meet all state and local requirements to obtain certification in the area of educational school counseling. The program meets state requirement for certification by requiring the completion of 48 hours in a master's degree with a major in school counseling, including 3-semester hours in a supervised counseling practicum experience that is a minimum of 100 clock hours over a semester. In practicum, students will complete at least 40 clock hours of direct service with actual clients. After completion of counseling practicum, students will complete minimum of 600 clock hours of supervised counseling internship. Internship students must complete at least 240 clock hours of direct service. The internship will require students to work in a PK-12 school setting for a full semester, minimum 40 hours per week, for a minimum total of 600 hours. Students must arrange to comply with the school clinical observation and internship requirements during a regular school day schedule. Students must abide by all rules and procedures set by the school district to meet program requirements. Students must also show evidence of a passing score in state certification exams prior to assignment of the practicum/internship. The student must refer to the Internship Handbook for specific requirements and procedures.
2. The School Counseling program meets the educational eligibility criteria for certification in the state of Florida. Graduates of the program who wish to teach in another U.S. state or country may require additional eligibility criteria to qualify for licensure and/or certification in those locations. We are unable to confirm the licensure and/or certification requirements of other states or countries. Therefore, if you intend to pursue such credentialing in another state or elsewhere, it is advised that you to contact the applicable state or country credentialing authority to familiarize yourself with its specific requirements and determine if this program meets the applicable eligibility criteria.
3. Students are required to demonstrate mastery of the necessary basic skills, content, and pedagogical knowledge by obtaining qualifying scores on all state examinations required for certification. If student is seeking professional (standard) level certification upon graduation, all certification examinations must be passed prior to practicum, internship, or graduation. If any of the aforementioned requirements are not met prior to practicum or graduation, student will acknowledge professional (standard) certification will not be met and may have to pursue a conditional or temporary certification while completing certification professional requirements.

Program Curriculum

Core Courses		
Course	Title	Credits
EDUC 576	Introduction to School Counseling	3
EDUC 580	Education Psychology: Human Growth and Development	3
EDUC 582	Legal and Ethical Issues in Counseling	3
EDUC 588	Instruments and Techniques for Measurement and Assessment	3
EDUC 584	Individual Counseling Techniques	3
EDUC 585	Group Counseling Techniques	3
EDUC 632	Multicultural Counseling	3
EDUC 633	Counseling Theories	3
EDUC 635	Educational Research Methods	3
Total		27
Specialization Courses		
Course	Title	Credits
EDUC 645	Counseling in Schools	3
EDUC 618	Counseling for Children and Adolescents	3
EDUC 636	Development and Management of Counseling Programs	3
EDUC 586	Career Counseling	3
Total		12
Guided Elective		
Course	Title	Credits
TESL 523	Understanding English Language Learners for School Counselors	3
Total		3
Research Courses / Capstone		
Course	Title	Credits
EDUC 637	Practicum in School Counseling	3
EDUC 638	Internship in School Counseling	3
Total		6
Total credits		48

Master of Education with specialization in Social and Community Services

36 credits

Program Description

The program provides preparation and development for professionals to advise individuals in post-secondary institutions, businesses, and community organizations in the advancement of their education, professional development and career planning. The program provides graduates with the background in principles, theories, and practice of advising and general counseling. Graduates from this program will be able to interact and establish relationships allowing them to work in situations that require skills in effective communication, career development, conflict management, problem solving and decision-making. Graduates will have the opportunity to apply interdisciplinary knowledge about human needs and social, economic, and cultural impacts to advise individuals in their life transitions in educational, profit, non-profit, and government settings. The graduates will be prepared to collaborate with diverse stakeholders; manage programs to best meet needs of individuals, and communicate recommendations regarding care, resources, and services.

This program is not designed to meet licensure requirements for the social work and counseling professions.

Program Objectives

1. Apply knowledge and understanding of fundamental theories in guidance, counseling, career, and adult development to help students and adults with their education, career and professional development.
2. Use advising and counseling theories, techniques, and skills to analyze client's needs, develop goals and implement a plan of action that promote life planning towards academic success, career, and adult development.
3. Use skills in conflict management, problem solving, and decision-making to support and guide individuals through life transitions and efficacy.
4. Demonstrate effective oral and written communication in English and Spanish for relationship building with individuals and stakeholders, administrative professional duties, and disseminate and present materials to promote civic engagement.
5. Apply knowledge of ethical issues and legal aspects of advising in post-secondary institutions, profit, non-profit, and government settings.
6. Design and implement programs for diverse populations understanding human needs, addressing collected data and using best practices to advise on educational goals and career advancement to help resolve underemployment or unemployment.
7. Use assessment techniques to inform advising.
8. Understand the context and role of diversity to establish and implement culturally relevant and inclusive professional advising practices for students and adults in post-secondary institutions, community service and businesses.
9. Use educational research to maintain high quality performance in practice.
10. Understand the range and characteristics of community resources and their conceptual models for direct care, resource sharing, and services.
11. Evaluate interventions most appropriate to help students and adults in overcoming educational and social barriers to improve their performance garnering support and resources in their community.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Notes:

1. The curriculum includes 100 hours of practicum experience in the field. Practicum locations will be based on student's area of interest and must be approved.
2. Students must abide with the minimum required hours and policies set by the state and local education agencies for practicum experiences. The practicum requires full-time hours during a full semester. The student must refer to the Internship Handbook available for specific requirements and procedures.
3. Students should plan for this fieldwork to be during the daily hours of operation of site placement. Practicum may require full time work hours in the field; students are advised that full time employment may not be compatible with successful completion of the practicum.
4. This degree does not lead to teacher licensure or certification in any state. Students seeking to become a classroom teacher must contact the state's department of education to determine what state-specific requirements are needed for teacher certification. Graduates seeking teacher licensure or certification may be subject to additional requirements on a state-by-state basis that could include student teaching or practicum experience, additional coursework, additional testing, or, if the state requires a specific type of degree to seek alternative certification, earning an additional degree.

Program Curriculum

Core Courses		
Course	Title	Credits
ESCS 578	Introduction Social and Community Services	3
EDUC 580	Education Psychology: Human and Growth Development	3
EDUC 582	Legal and Ethical Issues in Counseling	3
EDUC 588	Instruments and Techniques for Measurement and Assessment	3
EDUC 584	Individual Counseling Techniques	3
EDUC 585	Group Counseling Techniques	3
EDUC 635	Educational Research Methods	3
Total		21
Specialization Courses		
Course	Title	Credits
EDUC 636	Development and Management of Counseling Programs	3
EDUC 586	Career Counseling	3
ESCS 601	Service Delivery Systems and Access	3
ESCS 602	Student Affairs	3
Total		12
Research/Capstone Course		
ESCS 652	Practicum in Social and Community Services	3
Total		3
Total credits		36

Master of Education with specialization in Teaching of English as a Second Language

39 credits

Specific Program Admission Requirements

1. Successfully completed a bachelor's degree in Education from an accredited university with a GPA of 2.75.
2. A video conference interview in English.
3. Write an essay in English.
4. Students who do not have a bachelor's degree in Education must meet the following additional requirements.
 - a. Successfully completed a bachelor's degree in any other discipline from an accredited university with a GPA of 2.75, with at least 12 credits in English and 12 credits in Education.
5. It is strongly recommended that students review and become familiar with the teacher certification requirements established by the State of Florida, the Commonwealth of Puerto Rico, or any other state in which they intend to seek employment as teachers. Students must abide with the minimum required hours and policies set by the state and local education agencies for practicum experiences. Students must comply with state and local education certification requirements for the degree, as applicable.
6. Students are responsible of verifying the requisites or test required by the state or country of origin.
7. Students that reside in the State of Florida must provide evidence of a passing score on the Florida Basic General Knowledge Test prior to registering for EDUC 617.

Program Description

This specialization is designed to provide candidates with a background in the principles, theories and practice of second language acquisition, learning and teaching. It seeks to prepare educators who can assume positions of leadership in ESL education, as teachers or English supervisors in public or private schools, and as professors in institutions of higher education.

Program Objectives

1. Prepare professionals who can integrate and apply their knowledge to the design, teaching, and evaluation of a program of study of English as a Second Language.
2. Develop professionals to search for innovative alternatives to the demands presented by a dynamic and changing society for the teaching and learning of English as a Second Language.
3. Facilitate experiences that stimulate the development of goals common to the components of curricular development and evaluation related to the Teaching of English as a Second Language.
4. Provide these professionals with a theoretical background, solid practice, and adequate mastery of research skills, and knowledge in curriculum and teaching in the area of English as a Second Language.
5. Stimulate an interest in research in the field of Teaching English as a Second Language, and as a result, become researchers of remarkable investigations and projects in the area.
6. Develop the capacity to analyze problems, focus, and modern techniques present in the area of the Teaching of English as a Second Language.
7. Develop the necessary skills that will permit these professionals to present alternatives for problems related to the Teaching of English as a Second Language that will have an impact on the global society of the 21st century.
8. Develop communicative skills in order to improve their performance as professionals.
9. Improve the quality of the educational experience from the scientific, individual, and social dimensions of the professionals through the development of their creativity in the Teaching of English as a Second Language.
10. Stimulate in these educators a positive attitude toward learning as a continuous process, and the development and improvement of their professional and personal well-being.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Program Curriculum

Core Courses		
Course	Title	Credits
EDUC 501	Principles and Development of Curriculum	3
EDUC 512	Educational Innovations and Strategies in ESL	3
Total		6
Specialization Courses		
Course	Title	Credits
EDUC 550	Second Language Acquisition	3
EDUC 551	Reading Processes in a Second Language Setting	3
EDUC 553	ESOL Curriculum and Materials Development	3
EDUC 555	Development of Communication Skills in English	3
EDUC 566	Methods of Teaching English as a Second Language	3
EDUC 567	Cross-Cultural Communication and Understanding	3
EDUC 564	Applied Linguistics for ESOL Teachers	3
EDUC 569	Testing and Evaluation of ESOL	3
EDUC 604	Knowledge Integration Seminar in ESOL	3
Total		27
Research/Capstone Courses		
Course	Title	Credits
EDUC 600	Educational Research Methods in ESOL	3
EDUC 617	Research Seminar	3
Total		6
Total credits		39

Notes:

1. This degree does not lead to teacher licensure or certification in any state. Students seeking to become a classroom teacher must contact the state's department of education to determine what state-specific requirements are needed for teacher certification. Graduates seeking teacher licensure or certification may be subject to additional requirements on a state-by-state basis that could include student teaching or practicum experience, additional coursework, additional testing, or, if the state requires a specific type of degree to seek alternative certification.

Master of Science with specialization in Educational Leadership 42 credits

Specific Program Admission Requirements

1. An earned Bachelor of Arts in Education.
2. Work experience in the public or private educational system.

Program Description

The Educational Leadership program is designed to prepare future school administrators with the skills and competencies needed to become outstanding bilingual leaders in public education K-12 institutions.

Program Objectives

1. Knowledge, skills, and competencies necessary for successful school leadership.
2. Ability to be proactive and decisive with a moral and ethical commitment to the school's mission.
3. Cognitive and communication skills necessary to accomplish change.
4. Flexibility in using decision making and motivational strategies for effectively managing time, resources, and personnel.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Notes:

1. Specific licensure and certification requirements can and often do vary by state and require teaching experience and/or certification for principalship. It is the student's responsibility to evaluate whether the Master of Science in Educational Leadership meets the particular requirements for certification in the state in which they plan to practice.

Program Curriculum

Specialization Courses		
Course	Title	Credits
EDUG 605	Public School Curriculum and Instruction	3
EDAG 650	Human Relations, Organizational Climate and the Learning Environment in Educational Institutions	3
EDAG 657	Human Resources Management and Development in Educational Leadership	3
EDAG 640	Development of Leadership in Education, Theories, and Application	3
EDAG 641	The Leader and the Learning Communities	3
EDUG 611	Evaluation, Measurement, and Assessment of the Teaching Learning Processes	3
EDAG 644	Technology for School Administrators	3
EDAG 651	Public School Law, Labor Relations and Ethical Leadership	3
EDAG 652	Budget and Financial Systems in Educational Organizations at the School Level	3
EDUG 535	Action Research Evaluation	3
EDAG 662	Multicultural Education for School Administrators	3
TESL 522	Theory and Practice of Teaching ESOL Students in Schools	3
Total		36
Internship Course		
Course	Title	Credits
EDAG 670	Internship-Practice in Educational Administration Leadership	3
Total		3
Guided Elective		
Course	Title	Credits
EDAG 663	Conflict Resolution for Educational Leaders	3
Total		3
Total credits		42

Doctor of Education with specialization in Educational Leadership

60 credits

Program Description

The Doctoral program in Education with specialization in Educational Leadership aims to prepare a professional with the theoretical and practical knowledge that allows students to apply organizational processes and leadership theories that promote the development of strategies, mental habits and values for creative leadership and highly effective in an educational institution.

Program Objectives

1. Develop and enhance a body of knowledge and skills that will enable the student to study and analyze the social context of educational organizations.
2. Develop the knowledge and skills to manage an educational project from the conception of an idea to its completion.
3. Acquire financial knowledge and skills needed to manage an educational institution's income and expense accounts appropriately.
4. Study the current and emerging theories and applications used for the evaluation of instructional programs.
5. Identify, examine and analyze different leadership styles, models and strategies.
6. Study and examine current practices of instructional leadership in different types of educational organizations.
7. Develop knowledge and skills that will enable the student to take a leadership role in the process of transforming educational systems.
8. Develop the disposition to collaborate and establish community relations and strategies that will result in developing collaborative partnerships to transform educational organizations.
9. Enrich and enhance educational technology skills to be applied in leadership roles as well as for personal development.
10. Develop knowledge and skills that will enable educational leaders to successfully utilize research for solving educational situations in their organizations.
11. Use statistics and methods of data collection for the interpretation and analysis of information.
12. Develop the skills to conceptualize, initiate, develop and carry out research related to educational leadership.
13. Use technology and information systems to improve educational processes.
14. Develop the disposition to act deliberately, ethically and skillfully within the evolving realities of contemporary educational institutions.
15. Develop the disposition to motivate and facilitate others to achieve educational excellence.

Program sequence will be available at the time of enrollment. The language of instruction and program delivery modality are subject to availability.

Notes:

1. *Each dissertation course is a full semester.
2. A passing score on the Comprehensive Test is required prior to enrolling in EDUC 905 and EDUC 906.

Program Curriculum

Social Context of Education Component (Select 3 courses – 9 credits)		
Course	Title	Credits
EDUC 714	Historical and Philosophical Perspectives in Education	3
EDUC 715	Social, Cultural and Political Dimensions of Educational Organizations	3
EDUC 716	Contemporary Problems and Issues	3
EDUC 717	Legal Issues in Education	3
EDUC 718	Ethics and Education	3
Total		9
Specialization Courses		
Organizational Processes		
Course	Title	Credits
EDUC 801	Project Management in Education	3
EDUC 802	School Finance	3
EDUC 803	Evaluation of Instructional Programs: Theory and Application	3
Leadership		
EDUC 804	Leadership: Models and Strategies	3
EDUC 805	Instructional Leadership	3
EDUC 806	Leading Organizational Change	3
EDUC 807	Leadership, Community Relations and Partnerships	3
Total		21
Elective Courses (Select 3 courses – 9 credits)		
Course	Title	Credits
EDUC 720	Contemporary Theories of Child Development	3
EDUC 721	Teaching at the Pre-School/Primary Level 3: Trends and Innovations	3
EDUC 722	Qualitative Research in Children's Education	3
EDUC 808	Educational Technology	3
EDUC 810	Technology and Media in Education and Training	3
EDUC 811	Theory and Practice of Distance Education	3
EDUC 816	Creating Learning Environments for Diverse Students	3
EDUC 817	Behavior Modification in the Classroom	3
EDUC 818	Early Identification of At-Risk Students	3
EDUC 819	Language Development Issues in the Curriculum	3
EDUC 820	Teaching in Multicultural Environments	3
EDUC 821	Research on Second Language Acquisition and Bilingualism	3
EDUC 824	Seminar: Special Topics in Library and Information Systems	3
EDUC 825	Anthropological and Cultural Concepts	3
EDUC 826	Research in Folk Arts and Fine Arts Education	3
EDUC 827	Artistic and Cultural Expressions in Latin America and the Caribbean	3
EDUC 723	Organization and Governance on Higher Education	3
EDUC 724	Student Services in Higher Education Institutions	3
EDUC 800	Higher Education Leadership and Administration	3
EDUC 828	Seminar and Practicum in University Curriculum and Teaching	3
Total		9
Research Courses		
Course	Title	Credits
EDUC 901	Research Methods in Education	3
EDUC 902	Statistical Methods in Education	3
EDUC 903	Qualitative Research Methods	3
EDUC 904	Quantitative Research Methods	3
EDUC 900	Research Seminar	3
EDUC 905*	Dissertation I	3
EDUC 906*	Dissertation II	3
Total		21
Total credits		60

Doctor of Education with specialization in Curriculum, Teaching and Learning Environments

60 credits

Program Description

The Doctoral program in Education with specialization in Curriculum, Teaching and Learning Environments has the purpose to prepare a professional with the theoretical and practical knowledge that will allow students to apply the principles and foundations of the curriculum in the design, implementation and evaluation of educational programs. The learning environments in this doctoral program provide an approach to the curricular aspects that affect the training of the curriculum specialist in the selected study environment.

Program Objectives

1. Develop and enhance a body of knowledge and skills that will enable the student to study and analyze the social context of educational organizations.
2. Examine theoretical and empirical research on human learning and information processing.
3. Analyze current research on learning styles and models of teaching.
4. Study and analyze principles and theoretical assumptions underlying curriculum and instructional design.
5. Identify, examine and analyze the influence of interest groups on curriculum planning and development.
6. Study current and emerging theories and applications for the evaluation of instructional programs.
7. Utilize theory and applications of instructional systems design in the planning of instructional programs.
8. Acquire new knowledge and skills that will enhance the graduate's educational practice in a particular learning environment.
9. Develop knowledge and skills that will enable the graduate to successfully utilize research for the resolution of educational situations in their organizations.
10. Develop the skills to conceptualize, initiate, develop and carry out research related to the graduate area of expertise.
11. Develop knowledge and skills that will enable the graduate to become an effective educational practitioner in a particular learning environment.
12. Develop knowledge and skills that will enable the graduate to successfully utilize research for the resolution of educational situations in their organizations.
13. Use statistics and methods of data collection for the interpretation of analysis of information.
14. Develop the disposition to collaborate with the community, educational institutions and agencies to promote the highest quality of education for children and adults.
15. Use technology and information systems to improve educational processes.
16. Develop the disposition to respect and address individual differences and diverse learning environments as integral parts of the educational experience.
17. Develop the dispositions to act deliberately, ethically and skillfully within the evolving realities of contemporary educational institutions.

Program sequence will be available at the time of enrollment. The language of instruction and program delivery modality are subject to availability.

Notes:

1. *Each dissertation course is a full semester.
2. A passing score on the Comprehensive Test is required prior to enrolling in EDUC 905 and EDUC 906.

Program Curriculum

Social Context of Education Component (Select 3 courses – 9 credits)		
Course	Title	Credits
EDUC 714	Historical and Philosophical Perspectives in Education	3
EDUC 715	Social, Cultural and Political Dimensions of Educational Organizations	3
EDUC 716	Contemporary Problems and Issues	3
EDUC 717	Legal Issues in Education	3
EDUC 718	Ethics and Education	3
Total		9
Specialization Courses		
Teaching		
Course	Title	Credits
EDUC 812	Teaching, Learning, and Cognition	3
EDUC 813	Models and Styles of Teaching and Learning	3
EDUC 809	Instructional Systems Design	3
EDUC 805	Instructional Leadership	3
Curriculum		
EDUC 814	Curriculum Theory and Design	3
EDUC 815	Curriculum Planning and Development	3
EDUC 803	Evaluation of Instructional Programs: Theory and Application	3
Total		21
Learning Environments (Must select one of the tracks – 9 credits)		
Course	Title	Credits
Learning Environment: Special Education		
EDUC 816	Creating Learning Environments for Diverse Students	3
EDUC 817	Behavior Modification in the Classroom	3
EDUC 818	Early Identification of At-Risk Students	3
Learning Environment: Second Language Acquisition		
EDUC 819	Language Development Issues in the Curriculum	3
EDUC 820	Teaching in Multicultural Environments	3
EDUC 821	Research on Second Language Acquisition and Bilingualism	3
Learning Environment: Technology and Education		
EDUC 808	Educational Technology	3
EDUC 810	Technology and Media in Education and Training	3
EDUC 811	Theory and Practice of Distance Education	3
Learning Environment: Library and Information Systems		
EDUC 822	Electronic Databases and Information Systems	3
EDUC 823	Advanced Organization of Bibliographic Resources	3
EDUC 824	Seminar: Special Topics in Library and Information Systems	3
Learning Environment: Arts, Culture and Education		
EDUC 825	Anthropological and Cultural Concepts	3
EDUC 826	Research in Folk Arts and Fine Arts Education	3
EDUC 827	Artistic and Cultural Expressions in Latin America and the Caribbean	3
Learning Environment: Children, Families and Society		
EDUC 720	Contemporary Theories of Child Development	3
EDUC 721	Teaching at the Pre-School/Primary Level 3: Trends and Innovations	3
EDUC 722	Qualitative Research in Children's Education	3
Learning Environment: Higher Education		
EDUC 723	Organization and Governance on Higher Education	3
EDUC 724	Student Services in Higher Education Institutions	3
EDUC 800	Higher Education Leadership and Administration	3
Optional Course Learning Environments		
EDUC 828	Seminar and Practicum in University Curriculum and Teaching	3
Total		9
Research Courses		
Course	Title	Credits
EDUC 901	Research Methods in Education	3
EDUC 902	Statistical Methods in Education	3
EDUC 903	Qualitative Research Methods	3
EDUC 904	Quantitative Research Methods	3
EDUC 900	Research Seminar	3
EDUC 905*	Dissertation I	3
EDUC 906*	Dissertation II	3
Total		21
Total credits		60



School of Business and Management

Juan Rivera, DBA
Dean

The School of Business and Management offers various academic programs from the Diploma, Bachelor, Master, and Doctorate levels in specialization areas of high labor demand. We seek to develop theoretical knowledge, practical and research skills for the creation of new businesses, and the development of administrative skills for existing businesses through the integration of technology and practical experience to prepare you for the global market. We have a highly qualified faculty committed to the comprehensive development of our students. You are welcome to learn more about our programs and to be part of our school.

Academic Programs

- Diploma in Bookkeeping and Accounting Technology **(This program is not admitting new students.)**
- Diploma in Small Business Entrepreneurship **(This program is not admitting new students.)**
- Diploma in Small Business Operation **(This program is not admitting new students.)**
- Bachelor of Business Administration in Accounting
- Bachelor of Business Administration in Finance and Economics
- Bachelor of Business Administration in Hispanic Marketing **(This program is not admitting new students.)**
- Bachelor of Business Administration in Human Resources Management
- Bachelor of Business Administration in Management
- Bachelor of Business Administration in Organizational Development
- Master of Accountancy
- Master of Business Administration with specialization in Accounting
- Master of Business Administration with specialization in Agribusiness
- Master of Business Administration with specialization in Finance
- Master of Business Administration with specialization in Global Executive **(This program is not admitting new students.)**
- Master of Business Administration with specialization in Hispanic Marketing **(This program is not admitting new students.)**
- Master of Business Administration with specialization in Human Resources
- Master of Business Administration with specialization in International Business with focus on Latin America
- Master of Business Administration with specialization in Management
- Master of Business Administration with specialization in Management and Strategic Leadership
- Master of Business Administration with specialization in Marketing and Sales Management
- Master of Business Administration with specialization in Project Management
- Master of Business Administration with specialization in Supply Chain Management and Logistics
- Master of Public Administration with specialization in Public and Non-Profit Management **(This program is not admitting new students.)**
- Master of Science with specialization in Environmental Planning
- Doctor of Business Administration with specialization in Management

The language of instruction and program delivery modality are subject to availability.

COMPLETING A COURSE OR PROGRAM IN A LANGUAGE OTHER THAN ENGLISH MAY REDUCE EMPLOYABILITY WHERE ENGLISH IS REQUIRED.

Diploma in Bookkeeping and Accounting Technology

36 credits

(This program is not admitting new students.)

Program Description

The Bookkeeping and Accounting Technology program is designed to prepare students to provide technical administrative support to professional accountants and others financial management personnel. Includes instructions in posting transactions to accounts, record-keeping systems, accounting software operation and general accounting principles and practice.

Program Objectives

1. Demonstrate knowledge of the accounting cycle, including chart of account, preparation of trial balance, adjusting entries, closing entries, and financial statements preparation (i.e., income statement, statement of retained earnings, cash flow statements, and balance sheet).
2. Demonstrate proficiency in cash control procedures.
3. Use source documents to prepare and analyze transactions (Including invoices, credit memos and vendor statements, among others related documents).
4. Apply judgement in the application of accounting principles in a global marketplace.
5. Analyze financial information to make informed business decisions.
6. Maintain knowledge of ever-evolving accounting regulations and standards.
7. Utilizes technology to access, research, analyze, and interpret business information.
8. Demonstrate proficiency in the use of accounting software to maintain accounting records and produce reports.
9. Prepare business plan, budgets, and forecasts to support the management process.
10. Use ethical reasoning and judgement and act in accordance with legal responsibilities.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Notes:

1. This program may be offered in English or Spanish according to demand. COMPLETING A COURSE OR PROGRAM IN A LANGUAGE OTHER THAN ENGLISH MAY REDUCE EMPLOYABILITY WHERE ENGLISH IS REQUIRED.
2. Students must abide with the minimum required hours and policies set by the state and local education agencies for practicum experiences, as applicable.
3. Students must comply with state and local education certification requirements for the diploma program, as applicable.

Program Curriculum

Course	Course Title	Credits
ENGL 101 or SPAN 101 or ENGL 150	Introductory English Language Course Basic Level I or Introducción a la Lengua Española I or English Composition I	3
ENGL 103 or SPAN 103 or ENGL 250	Introductory English Language Course Basic Level II or Introducción a la Lengua Española II or English Composition II	3
MATH 101	Mathematical Reasoning I	3
COIC 111	Software Applications for Business Administration	3
MANC 101	Introduction to Business	3
MANC 125	Business Ethics	3
MANC 126	Business Communication	3
FINC 101	Principles of Finance Accounting	3
ACCT 101	Principles of Managerial Accounting	3
ACCT 110	Computer Systems Applied to Accounting I	3
ACCT 111	Computer Systems Applied to Accounting II	3
MANC 127	Reconciliation and Auditing	3
Total credits		36

Diploma in Small Business Entrepreneurship

36 credits

(This program is not admitting new students.)

Program Description

The Small Business Entrepreneurship diploma is designed to prepare students to perform marketing and management functions associated to owning and operating a small business.

Program Objectives

1. Develop an understanding of working with diverse teams.
2. Demonstrate proficiency in the use of word processing, spreadsheet, and other office software commonly used in business.
3. Use interpersonal communication skills to facilitate effective interactions to work collaboratively.
4. Develop the ability to manage and resolve conflict.
5. Apply effective decision-making process to business situations.
6. Identify the function of marketing in the business development.
7. Apply knowledge of the concepts of supply and demand.
8. Utilizes technology to access, research, analyze, and interpret business information.
9. Prepare business plan, budgets, and forecasts to support the management process.
10. Use ethical reasoning and judgment and act in accordance with legal responsibilities.
11. Demonstrate an understanding of principles of small business management concerning business entities, planning and ethics.
12. Demonstrate an understanding of principles of financing and cash management in the small business.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Notes:

1. This program may be offered in English or Spanish according to demand. COMPLETING A COURSE OR PROGRAM IN A LANGUAGE OTHER THAN ENGLISH MAY REDUCE EMPLOYABILITY WHERE ENGLISH IS REQUIRED.
2. Students must abide with the minimum required hours and policies set by the state and local education agencies for practicum experiences, as applicable.
3. Students must comply with state and local education certification requirements for the diploma program, as applicable.

Program Curriculum

Course	Title	Credits
ENGL 101 or SPAN 101 or ENGL 150	Introductory English Language Course Basic Level I or Introducción a la Lengua Española I or English Composition I	3
ENGL 103 or SPAN 103 or ENGL 250	Introductory English Language Course Basic Level II or Introducción a la Lengua Española II or English Composition II	3
MATH 101	Mathematical Reasoning I	3
MANC 101	Introduction to Business	3
ENMT 101	Introduction to Entrepreneurial Development	3
MGMT 101	Managerial Principles and Leadership	3
MANC 210	Administrative Theory	3
MANC 213	Personnel Administration	3
MANC 204	Legal Environment in Business	3
MARC 133	Fundamentals of Marketing	3
MANC 126	Business Communication	3
ACCT 101	Principles of Managerial Accounting	3
TOTAL CREDITS		36

Diploma in Small Business Operation

36 credits

(This program is not admitting new students.)

Program Description

The Small Business Operation program is designed to prepare students to develop and manage independent small businesses. Includes areas of planning, organizing, directing and controlling of business, with emphasis on selecting theories of management and decision making and the knowledge and understanding necessary for managing people and functions.

Program Objectives

1. Manage business information using appropriate software to demonstrate proficiency in the use of word processing, spreadsheet, and other office software commonly used in business.
2. Demonstrate effective business skills to facilitate effective interactions to work collaboratively.
3. Develop the ability to manage and resolve conflict.
4. Apply effective decision-making process to business situations.
5. Identify the function of marketing in the business development.
6. Use ethical reasoning and judgment and act in accordance with legal responsibilities in a business environment.
7. Demonstrate an understanding of principles of small business management concerning business entities, planning and ethics.
8. Demonstrate an understanding of principles of financing and cash management in the small business.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Notes:

1. This program may be offered in English or Spanish according to demand. COMPLETING A COURSE OR PROGRAM IN A LANGUAGE OTHER THAN ENGLISH MAY REDUCE EMPLOYABILITY WHERE ENGLISH IS REQUIRED.
2. Students must abide with the minimum required hours and policies set by the state and local education agencies for practicum experiences, as applicable.
3. Students must comply with state and local education certification requirements for the diploma program, as applicable.

Program Curriculum

Course	Title	Credits
ENGL 101 or SPAN 101 or ENGL 150	Introductory English Language Course Basic Level I or Introducción a la Lengua Española I or English Composition I	3
ENGL 103 or SPAN 103 or ENGL 250	Introductory English Language Course Basic Level II or Introducción a la Lengua Española II or English Composition II	3
MATH 101	Mathematical Reasoning I	3
MANC 101	Introduction to Business	3
MANC 210	Administrative Theory	3
MANC 126	Business Communication	3
MGMT 101	Managerial Principles and Leadership	3
MANC 213	Personnel Administration	3
MANC 204	Legal Environment in Business	3
FINC 101	Principles of Finance Accounting	3
ACCT 101	Principles of Managerial Accounting	3
SBOT 101	Principles of Selling	3
Total credits		36

Bachelor of Business Administration in Accounting

124 credits

Program Description

The Bachelor of Business Administration in Accounting exposes students to vital knowledge and skills used in accounting positions. Students will identify various aspects of accounting, such as: accounting principles and theories, elements of intermediate accounting, advanced accounting, cost accounting, tax accounting, auditing, reporting procedures, state analysis, professional standards and ethics, accounting research and specific applications to for-profit companies, government and nonprofit public, among others.

Program Objectives

1. Apply the complete accounting cycle.
2. Analyze the information provided by accounting systems to facilitate decision-making.
3. Apply the fundamental principles defined in the conceptual framework of financial accounting, identifying their use in specific situations.
4. Register transactions or other events that economically affect an entity, whether governmental or private, with or without profit, applying the fundamental accounting theory and practice.
5. Use the existing principles, methods and procedures in different accounting areas: taxes, costs, planning, budget, legal aspects, consulting, audits, among others.
6. Contribute to the efficient functioning of organizations in economic and ethical terms to demonstrate in an organized way the productivity of available resources.
7. Apply the principles and standards that regulate accounting practice.
8. Identify and analyze information provided by accounting systems to facilitate decision making in a documented manner.
9. Prepare financial statements and accounting reports for internal and external users of the organization applying generally accepted accounting principles (GAAP).

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Notes:

1. **For the free elective, students must choose a sequential course in Accounting, Management or Information Systems.

Approved General Education Electives*		
Course	Title	Credits
SPAN 110	Elementary Spanish	3
REIL 101	Research and Information Literacy	3
BIOL 150	General Biology I	3
BIOL 151	General Biology II	3
COMM 205	Communication Theory	3
COMM 210	Legal and Ethical Aspects of Communications	3
HIDE 100	History of the Arts	3
HIDE 110	Representing Culture: Art & Artifact 1500-1850	3
HIST 273	History of the United States of America	3

Program Curriculum

QYLE 110 or FYIS 101	Attitude Development and University Adaptation or Induction Seminar to University Life	3
General Education Courses		
Course	Title	Credits
Pick 2 GE* OR	Pick two (2) of the Approved General Education Electives OR	
SPAN 101-102 or SPAN 103-104 or SPAN 105-106	Introduction to Spanish Language - Basic Level Introduction to Spanish Language - Intermediate Level Introduction to Spanish Language - Advanced Level	6
ENGL 150-250 OR	English Composition I and II OR	
ENGL 101-102 or ENGL 103-104 or ENGL 105-106	Introduction to English Language - Basic Level Introduction to English Language - Intermediate Level Introduction to English Language - Advanced Level	6
MATH 112ON	College Algebra	3
SOSC 101-102 OR SOSC 103 and PSYC 123	Introduction to Social Science I and II OR Introduction to Social Sciences (Compendium) AND General Psychology (Compendium)	6
SCIE 111-112	Integrated Science I and II	6
COIS 101	Introduction to Computers	3
HIST 101	Introduction to the Study of History	3
ENGL 340 OR	Research and Writing OR	3
SPAN 215	Writing and Composition	
COMM 140 OR	Effective Communication OR	3
ENGL 212	English Second Year Basic Level	
COMM 240 OR	Interpersonal Communication OR	3
ENGL 350	Conversational English	
HUMA 101-102	World Cultures I and II	6
		Total 48
Core / Professional Courses		
Course	Title	Credits
ACCO 111-112	Introduction to Accounting I and II	8
STAT 201	Introduction to Business Statistics	3
ECON 123	Introduction to Economics (Compendium)	3
ECON 325	Introduction to International Trade	3
ENMA 101	Introduction to Business Development	3
MANA 210	Management Theories	3
MANA 131	Human Relations in Trade	3
BUSI 204	Business Law	4
MARK 133	Principles of Marketing	3
FINA 202	Business Finance	3
QUME 250	Quantitative Methods	3
		Total 39
Major Courses		
Course	Title	Credits
ACCO 201	Intermediate Accounting I	4
ACCO 202	Intermediate Accounting II	4
ACCO 203	Cost Accounting	4
ACCO 205 or ACCO 320	Taxes of Puerto Rico Federal Income Tax	3
ACCO 304	Auditing	3
ACCO 308	Contemporary Accounting	3
ACCO 450	Advanced Accounting	4
		Total 25
Major Electives (Select two courses – 6 credits)		
Course	Title	Credits
ACCO 250	Computerized Accounting	3
ACCO 295	Managerial Accounting	3
ACCO 297	Funds and Government Accounting	3
ACCO 306	Accounting Information Systems	3
ACCO 402	Advanced Cost Accounting	3
FINA 301	Financial Statements Analysis	3
		Total 6
Free Elective Course		
**Select a course from Accounting, Information Systems or Management Sequential*		3
		Total 3
		Total credits 124

Bachelor of Business Administration in Finance and Economics

120 credits

Program Description

The Bachelor of Business Administration in Finance and Economics prepares a professional with knowledge of the financial operations of companies and local and international economic systems who can work in private, public companies, as well as self-employed.

Program Objectives

1. Apply the knowledge acquired in the different areas of Business Administration that allow you to perform in related administrative and business positions.
2. Demonstrate a critical attitude towards the contemporary economic problems of local and the global economy.
3. Identify basic economic indicators, analyze fluctuations in the country's economy, and judge the application of fiscal and monetary policy tools.
4. Conceptualize, develop and implement economic techniques to recognize and evaluate economic problems of the company and local and global society.
5. Apply the different methods and techniques used in the analysis of financial data and the selection of strategies corresponding to each situation.
6. Analyze the sources and trends of government income and spending and the implications of fiscal policy on consumption, savings and investment.
7. Participate in the decision-making of the company applying the knowledge acquired in its specialty area.
8. Know how management decisions are related and their effect on the achievement of the company's objectives.
9. Know how business decisions are related and analyze their effect on the environment, the local and global economy.
10. Master the mathematics and use of graphs as work tools in the analysis and solution of economic and financial problems.
11. Distinguish the human being as a resource or factor of production.
12. Compete favorably in the business and employment market, demonstrating a solid preparation in the area of Finance-Economy and a positive attitude towards work.
13. Analyze and apply knowledge of markets and financial institutions in managerial decision-making processes.
14. Analyze the flow of events throughout history and the social, economic, and political that have affected national and local economic development trends.
15. Apply the basic concepts to prepare a government budget.
16. Distinguish between different types of risks and the methods of managing them.
17. Describe the operation of financial institutions and financial markets.
18. Explain the nature of money, the functions and evolution of central banking and major international transactions and interpret the effects on the currency markets.
19. Define the role of financial institutions and outline the structure.
20. Determine optimal production levels based on production and cost functions.
21. Analyze the effects of government intervention on the company.
22. Contribute to the creation of knowledge through research projects applied to their field and the use of their findings for the development of new companies.
23. Apply critical thinking skills when solving problems, discuss and make recommendations based on the analysis of the theories studied.
24. Professional capable of communicating orally and in writing, in Spanish and English.
25. Professional with capacity for scientific reasoning and critical thinking.
26. Professional capable of understanding contemporary social issues within a social historical context.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Program Curriculum

QYLE 110 or FYIS 101	Attitude Development and University Adaptation or Induction Seminar to University Life	3
General Education Courses		
Course	Title	Credits
Pick 2 GE* OR	Pick two (2) of the Approved General Education Electives OR	
SPAN 101-102 or SPAN 103-104 or SPAN 105-106	Introduction to Spanish Language - Basic Level Introduction to Spanish Language - Intermediate Level Introduction to Spanish Language - Advanced Level	6
ENGL 150-250 OR	English Composition I and II OR	
ENGL 101-102 or ENGL 103-104 or ENGL 105-106	Introduction to English Language - Basic Level Introduction to English Language - Intermediate Level Introduction to English Language - Advanced Level	6
MATH 112ON	College Algebra	3
SOSC 101-102 or SOSC 103 and PSYC 123	Introduction to Social Science I and II OR Introduction to Social Sciences (Compendium) AND General Psychology (Compendium)	6
SCIE 111-112	Integrated Science I and II	6
COIS 101	Introduction to Computers	3
HIST 101	Introduction to the Study of History	3
ENGL 340 OR	Research and Writing OR	3
SPAN 215	Writing and Composition	3
COMM 140 OR	Effective Communication OR	
ENGL 212	English Second Year Basic Level	3
COMM 240 OR	Interpersonal Communication OR	
ENGL 350	Conversational English	3
HUMA 101-102	World Cultures I and II	6
		Total 48
Core / Professional Courses		
Course	Title	Credits
ACCO 111-112	Introduction to Accounting I and II	8
STAT 201	Introduction to Business Statistics	3
ECON 123	Introduction to Economics (Compendium)	3
ECON 325	Introduction to International Trade	3
ENMA 101	Introduction to Business Development	3
MANA 210	Management Theories	3
MANA 131 or MANA 213	Human Relations in Trade or Human Resources Management	3
BUSI 204	Business Law	4
FINA 202	Business Finance	3
MARK 133	Principles of Marketing	3
QUME 250	Quantitative Methods	3
		Total 39
Major Courses		
Course	Title	Credits
FINA 204	Money and Banking	3
FINA 305	Public Finance	3
FINA 401	Investment	3
ECON 400	Managerial Economics	3
ECON 420	International Economics and Finance	3
ECON 403	Environmental Economics	3
ECON 401	Macroeconomic Theories	3
		Total 21
Major Electives (Select two courses – 6 credits)		
Course	Title	Credits
ECON 363	Global Economic Trends	3
ECON 253	Economic Development of Puerto Rico	3
FINA 240	Risk and Insurance	3
FINA 301	Financial Statement Analysis	3
FINA 308	Real Estate and Property Administration	3
FINA 312	Financing Institutions	3
FINA 320	Banking Policies Administration	3
FINA 200	Personal Financial Planning	3
		Total 6
Free Elective Course		
	Free Elective	3
		Total 3
		Total credits 120

Approved General Education Electives*		
Course	Title	Credits
SPAN 110	Elementary Spanish	3
REIL 101	Research and Information Literacy	3
BIOL 150	General Biology I	3
BIOL 151	General Biology II	3
COMM 205	Communication Theory	3
COMM 210	Legal and Ethical Aspects of Communications	3
HIDE 100	History of the Arts	3
HIDE 110	Representing Culture: Art & Artifact 1500-1850	3
HIST 273	History of the United States of America	3

Bachelor of Business Administration in Hispanic Marketing

120 credits

(This program is not admitting new students.)

Program Description

The Bachelor of Business Administration in Hispanic Marketing program is designed with the intention that students acquire the necessary cultural knowledge about Hispanic consumers, to use marketing strategies that allow them to establish more successful campaigns. This program will provide the student with great knowledge and ideas for effective communication and marketing strategies that can be used to reach diverse ethnic groups. It will provide the foundation for using culture as a localization tool, especially within the larger Hispanic markets. The cultural beliefs, values, perceptions and behaviors shared by this group and a review of the best strategies for establishing better relationships with Hispanic clients are explored.

Program Objectives

1. Provide a course of study consistent with the needs of the industry.
2. Present a multicultural perspective of the marketing concepts, theories and practices.
3. Demonstrate the issues that stand out in the Hispanic market, their trends and the practices that contribute to decision making.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Program Curriculum

QYLE 110 or FYIS 101	Attitude Development and University Adaptation or Induction Seminar to University Life	3
General Education Courses		
Course	Title	Credits
Pick 2 GE* OR	Pick two (2) of the Approved General Education Electives OR	
SPAN 101-102 or SPAN 103-104 or SPAN 105-106	Introduction to Spanish Language - Basic Level Introduction to Spanish Language - Intermediate Level Introduction to Spanish Language - Advanced Level	6
ENGL 150-250 OR	English Composition I and II OR	
ENGL 101-102 or ENGL 103-104 or ENGL 105-106	Introduction to English Language - Basic Level Introduction to English Language - Intermediate Level Introduction to English Language - Advanced Level	6
MATH 112ON	College Algebra	3
SOSC 101-102 or SOSC 103 and PSYC 123	Introduction to Social Science I and II OR Introduction to Social Sciences (Compendium) AND General Psychology (Compendium)	6
SCIE 111-112	Integrated Science I and II	6
COIS 101	Introduction to Computers	3
HIST 101	Introduction to the Study of History	3
ENGL 340 OR	Research and Writing OR	3
SPAN 215	Writing and Composition	
COMM 140 OR	Effective Communication OR	3
ENGL 212	English Second Year Basic Level	
COMM 240 OR	Interpersonal Communication OR	3
ENGL 350	Conversational English	
HUMA 101-102	World Cultures I and II	6
	Total	48
Core / Professional Courses		
Course	Title	Credits
ACCO 111-112	Introduction to Accounting I and II	8
STAT 201	Introduction to Business Statistics	3
ECON 123	Introduction to Economics (Compendium)	3
ECON 325	Introduction to International Trade	3
MANA 125	Business Ethics	3
MANA 210	Management Theories	3
BUSI 204	Business Law	4
MARK 133	Principles of Marketing	3
FINA 202	Business Finance	3
QUME 250	Quantitative Methods	3
	Total	36
Major Courses		
Course	Title	Credits
MARK 247	Hispanic Marketing	3
MARK 255	Marketing Communications	3
MARK 248	Multicultural Marketing	3
MARK 320	Marketing Research	3
MARK 420	Product and Brand Management	3
MARK 400	Service Marketing	3
MARK 426	Hispanic Marketing Forum	3
	Total	21
Major Electives (Select four courses-12 credits)		
Course	Title	Credits
MARK 410	International Marketing	3
MARK 206	Consumer Behavior	3
MARK 311	Electronic Marketing	3
MARK 251	Advertising and Promotion	3
MARK 330	Retail	3
MARK 306	Sales	3
ENTR 360	Entrepreneurship	3
	Total	12
	Total credits	120

Approved General Education Electives*		
Course	Title	Credits
SPAN 110	Elementary Spanish	3
REIL 101	Research and Information Literacy	3
BIOL 150	General Biology I	3
BIOL 151	General Biology II	3
COMM 205	Communication Theory	3
COMM 210	Legal and Ethical Aspects of Communications	3
HIDE 100	History of the Arts	3
HIDE 110	Representing Culture: Art & Artifact 1500-1850	3
HIST 273	History of the United States of America	3

Bachelor of Business Administration in Human Resources Management

120 credits

Program Description

The Bachelor of Business Administration in Human Resources develops professionals with the knowledge, skills, abilities and competencies required to perform technical, administrative, managerial and research functions in public and private organizations at the local and international scenarios. Emphasis in the development of competencies, aligned to the changing environments of the management of human resources, in training the students as analysts or specialists in the essential functions of management and administration of human resources in the organizations.

Program Objectives

1. Develop specialists and professionals in the administration and management of human resources with the knowledge, skills and competencies to serve successfully as agents of change of organizational values and cultures.
2. Contribute to the training of professionals able to increase the efficiency and profitability of enterprises, through the improvement of processes, redesign of organizational structures and efficient use of information and communication technology.
3. Develop leaders with a high sense of ethics and respect for diversity, representing the social, generational, cultural differences among others, in the work environment at the global level.
4. To promote the development of strategies to advance an agenda based on human talent as a promoter of cultures of achievement, focused on the goals of the organization.
5. Promote the development of professionals that are continuous learners and main managers in the strategic planning of human talent through training, research and innovation.
6. Contribute to the training of qualified professionals to develop innovative strategies to meet the demand resulting from processes of change in the organizational, governmental, cultural or in the environment.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Program Curriculum

Course	Title	Credits
QYLE 110 or FYIS 101	Attitude Development and University Adaptation or Induction Seminar to University Life	3
General Education Courses		
Pick 2 GE* OR	Pick two (2) of the Approved General Education Electives OR	
SPAN 101-102 or SPAN 103-104 or SPAN 105-106	Introduction to Spanish Language - Basic Level Introduction to Spanish Language - Intermediate Level Introduction to Spanish Language - Advanced Level	6
ENGL 150-250 OR	English Composition I and II OR	
ENGL 101-102 or ENGL 103-104 or ENGL 105-106	Introduction to English Language - Basic Level Introduction to English Language - Intermediate Level Introduction to English Language - Advanced Level	6
MATH 112ON	College Algebra	3
SOSC 101-102 or SOSC 103 and PSYC 123	Introduction to Social Science I and II OR Introduction to Social Sciences (Compendium) AND General Psychology (Compendium)	6
SCIE 111-112	Integrated Science I and II	6
COIS 101	Introduction to Computers	3
HIST 101	Introduction to the Study of History	3
ENGL 340 OR	Research and Writing OR	3
SPAN 215	Writing and Composition	3
COMM 140 OR	Effective Communication OR	3
ENGL 212	English Second Year Basic Level	3
COMM 240 OR	Interpersonal Communication OR	3
ENGL 350	Conversational English	3
HUMA 101-102	World Cultures I and II	6
		TOTAL 48
Core / Professional Courses		
ACCO 111-112	Introduction to Accounting I and II	8
STAT 201	Introduction to Business Statistics	3
ECON 123	Introduction to Economics (Compendium)	3
ECON 325	Introduction to International Trade	3
MGMT 101	Managerial Principles and Leadership	3
MGMT 220	Organization and Business Behavior	3
MGMT 230	Human Resources Management and Handling Diversity	3
BUSI 204	Business Law	4
MARK 133	Principles of Marketing	3
FINA 202	Business Finance	3
QUME 250	Quantitative Methods	3
		TOTAL 39
Major Courses		
HURM 201	Recruitment, Selection and Talent Management	3
HURM 210	Policy Making, Evaluation, and Reward System	3
HURM 215	Human Resources Information System	3
HURM 240	Employment and Labor Law	3
HURM 250	Training, Development and Career Management	3
HURM 304	Human Resources Evaluation and Performance Measurement	3
HURM 320	Negotiation and Conflict Management	3
HURM 330	Safety and Health Management in Workplace	3
ODHR 409	Consulting Management Principles in Human Resources	3
MGMT 431	Integration Seminar	3
		TOTAL 30
		TOTAL CREDITS 120

Approved General Education Electives*		
Course	Title	Credits
SPAN 110	Elementary Spanish	3
REIL 101	Research and Information Literacy	3
BIOL 150	General Biology I	3
BIOL 151	General Biology II	3
COMM 205	Communication Theory	3
COMM 210	Legal and Ethical Aspects of Communications	3
HIDE 100	History of the Arts	3
HIDE 110	Representing Culture: Art & Artifact 1500-1850	3
HIST 273	History of the United States of America	3

Bachelor of Business Administration in Management

123 credits

Program Description

The Bachelor of Business Administration in Management prepares students with skills that meets the business demands and fill administrative positions in government or private organizations. The manager is responsible for the management of the company and must be committed to effectively use the resources of the organization to achieve the company's goals and mission.

Program Objectives

1. Understand the management functions that are implemented nationally and internationally.
2. Understand and analyze existing organizations and how they respond to the needs of today's society.
3. Examine and identify the functions in an organization and improve the tasks that are performed.
4. Develop a culture of teamwork, respect for others and promote communication in the organization.
5. Analyze and interpret the different management theories and their impact on organizations.
6. Value the multiple functions and managerial tasks of the different hierarchical levels of an organization.
7. Apply professional ethical principles that govern the profession.
8. Manage the skills of supervision of human resources in the company.
9. Understand and apply the legal aspects applicable to the business environment.
10. Understand the management functions that are implemented internationally in multinational companies.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Notes:

1. ** For the free elective, you must choose a course in Accounting, Information Systems or Management Curriculum.

Approved General Education Electives*		
Course	Title	Credits
SPAN 110	Elementary Spanish	3
REIL 101	Research and Information Literacy	3
BIOL 150	General Biology I	3
BIOL 151	General Biology II	3
COMM 205	Communication Theory	3
COMM 210	Legal and Ethical Aspects of Communications	3
HIDE 100	History of the Arts	3
HIDE 110	Representing Culture: Art & Artifact 1500-1850	3
HIST 273	History of the United States of America	3

Program Curriculum

FYIS 101 or QYLE 110	Induction Seminar to University Life or Attitude Development and University Adaptation	3
General Education Courses		
Course	Title	Credits
Pick 2 GE* OR	Pick two (2) of the Approved General Education Electives OR	
SPAN 101-102 or SPAN 103-104 or SPAN 105-106	Introduction to Spanish Language - Basic Level Introduction to Spanish Language – Intermediate Level Introduction to Spanish Language - Advanced Level	6
ENGL 150-250 OR	English Composition I and II OR	
ENGL 101-102 or ENGL 103-104 or ENGL 105-106	Introduction to English Language - Basic Level Introduction to English Language – Intermediate Level Introduction to English Language - Advanced Level	6
MATH 112ON	College Algebra	3
SOSC 101-102 or SOSC 103 and PSYC 123	Introduction to Social Science I and II OR Introduction to Social Sciences (Compendium) AND General Psychology (Compendium)	6
SCIE 111-112	Integrated Science I and II	6
COIS 101	Introduction to Computers	3
HIST 101	Introduction to the Study of History	3
ENGL 340 OR	Research and Writing OR	3
SPAN 215	Writing and Composition	
COMM 140 OR	Effective Communication OR	3
ENGL 212	English Second Year Basic Level	
COMM 240 OR	Interpersonal Communication OR	3
ENGL 350	Conversational English	6
HUMA 101-102	World Cultures I and II	6
		Total 48
Core / Professional Courses		
Course	Title	Credits
ACCO 111-112	Introduction to Accounting I and II	8
STAT 201	Introduction to Business Statistics	3
ECON 123	Introduction to Economics (Compendium)	3
ECON 325	Introduction to International Trade	3
ENMA 101	Introduction to Business Development	3
MANA 210	Management Theories	3
MANA 131	Human Relations in Trade	3
BUSI 204	Business Law	4
MARK 133	Principles of Marketing	3
FINA 202	Business Finance	3
QUME 250	Quantitative Methods	3
		Total 39
Major Courses		
Course	Title	Credits
FINA 240	Risk and Insurance	3
MANA 125	Business Ethics	3
MANA 213	Human Resources Management	3
MANA 230	Organizational Behavior	3
MANA 340	Production and Operations Management	3
MANA 404	Labor Relations	3
MANA 401	Seminar in Strategic Management	3
		Total 21
Major Electives (Select three courses -9 credits)		
Course	Title	Credits
MANA 350	Business, Government and Society	3
ACCO 295	Management Accounting	3
OFAD 141	Keyboard Skills	3
ENMA 200	Business Creativity	3
ENMA 301	Business Financial Planning	3
ENMA 310	Franchising, Strategic Alliances and Family Business	3
FINA 308	Real Estate and Property Management	3
		Total 9
Free Elective Course		
	**Select a course from Accounting, Information Systems or Management Sequential*	3
		Total 3
		Total credits 123

Bachelor of Business Administration in Organizational Development

120 credits

Program Description

The Bachelor of Business Administration in Organizational Development prepares professionals with the necessary skills to promote the development of public and private organizations from the perspective of the development of human talent. The emphasis is on organizational design integrating internal and external elements that influence the productivity and motivation of the individual and that can impact the operation of the company.

Program Objectives

1. Comprehensively develop professionals with the necessary competencies for conflict management and resolution in different work scenarios.
2. Foster critical-creative thinking to develop strategies aimed at improving the work environment.
3. Develop individuals who promote innovation through diagnostic techniques, planning, implementation and management of organizational changes.
4. Develop individuals capable of occupying leadership roles in public and private organizations.
5. Contribute to the training of professionals who design training and consulting programs as an effectiveness strategy in organizations.
6. Promote organizational innovation through the application of concepts of organizational effectiveness, individual and group performance, effective communication and motivation.
7. Contribute to the training of professionals capable of recognizing diverse cultural perspectives and their implications in work settings.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Program Curriculum

Course	Title	Credits
QYLE 110 or FYIS 101	Attitude Development and University Adaptation or Induction Seminar to University Life	3
General Education Courses		
Pick 2 GE* OR	Pick two (2) of the Approved General Education Electives OR	
SPAN 101-102 or SPAN 103-104 or SPAN 105-106	Introduction to Spanish Language - Basic Level Introduction to Spanish Language - Intermediate Level Introduction to Spanish Language - Advanced Level	6
ENGL 150-250 OR	English Composition I and II OR	
ENGL 101-102 or ENGL 103-104 or ENGL 105-106	Introduction to English Language - Basic Level Introduction to English Language - Intermediate Level Introduction to English Language - Advanced Level	6
MATH 112ON	College Algebra	3
SOSC 101-102 or SOSC 103 and PSYC 123	Introduction to Social Science I and II OR Introduction to Social Sciences (Compendium) AND General Psychology (Compendium)	6
SCIE 111-112	Integrated Science I and II	6
COIS 101	Introduction to Computers	3
HIST 101	Introduction to the Study of History	3
ENGL 340 OR	Research and Writing OR	3
SPAN 215	Writing and Composition	
COMM 140 OR	Effective Communication OR	3
ENGL 212	English Second Year Basic Level	
COMM 240 OR	Interpersonal Communication OR	3
ENGL 350	Conversational English	
HUMA 101-102	World Cultures I and II	6
		Total 48
Core / Professional Courses		
Course	Title	Credits
ACCO 111-112	Introduction to Accounting I and II	8
STAT 201	Introduction to Business Statistics	3
ECON 123	Introduction to Economics (Compendium)	3
ECON 325	Introduction to International Trade	3
MGMT 101	Managerial Principles and Leadership	3
MGMT 220	Organization and Business Behavior	3
MGMT 230	Human Resources Management and Handling Diversity	3
BUSI 204	Business Law	4
MARK 133	Marketing Principles	3
FINA 202	Business Finance	3
QUME 250	Quantitative Methods	3
		Total 39
Major Courses		
Course	Title	Credits
ODHR 203	Strategic Organizational Communication	3
ODHR 204	Organizational Psychology	3
ODHR 305	Diversity in Organizations	3
ODHR 306	Conflict Resolution and Arbitrage	3
ODHR 307	Training and Human Resource Development	3
ODHR 308	Leading Organizational Change	3
ODHR 409	Consulting Management Principles in Human Resources	3
ODHR 410	Organizational Coaching	3
ODHR 411	Total Quality in Work Scenarios	3
MGMT 431	Integration Seminar	3
		Total 30
		Total credits 120

Approved General Education Electives*		
Course	Title	Credits
SPAN 110	Elementary Spanish	3
REIL 101	Research and Information Literacy	3
BIOL 150	General Biology I	3
BIOL 151	General Biology II	3
COMM 205	Communication Theory	3
COMM 210	Legal and Ethical Aspects of Communications	3
HIDE 100	History of the Arts	3
HIDE 110	Representing Culture: Art & Artifact 1500-1850	3
HIST 273	History of the United States of America	3

Master of Accountancy

30 credits

Specific Program Admission Requirements

1. Successfully completed a bachelor's degree in Accounting with a minimum GPA of 2.75.
2. Successfully completed a course in Financial Accounting.

Program Description

The Master of Accountancy aims to advance knowledge around new accounting and contributions practices, business performance evaluation, tax planning, forensic accounting techniques and procedures, including fraud investigation and analysis of financial statements of companies prepared based on international accounting standards. It also aims to advance knowledge about studying the ethical and legal considerations of the accounting profession, professional judgement, and the independent attitude necessary to exercise and apply the managerial skills necessary to succeed in a competitive business environment.

Program Objectives

1. Apply the basic theories and concepts of accounting in firms.
2. Apply professional skills and competences that will enable them to occupy different accounting positions in organizations such as SME'S, non-profit, large and medium organizations for profit and government institutions.
3. Comprehend and apply the quantitative tools and techniques for the solution of accounting problems.
4. Comprehend the basic concepts of information system technology related to finance and will also develop their skills preparing documents, spreadsheets and graphics applied to the finance field.
5. Have a level of technical and professional competencies that will enable them to occupy different positions in the accounting field locally and globally.
6. Apply skills to lead in organizational situations and develop strategies for improving work performance.
7. Apply methodology and analysis of quantitative, qualitative and mixed research in the development of finance projects.
8. Apply knowledge in new and unfamiliar circumstances through a conceptual understanding of financial situations, and to develop the capacity to adapt and innovate in the solving of problems, as an employee or entrepreneur.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Program Curriculum

Core Courses		
Course	Title	Credits
ACCO 702	Financial Accounting and Reporting I	3
ACCO 703	Financial Accounting and Reporting II	3
ACCO 706	Auditing and Attestation	3
ACCO 731	Internal Auditing	3
ACCO 711	Forensic Accounting and Fraud Examination	3
ACCO 733	Information Systems Auditing	3
ACCO 728	Business Environment and Concepts	3
ACCO 707	Federal Income Tax	3
ACCO 730	Business Law and Regulations	3
ACCO 724	Accounting Research and Communication	3
Total Credits		30

Master of Business Administration with specialization in Accounting

38 credits

Specific Program Admission Requirements

1. Successfully completed a bachelor's degree in the same area of specialization or completed six (6) college-level credits in financial accounting from an accredited school.
2. If this prerequisite is not met the student must enroll in the course ACCO 500. ACCO 500 will not count for the student's cumulative grade point average.

Program Description

This Master's Degree program in Business Administration is designed to provide the skills knowledge and abilities necessary in the area of Accounting. This major is geared towards the fundamental characteristics of an accounting manager providing emphasis in the accounting skills and knowledge required in today's constant changing economy. Also, it will provide knowledge on the use of technology to communicate and handle information and it will develop and enhance the communication skills and the management capabilities of each person.

Program Objectives

1. To provide a course of study consistent with the needs of the industry.
2. To provide the knowledge of the accounting theories.
3. To provide the understanding of the processes of accounting and the use of computers.
4. To stimulate a positive attitude toward education, strengthening the concept of education as an on-going process.
5. To promote participation in community affairs.
6. To develop among students good interpersonal and communication skills.
7. To provide workshops in management techniques, marketing, accounting, and computers.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Notes:

1. ACCO 500 Financial Accounting is required for those students who do not have a minimum of six (6) college-level credits in financial accounting from an accredited school. Successful completion of ACCO 500 (or verification of six (6) college-level credits in financial accounting) is a prerequisite required before entering any ACCO or FINA course. Students who do not have six (6) college-level credits in financial accounting are required to successfully complete ACCO 500.

Program Curriculum

Core / Professional Courses		
Course	Title	Credits
HURE 501	Human Capital Management	3
MANA 505	Management Information Systems	3
MANA 600	Business Policy and Ethics	3
MANA 720	Operations and Production Management	3
ACCO 503	Managerial and Financial Accounting	3
STAT 556	Applied Managerial Statistics	3
ECON 519	Managerial Economics	3
MARK 511	Marketing Management	3
Total		24
Specialization Courses		
Course	Title	Credits
ACCO 615	Corporate Financial Reporting: Operations	3
ACCO 616	Corporate Financial Reporting: Financial Transactions	3
ACCO 711-0	Contemporary Assurances and Audit Services	3
ACCO 720	Accounting Capstone	2
Total		11
Elective Course		
Course	Title	Credits
FINA 670	Risk and Insurance	3
Total		3
Total credits		38
Taxation / CPA Track		
Replace MANA 505 with	ACCO 505 Accounting Information Systems	
Replace FINA 670 with	ACCO 612 Fraud and Forensic Accounting	
Replace ACCO 720 with	ACCO 602 Taxation	
Replace MARK 511 with	ACCO 712 IFRS and Governmental Non-profit Entities	

Master of Business Administration with specialization in Agribusiness 42 credits

Specific Program Admission Requirements

1. Successfully completed a bachelor's degree in the same area of specialization or completed six (6) college-level credits in financial accounting from an accredited school.
2. If this prerequisite is not met the student must enroll in the course ACCO 500. ACCO 500 will not count for the student's cumulative grade point average.

Program Description

This specialization prepares students for the decision making and planning process in the agribusiness industry. It presents theoretical and practical concepts related to the production and consumption of goods. It also provides the strategies to achieve organizational goals according to the global economy standards.

Program Objectives

1. Develop an understanding for quantitative methods used in managerial decision making.
2. Understand the main forces related to production, distribution and consumption of food and agribusiness products.
3. Apply financial principles to guide the solution of complex decisions.
4. Understand current issues in the environment, food safety, market regulations, international trade and other relevant topics and how they affect the food value chain.
5. Develop skills in human resource management to maintain an effective labor force.
6. Study real world problems and viable solutions in order to develop a method for decision making.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Notes:

1. ACCO 500 Financial Accounting is required for those students who do not have a minimum of six (6) college-level credits in financial accounting from an accredited school. Successful completion of ACCO 500 (or verification of six (6) college-level credits in financial accounting) is a prerequisite required before entering any ACCO or FINA course. Students who do not have six (6) college-level credits in financial accounting are required to successfully complete ACCO 500.

Program Curriculum

Core Courses		
Course	Title	Credits
ADMI 500	Managing Organizations	3
ITMA 501	Technology and Information Management	3
MARK 502	Marketing Management	3
FINA 505	Managerial Finance	3
ACCO 504	Accounting for Decision Making	3
ECON 505	Business Economics	3
QUME 507	Quantitative Methods and Statistics for Business	3
Total		21
Specialization Courses		
Course	Title	Credits
FAES 550	Theory for Decision Making for Agribusiness	3
FAES 551	Agribusiness Economics of Production and Consumption	3
FAES 552	Agribusiness Finance and Risk Management	3
FAES 553	Current Issues in Environment, Food Safety, Market Regulations and International Trade	3
FAES 560	Human Resources Management in Agribusiness	3
Total		15
Elective Courses (Select one – 3 credits)		
Course	Title	Credits
FAES 561	Managing of Strategies and Planning for the Agribusiness	3
ADMI 506	Business Ethics	3
Total		3
Capstone Course (Select one – 3 credits)		
Course	Title	Credits
FAES 554	Case Studies in Agribusiness	3
MANA 742	Simulation	3
Total		3
Total credits		42

Master of Business Administration with specialization in Finance

39 credits

Specific Program Admission Requirements

1. Successfully completed a bachelor's degree with a minimum GPA of 3.00.

Program Description

The Master of Business Administration with specialization in Finance will provide students with theoretical and practical concepts of management and in particular entrepreneurial management with a strong emphasis on finance based on global and regional case studies and contexts. This MBA in Finance, in general orientation, will prepare students for roles in financial risk management and in addition provides a choice of corporate finance study, all with a global perspective. Emphasis is given on developing a sound working knowledge of core disciplines and the analytical financial skills necessary to understand and direct the work of other functional and operational specialists in cross commercial or entrepreneurial settings.

Program Objectives

1. Serve the advanced management needs of local, national and global enterprises.
2. Produce knowledge and competencies for operational and strategic perspectives in accordance with new social and business trends.
3. Acquire a sound working knowledge of the core disciplines of business supplemented by an in-depth study of the latest financial tools and techniques.
4. Apply the conceptual frameworks and skills of critical analysis applicable to entrepreneurial operations in global economy.
5. Understand and apply financial concepts to a global and local context and within a business environment, with emphasis in SME'S (Small and Medium Enterprises) and non-profit organization.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Notes:

1. ACCO 500 Financial Accounting is required for those students who do not have a minimum of six (6) college-level credits in financial accounting from an accredited school. Successful completion of ACCO 500 (or verification of six (6) college-level credits in financial accounting) is a prerequisite required before entering any ACCO or FINA course. Students who do not have six (6) college-level credits in financial accounting are required to successfully complete ACCO 500.

Program Curriculum

Core Courses		
Course	Title	Credits
ADMI 500	Managing Organizations	3
ITMA 501	Technology and Information Management	3
MARK 502	Marketing Management	3
FINA 505	Managerial Finance	3
ACCO 504	Accounting for Decision Making	3
ECON 505	Business Economics	3
QUME 507	Quantitative Methods and Statistics for Business	3
Total		21
Specialization Courses		
FINA 702	Corporate Finance	3
FINA 706	Investments and Financial Markets	3
Total		6
Elective Courses (Select two courses – 6 credits)		
FINA 704	Entrepreneurial Finance	3
FINA 705	Financial Derivatives	3
FINA 707	Risk Management in Financial Institutions	3
FINA 708	Financial Management in Public, SME's and Non-Profit Organizations	3
FINA 709	Global Corporate Finance and Sustainability	3
FINA 715	International Finance	3
FINA 716	Money, Banking and Investment Markets	3
FINA 717	Advance Investment Knowledge	3
Total		6
Degree Requirement (Select one course – 3 credits)		
FINA 721	Advance Finance Seminar	3
MANA 742	Simulation	3
Total		3
Free Elective		
	Free Elective	3
Total		3
Total Credits		39

Master of Business Administration with specialization in Global Executive

39 credits

(This program is not admitting new students.)

Specific Program Admission Requirements

1. Successfully completed a bachelor's degree in the same area of specialization or completed six (6) college-level credits in financial accounting from an accredited school.
2. If this prerequisite is not met the student must enroll in the course ACCO 500. ACCO 500 will not count for the student's cumulative grade point average.

Program Description

The Master of Business Administration with specialization in Global Executive is designed to provide a collaborative learning environment to professionals who are pursuing an executive in a local or global setting. The program prepares to contribute to global management via evidence-based knowledge of business theory and practice. The program develops strategies that encompasses and relates inter-generational and cross-cultural market. The student will learn about the domestics and international economic trends, including fiscal effects on politics, infrastructure and re-alignment of strategic planning, research and development.

Program Objectives

1. Promote the formation of an executive with the capacity to understand organizations as entities in themselves and as an integral part of the community aware of the company's social responsibility
2. Contribute to the formation of a new group of leading professionals in the field of management who assume with vision the direction of companies in the present and future
3. Promote student interest in innovation, the use of technology as a management strategy and forms and styles of leadership in business management
4. Emphasize in future professionals the importance of integrity and ethics in the performance of their managerial functions, with special attention to the well-being of the company's human resources and the benefit of the community in general
5. Train professionals with managerial capacity to optimally harmonize the talents and abilities of the human resources team under their direction and leadership
6. Contribute with knowledge and development of necessary skills so that they can develop their own companies and reach the highest levels of management in private, public and third sector organizations with ethical integrity and technical professionalism.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Notes:

1. ACCO 500 Financial Accounting is required for those students who do not have a minimum of six (6) college-level credits in financial accounting from an accredited school. Successful completion of ACCO 500 (or verification of six (6) college-level credits in financial accounting) is a prerequisite required before entering any ACCO or FINA course. Students who do not have six (6) college-level credits in financial accounting are required to successfully complete ACCO 500.

Program Curriculum

Core / Professional Courses		
Course	Title	Credits
ADMI 500	Managing Organizations	3
ITMA 501	Technology and Information Management	3
MARK 502	Marketing Management	3
FINA 505	Managerial Finance	3
ACCO 504	Accounting for Decision Making	3
ECON 505	Business Economics	3
QUME 507	Quantitative Methods and Statistics for Business	3
Total		21
Specialization Courses		
Course	Title	Credits
EXEC 601	Global Negotiation	3
EXEC 602	Executive Leadership	3
EXEC 603	Global Legal Issues	3
EXEC 604	Global Economics	3
Total		12
Specialization Electives Courses (Select one course – 3 credits)		
Course	Title	Credits
STMG 604	Organizations in a Global Economy	3
STMG 608	Strategies for Change, Professional and Entrepreneurial Development	3
STMG 603	Entrepreneurial Communication	3
Total		3
Research / Capstone Course		
Course	Title	Credits
EXEC 605	Global Executive Seminar	3
Total		3
Total credits		39

Master of Business Administration with specialization in Hispanic Marketing

42 credits

(This program is not admitting new students.)

Specific Program Admission Requirements

1. Successfully completed a bachelor's degree in the same area of specialization or completed six (6) college-level credits in financial accounting from an accredited school.
2. If this prerequisite is not met the student must enroll in the course ACCO 500. ACCO 500 will not count for the student's cumulative grade point average.

Program Description

The Master of Business Administration with specialization in Hispanic Marketing is designed with the intention of filling the need for marketing campaigns targeted to Hispanics alone, therefore identify their differences in cultures, demographics, ethnographies, consumer insights and behavior, segmentation, cultural archetypes, and media behaviors. It also offers students the tools and resources to learn about and work with one of the fastest emerging markets in the United States. Students will recognize a set of knowledge, attitudes, and behaviors that will allow them to gain knowledge on how to appropriately execute marketing campaigns directed to Hispanic populations. Hispanics are comprised of people from Cuba, Mexico, Puerto Rico, South or Central America among other Spanish cultures or origins regardless of race.

Program Objectives

1. Explain the issues that stand out in the Hispanic market, their trends and the practices that contribute to decision making.
2. Describe the historical roots of Hispanic culture, business, trade, and marketing in the U.S.
3. Clearly distinguish the definitions of Hispanic consumer, Hispanic market, and Hispanic marketing.
4. Justify key topics for Hispanic consumers, Hispanic markets, and Hispanic marketing in the light of culture, in particular language, acculturation, and the cultural drivers of Hispanic research.
5. Categorize the evolution, status quo, and future of Hispanic businesses and marketing.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Program Curriculum

Core / Professional Courses		
Course	Title	Credits
ADMI 500	Managing Organizations	3
ITMA 501	Technology and Information Management	3
MARK 502	Marketing Management	3
FINA 505	Managerial Finance	3
ACCO 504	Accounting for Decision Making	3
ECON 505	Business Economics	3
QUME 507	Quantitative Methods and Statistics for Business	3
Total		21
Specialization Courses		
Course	Title	Credits
MARK 564	Hispanic Marketing Evolution	3
MARK 565	Comparative Marketing Communications	3
MARK 566	Multicultural Marketing Strategy	3
MARK 553	International Marketing	3
MARK 551	Marketing Research	3
Total		15
Elective Courses (Select one course – 3 credits)		
Course	Title	Credits
MARK 561	Brand Management	3
MARK 550	Integrated Marketing Communications	3
MARK 552	CRM: Trust and Loyalty Management	3
MARK 560	Consumer Behavior	3
Total		3
Capstone Course		
ADMI 598	Knowledge Integration in Hispanic Marketing	3
Total		3
Total credits		42

Master of Business Administration with specialization in Human Resources

42 credits

Specific Program Admission Requirements

1. Successfully completed a bachelor's degree in the same area of specialization or completed six (6) college-level credits in financial accounting from an accredited school.
2. If this prerequisite is not met the student must enroll in the course ACCO 500. ACCO 500 will not count for the student's cumulative grade point average.

Program Description

The graduate of the HR Management graduate program will develop social conscience and ethics, as well as the knowledge, skills and abilities for being able to work professionally in a diverse, highly complex, changing and regulated organizational environment. The graduate of the program will also be prepared to continuously adapt to the complexities of the contemporary organizational world. Comprehensive and interdisciplinary educational gains will allow the graduate to efficiently exercise professional, managerial and business functions within local, national and global contexts.

Program Objectives

1. Demonstrate general knowledge of business administration and expertise in the management of human resources within an ethical and social framework.
2. Apply interdisciplinary knowledge and skills necessary for the effective management of human resources and demonstrating analytical, critical and conceptual ability in the process of decision-making process.
3. Assess the socio-economic, legal, cultural, technological, ecological and organizational context affecting productivity and the well-being of the human resources.
4. Adopt, support and promote HR management strategies with an integrated business vision.
5. Promote the transformation of human resources by identifying and facilitating processes aimed to improve communication, manage diversity and influence the success of individuals within organizations through their leadership, behavior, actions and personal example.
6. Design and organize strategies which increase productivity and encouraging continuing professional and technical improvement to achieve the strategic objectives of the organization.
7. Promote, facilitate and work in teams or working groups, coordinating or monitoring these activities, promoting and implementing modern strategies aimed to inspire, motivate and influence responsive behavior of members.
8. Offer advice and participates in the decision-making process in order to develop and implement strategies and effective techniques for planning, recruitment, selection, training, development, evaluation, motivation, compensation, supervision, discipline, and for the safety and occupational health of employees, among others.
9. Serve as facilitator for the effective management of conflicts between individuals in the organization.
10. Advices, participates and make decisions on management labor relations issues, settling labor disputes, and negotiating and administering labor agreements.
11. Monitors and analyze developments in local and global environments and understanding their relationship within the strategic planning for human resources.
12. Demonstrate the skills, knowledge and abilities through verbal and written communication in English and Spanish for the competitive advantage of the HR management function.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Notes:

1. ACCO 500 Financial Accounting is required for those students who do not have a minimum of six (6) college-level credits in financial accounting from an accredited school. Successful completion of ACCO 500 (or verification of six (6) college-level credits in financial accounting) is a prerequisite required before entering any ACCO or FINA course. Students who do not have six (6) college-level credits in financial accounting are required to successfully complete ACCO 500.

Program Curriculum

Core/Professional Courses		
Course	Title	Credits
ADMI 500	Managing Organizations	3
ITMA 501	Technology and Information Management	3
MARK 502	Marketing Management	3
FINA 505	Managerial Finance	3
ACCO 504	Accounting for Decision Making	3
ECON 505	Business Economics	3
QUME 507	Quantitative Methods and Statistics for Business	3
Total		21
Specialization Courses		
Course	Title	Credits
HURM 550	International Human Resources Management	3
HURM 551	Compensation and Benefits	3
HURM 552	Quality Safety and Health in the Workplace	3
HURM 553	International Economics Labor	3
HURM 554	Conflict Management and Organizational Dynamics	3
Total		15
Electives Courses (Select one course – 3 credits)		
Course	Title	Credits
HURM 560	Employment in the Global Economy	3
HURM 561	Labor and Industrial Relations in Human Resources	3
HURM 562	Management Negotiation and Conflict Resolutions	3
Total		3
Capstone Course (Select one course – 3 credits)		
Course	Title	Credits
ADMI 595	Knowledge Integration in Business Administration	3
MANA 742	Simulation	3
Total		3
Total credits		42

Master of Business Administration with specialization in International Business with Focus on Latin America

48 credits

Specific Program Admission Requirements

1. Successfully completed a bachelor's degree with a minimum GPA of 3.00.
2. It is recommended that students have knowledge of the English Language.

Program Description

The Master of Business Administration specializing in International Business with a Focus on Latin America provides students with superior theoretical knowledge and practical skills for the creation and development of new international companies as well as effective management in multinational companies at the regional and international level.

Program Objectives

1. Demonstrate awareness and understanding of the global context in which international business operates.
2. Understand the growing impact of international competition and how to operate in the international business.
3. Evaluate relevant global factors that influence decision-making process.
4. Discuss current conceptual and theoretical models, issues, and concerns in international business administration.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Notes:

1. ACCO 500 Financial Accounting is required for those students who do not have a minimum of six (6) college-level credits in financial accounting from an accredited school. Successful completion of ACCO 500 (or verification of six (6) college-level credits in financial accounting) is a prerequisite required before entering any ACCO or FINA course. Students who do not have six (6) college-level credits in financial accounting are required to successfully complete ACCO 500.

Program Curriculum

Core Courses		
Course	Title	Credits
ADMI 500	Managing Organizations	3
ITMA 501	Technology and Information Management	3
MARK 703-O	Marketing Research	3
FINA 505	Managerial Finance	3
ACCO 504	Accounting for Decision Making	3
ECON 505	Business Economics	3
QUME 507	Quantitative Methods and Statistics for Business	3
Total		21
Specialization Courses		
INBU 610	International Business Environment	3
INBU 709	International Business in Latin America and the Caribbean	3
INBU 710	Legal Environment of International Business	3
MANA 511	International Management	3
MARK 711	International Marketing	3
INBU 715	Managing Global Production	3
Total		18
Elective Courses (Select two courses – 6 credits)		
FINA 610	International Finance	3
INBU 711	Exports and Imports	3
INBU 712	Contemporary Issues in International Business	3
ACCO 613	International Accounting	3
MANA 612	International Strategic Management	3
Total		6
Research/Capstone Course (Select one course – 3 credits)		
INBU 716	International Business Seminar	3
MANA 742	Simulation	3
Total		3
Total credits		48

Master of Business Administration with specialization in Management

42 credits

Specific Program Admission Requirements

1. Successfully completed a bachelor's degree in the same area of specialization or completed six (6) college-level credits in financial accounting from an accredited school.
2. If this prerequisite is not met the student must enroll in the course ACCO 500. ACCO 500 will not count for the student's cumulative grade point average.

Program Description

The Master of Business Administration with specialization in Management allows the student to explore theoretical as well as practical elements of modern management, as well as changes in this field. Other objective of this specialization is to prepare the student to the different administrative jobs in commercial and industrial companies.

Program Objectives

The Master of Business Administration with specialization in Management seeks to create a new breed of managers with the skills and understanding required to compete in a dynamic and global marketplace. Analytical skills are emphasized within the institutional study of the changing corporate structure found in the Puerto Rican and the U.S. economy. This supply of managers is created by incorporating the needs for training shown by different productive sectors of the economy, including the public sector.

To attain this goal, the objectives of the program may be summarized as follows:

1. To provide students with the technical skills and the understanding of the socio-economic institutional framework within which businesses operate, enabling them to perform the responsibilities of leaders in executive positions.
2. To improve and develop the technical skills required by persons currently holding positions in business administration.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Notes:

1. ACCO 500 Financial Accounting is required for those students who do not have a minimum of six (6) college-level credits in financial accounting from an accredited school. Successful completion of ACCO 500 (or verification of six (6) college-level credits in financial accounting) is a prerequisite required before entering any ACCO or FINA course. Students who do not have six (6) college-level credits in financial accounting are required to successfully complete ACCO 500.

Program Curriculum

Core/Professional Courses		
Course	Title	Credits
ADMI 500	Managing Organizations	3
ITMA 501	Technology and Information Management	3
MARK 502	Marketing Management	3
FINA 505	Managerial Finance	3
ACCO 504	Accounting for Decision Making	3
ECON 505	Business Economics	3
QUME 507	Quantitative Methods and Statistics for Business	3
Total		21
Specialization Courses		
Course	Title	Credits
MANA 550	Advanced Strategy Management	3
MAMC 551	Project Management	3
MANA 552	Industrial and Service Quality Management	3
MANA 553	Human Behavior in the Organization	3
MANA 554	International Management	3
Total		15
Electives Courses (Select one course – 3 credits)		
Course	Title	Credits
MARK 552	CRM: Trust and Loyalty Management	3
MAMA 561	Sales Force and Key Account Management	3
MANA 562	Pricing and Value Management	3
Total		3
Research/Capstone Course (Select one course – 3 credits)		
Course	Title	Credits
ADMI 595	Knowledge Integration in Business Administration	3
MANA 742	Simulation	3
Total		3
Total credits		42

Master of Business Administration with specialization in Management and Strategic Leadership

39 credits

Specific Program Admission Requirements

1. Successfully completed a bachelor's degree in the same area of specialization or completed six (6) college-level credits in financial accounting from an accredited school.
2. If this prerequisite is not met the student must enroll in the course ACCO 500. ACCO 500 will not count for the student's cumulative grade point average.

Program Description

The Master of Business Administration with specialization in Management and Strategic Leadership is geared towards people aspiring to obtain leadership positions in business organizations. The students will learn the fundamentals of business, innovative management techniques and strategies in a global context. The curriculum emphasizes the development of leadership skills, development of vision and strategic planning, ethical values, written and oral communication skills and the effective application of new technology.

Program Objectives

1. Promote the formation of an executive with the capacity to understand organizations as entities in themselves and as an integral part of the community aware of the company's social responsibility.
2. Contribute to the formation of a new group of leading professionals in the field of management who assume with vision the direction of companies in the present and future.
3. Promote student interest in innovation, the use of technology as a management strategy and forms and styles of leadership in business management.
4. Emphasize in future professionals the importance of integrity and ethics in the performance of their managerial functions, with special attention to the well-being of the company's human resources and the benefit of the community in general.
5. Train professionals with managerial capacity to optimally harmonize the talents and abilities of the human resources team under their direction and leadership.
6. Contribute with knowledge and development of necessary skills so that they can develop their own companies and reach the highest levels of management in private, public and third sector organizations with ethical integrity and technical professionalism.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Notes:

1. ACCO 500 Financial Accounting is required for those students who do not have a minimum of six (6) college-level credits in financial accounting from an accredited school. Successful completion of ACCO 500 (or verification of six (6) college-level credits in financial accounting) is a prerequisite required before entering any ACCO or FINA course. Students who do not have six (6) college-level credits in financial accounting are required to successfully complete ACCO 500.

Program Curriculum

Core Professional Courses		
Course	Title	Credits
ADMI 500	Managing Organizations	3
ITMA 501	Technology and Information Management	3
MARK 502	Marketing Management	3
FINA 505	Managerial Finance	3
ACCO 504	Accounting for Decision Making	3
ECON 505	Business Economics	3
QUME 507	Quantitative Methods and Statistics for Business	3
Total		21
Specialization Courses		
Course	Title	Credits
STMG 600	Leadership and Entrepreneurial Vision	3
STMG 601	Strategic Management	3
STMG 602	Technological Applications and Information Systems	3
STMG 603	Entrepreneurial Communication	3
Total		12
Elective Courses (Select one course – 3 credits)		
Course	Title	Credits
STMG 604	Organizations in a Global Economy	3
STMG 608	Strategies for Change, Professional and Entrepreneurial Development	3
Total		3
Capstone Course (Select one course – 3 credits)		
Course	Title	Credits
STMG 738	Management and Strategic Leadership Seminar	3
MANA 742	Simulation	3
Total		3
Total credits		39

Master of Business Administration with specialization in Marketing and Sales Management

42 credits

Specific Program Admission Requirements

1. Successfully completed a bachelor's degree in the same area of specialization or completed six (6) college-level credits in financial accounting from an accredited school.
2. If this prerequisite is not met the student must enroll in the course ACCO 500. ACCO 500 will not count for the student's cumulative grade point average.

Program Description

The Master of Business Administration with specialization in Marketing and Sales presents the student with the function, theory and modern practices of the element of trade within organizations. It also develops technical competencies and the ability to make market investigations, marketing planning, sales forecast, and promotion campaigns.

Program Objectives

1. Apply sales skills that guide the client to select the best products on the market that the company offers.
2. Solve situations and document decision making based on market research and projected sales movement.
3. Recognize the basic characteristics of consumer behavior and establish good relationships and develop persuasion strategies to meet their needs.
4. Study possible market problems and identify suitable strategies to solve them.
5. Develop logical-mathematical reasoning skills, database maintenance and programming management, to facilitate the task of product sales and marketing.
6. Select the most suitable marketing strategies to enter a particular market.
7. Establish effective marketing strategies to position the products offered by the company in the market.
8. Apply marketing management skills by strategically researching, planning, selecting, and positioning a product.
9. Utilize different marketing strategies for various services, including the concept of extended marketing mix.
10. Evaluate their performance and improve execution continuously, keeping updated in the field of specialization.
11. Identify the role of targeted market selection and segmentation, positioning and marketing mix concepts in brand development.
12. Develop empathy with company staff, customers and friends by working collaboratively as a team.
13. Use technology as a work tool, knowledge, information search, research and documentation in their work.
14. Communicate with the client and with his team in a clear, precise and effective way, respecting their differences and following the basic rules of courtesy and correction in English and Spanish.
15. Apply the principles and elements of marketing through "networking" to market, sell and establish adequate and effective distribution channels.
16. Communicate with intermediaries clearly, precisely and effectively, respecting the rules and differences of marketing in different places or countries.
17. Assume at all times acceptable ethical-moral attitudes when confronting possible conflicts that require the application of norms, policies or established laws when managing distribution channels.
18. Demonstrate leadership, competitiveness and security through their actions and interpersonal relationships, both to work independently and as a team.
19. Satisfy consumer needs by demonstrating skill in handling techniques, strategies, negotiations and closing sales.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Notes:

1. ACCO 500 Financial Accounting is required for those students who do not have a minimum of six (6) college-level credits in financial accounting from an accredited school. Successful completion of ACCO 500 (or verification of six (6) college-level credits in financial accounting) is a prerequisite required before entering any ACCO or FINA course. Students who do not have six (6) college-level credits in financial accounting are required to successfully complete ACCO 500.

Program Curriculum

Core Courses		
Course	Title	Credits
ADMI 500	Managing Organizations	3
ITMA 501	Technology and Information Management	3
MARK 502	Marketing Management	3
FINA 505	Managerial Finance	3
ACCO 504	Accounting for Decision Making	3
ECON 505	Business Economics	3
QUME 507	Quantitative Methods and Statistics for Business	3
Total		21
Specialization Courses		
Course	Title	Credits
MARK 550	Integrated Marketing Communications	3
MARK 551	Marketing Research	3
MARK 552	CRM: Trust and Loyalty Management	3
MARK 555	Sales Management	3
MARK 560	Consumer Behavior	3
Total		15
Elective Courses (Select one course – 3 credits)		
Course	Title	Credits
MARK 553	International Marketing	3
MARK 554	Services Marketing	3
MARK 561	Brand Management	3
MARK 562	Supply Chain Management for Marketing	3
Total		3
Capstone Course (Select one course – 3 credits)		
Course	Title	Credits
ADMI 595	Knowledge Integration in Business Administration	3
MANA 742	Simulation	3
Total		3
Total credits		42

Master of Business Administration with specialization in Project Management

39 credits

Specific Program Admission Requirements

1. Successfully completed a bachelor's degree in the same area of specialization or completed six (6) college-level credits in financial accounting from an accredited school.
2. If this prerequisite is not met the student must enroll in the course ACCO 500. ACCO 500 will not count for the student's cumulative grade point average.

Program Description

The Master of Business Administration with a specialization in Project Management prepares students with knowledge, skills, tools and techniques in order to meet the expectations of a project, achieving the benefit of increasing the efficiency of processes, of work groups, and companies. The program integrates concepts related to the design, evaluation, measurement, control and adaptation of projects from the beginning to their completion. Additionally, students will develop skills for decision-making, strategic planning, human resource management, and project risk management.

Program Objectives

1. Promote the formation of a leader with the capacity to understand organizations as entities in themselves and as an integral part of the national and international community, meeting the need for changes and innovation of companies by the accelerated growth of technological development.
2. Establish strategic alliances with members of the business and educational sector.
3. Make efficient and effective use of resources within the timeframe, costs, scope, and human resources to achieve high-quality standards.
4. Improve the students' leadership skills in such a way that it optimally harmonizes the talents and skills of the human resources team under their direction.
5. Highlight in the future professionals the importance of integrity in the performance of their duties, with special attention to the welfare of the company's human resources and the benefit of the community in general.
6. To train leading adult professionals with management skills to face the new challenges of project management in both public and private organizations.
7. Develop students' communication, analysis, and synthesis skills in order to make the decision-making process efficient and easily understood.
8. Promote the use of technological resources to develop analytical skills and capitalize on opportunities and threats from globalized markets.
9. Promote the exchange of experiences, criteria and knowledge transfers in the management of projects of organizations.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Notes:

1. ACCO 500 Financial Accounting is required for those students who do not have a minimum of six (6) college-level credits in financial accounting from an accredited school. Successful completion of ACCO 500 (or verification of six (6) college-level credits in financial accounting) is a prerequisite required before entering any ACCO or FINA course. Students who do not have six (6) college-level credits in financial accounting are required to successfully complete ACCO 500.

Program Curriculum

Core/Professional Courses		
Course	Title	Credits
ADMI 500	Managing Organizations	3
ITMA 501	Technology and Information Management	3
MARK 502	Marketing Management	3
FINA 505	Managerial Finance	3
ACCO 504	Accounting for Decision Making	3
ECON 505	Business Economics	3
Total		18
Specialization Courses		
Course	Title	Credits
PRMG 600	Operations Management	3
PRMG 601	Project Scope and Time Management	3
PRMG 602	Project Cost Management	3
PRMG 603	Project Quality Management	3
PRMG 604	Project Human Resources and Risk Management	3
Total		15
Elective Courses (Select one course- 3 credits)		
Course	Title	Credits
PRMG 606	Project Procurement Management	3
PRMG 607	Project Communication Management	3
PRMG 608	Using a Project Management Information System	3
Total		3
Research/Capstone Course (Select one course-3 credits)		
Course	Title	Credits
PRMG 605	Project Integration Management	3
MGMT 655	Integration Seminar	3
MANA 742	Simulation	3
Total		3
Total credits		39

Master of Business Administration with specialization in Supply Chain Management and Logistics

42 credits

Specific Program Admission Requirements

1. Successfully completed a bachelor's degree in the same area of specialization or completed six (6) college-level credits in financial accounting from an accredited school.
2. If this prerequisite is not met the student must enroll in the course ACCO 500. ACCO 500 will not count for the student's cumulative grade point average.

Program Description

The Master of Business Administration with specialization in Supply Chain and Logistics provides to the student with the necessary knowledge to work with the management of materials and its functions of planning, purchasing, control of production and inventory.

Program Objectives

1. Develop in the student the knowledge, skills, attitudes, and values necessary for the formulation, implementation, and evaluation of strategies that allow you to create and maintain a competitive advantage and at the same time continuously improve the quality of the organization.
2. To develop the student skills and attitudes that allow them to self-educate and self-manage to continue their professional and personal learning.
3. Develop professionals in Business Administration who have the knowledge and skills necessary to communicate effectively and efficiently in different scenarios.
4. Encourage the student's attitude towards research and search for new ideas and technologies that allow them to compete in a globalized world, through innovations in processes, products or administrative services.
5. Share and document research on various topics to train the staff in their functions of planning, organizing, directing and monitoring organizational functions.
6. Encourage students to have a positive attitude towards constant change, so that they can implement new technological advances that allow them to manage the organization better, achieving its effectiveness and efficiency.
7. Encourage students to develop values so that they can exercise their profession as ethical professionals, aware of and respectful of diversity.
8. Motivate the student of Business Administration to design and administer work teams capable of maintaining an ethical, legal environment aimed at achieving and obtaining results consistent with the objectives of the organization.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Notes:

1. ACCO 500 Financial Accounting is required for those students who do not have a minimum of six (6) college-level credits in financial accounting from an accredited school. Successful completion of ACCO 500 (or verification of six (6) college-level credits in financial accounting) is a prerequisite required before entering any ACCO or FINA course. Students who do not have six (6) college-level credits in financial accounting are required to successfully complete ACCO 500.

Program Curriculum

Core Courses		
Course	Title	Credits
ADMI 500	Managing Organizations	3
ITMA 501	Technology and Information Management	3
MARK 502	Marketing Management	3
FINA 505	Managerial Finance	3
ACCO 504	Accounting for Decision Making	3
ECON 505	Business Economics	3
QUME 507	Quantitative Methods and Statistics for Business	3
Total		21
Specialization Courses		
Course	Title	Credits
MAMC 552	Operations Management	3
MAMC 553	Enterprise Resources Planning	3
MAMC 554	Supply Chain Design and Management	3
MAMC 561	Logistics Management and Strategy	3
MAMC 562	International Logistics and Global Supply Chain Management	3
Total		15
Elective Courses (Select one course-3 credits)		
Course	Title	Credits
MAMC 551	Project Management	3
ADMI 506	Business Ethics	3
MARK 552	CRM: Trust and Loyalty Management	3
Total		3
Research/Capstone Course (Select one course – 3 credits)		
Course	Title	Credits
ADMI 595	Knowledge Integration in Business Administration	3
MANA 742	Simulation	3
Total		3
Total credits		42

Master of Public Administration with specialization in Public and Non-Profit Management

36 credits

(This program is not admitting new students.)

Program Description

The Master of Public Administration Public and Non- Profit Management is a professional course of study for individuals pursuing careers in government, public service and non-profit organizations. Our students develop knowledge and skills in the management process in areas related to: human resources; management of financial resources; organizational strategies, and the analytical techniques applied to maximizing effectiveness and efficiency in public service and in the third sector.

Program Objectives

1. Satisfy the need for sophisticated managers with organizational acumen, technical skills, and an in-depth understanding of what it means to work in both public and nonprofit world.
2. Provide excellent graduate professional education for individuals preparing for, or already in, public service or non-profit careers.
3. Create the academic environment for students to develop competencies necessary to manage information, people and money in an environment driven by the desire to make a difference in their communities, their nation, and their world.
4. Provide students with a framework for understanding and analyzing the changing role of the third sector in society and its increasing involvement in policy development, advocacy and service delivery.
5. Foster in students a commitment to social purpose and the public interest
6. Provide students with analytical and practical and research skills that they will require in the workforce whether they pursue a career in government, the third sector
7. Create the conditions for students to acquire extensive knowledge of public policy, political systems, administrative practices, research methods, and computer applications as preparation for significant professional careers in the public sector or non-profit sectors.
8. Prepare students to apply current theories of management and analysis, thereby helping them to master their current ethical and working responsibilities as public administrators and preparing them for exemplary leadership and management in the increasingly complex urban environment of future years.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Program Curriculum

Core/Professional Courses		
Course	Title	Credits
PUAG 502	Public and Nonprofit Organizations: Management and Leadership	3
PUAG 625	Human Resources and Labor Relations Administration in Public Sector and Nonprofit Programs	3
PUAG 512	Public and Nonprofit Accounting and Finance	3
PUAG 524	Legal, Ethical and Governance Issues in Public and Nonprofit Organizations	3
PUAG 640	Development and Management of E-Government Projects	3
PUAG 515	Research Methods Applied to Public Affairs	3
PUAG 535	Strategic Management and Public Policy	3
Total		21
Elective Courses (Select four courses – 12 credits)		
Course	Title	Credits
PUAG 630	Development and Management of Strategic Alliances with Nonprofit Organizations	3
PUAG 605	Topics and Cases in Urban Policy and Planning	3
PUAG 604	Urban Affairs and Public Policy	3
PUAG 608	Community Organizations and Public Policy	3
PUAG 615	Development of Financial Proposals for Public Sector	3
PUAG 626	Special Topics	3
PUAG 632	Legislative Process	3
Total		12
Capstone Course		
Course	Title	Credits
PUAG 665	Capstone Course	3
Total		3
Total credits		36

Master of Science with specialization in Environmental Planning

42 credits

Specific Program Admission Requirements

1. Have obtained a Bachelor of Science degree from an accredited university with a minimum cumulative GPA of 2.75.
2. Have obtained a bachelor's degree in any other discipline at an accredited university with a minimum cumulative GPA of 2.75, provided that the student successfully completed the following courses: mathematics (6 credit hours), biology (8 credit hours), chemistry (8 credit hours), physics (8 credit hours) and sciences (3 credit hours).
3. Have completed the following introductory courses: computers (3 credit hours), economics (3 credit hours), sociology (6 credit hours) and statistics (3 credit hours).

Program Description

This specialization prepares students to assume management responsibilities required by today's environmental field. The academic experience of the School allow students to develop the competencies in the area of environmental management which will enable them to assume leadership positions in the public and private sectors. The main goal of the program is to prepare an educated and skilled professional who contributes to solving the environmental problems of the world to achieve a sustainable development.

Program Objectives

The goal of this study program is to train professionals to research and plan strategies that respond to and solve environmental situations that may affect the coexistence and quality of life of the human being. It trains professionals to work the environmental problem rigorously and in an interdisciplinary way that considers the rest of the social and economic problems of society.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Notes:

1. ENMP 670 and ENMP 671 are full semester courses.

Program Curriculum

Core courses		
Course	Title	Credits
ENVI 500	Fundamentals of Environmental Sciences	3
ENVI 501	Statistical Methods Applied to Environmental Research	3
ENVI 502	Waste Management	3
ENVI 503	Environmental Legislation: Multilateral Environmental Agreements	3
ENVI 504	Environmental Documents and Evaluation	3
Total		15
Specialization courses		
Course	Title	Credits
ENMP 550	Environmental and Natural Resources Economy	3
ENMP 551	Principles of Environmental Technology	3
ENMP 552	Environmental Communication and Writing	3
ENMP 553	Environmental Strategic Planning	3
ENMP 554	Environmental Quality Control Management	3
Total		15
Elective courses (Select two courses – 6 credits)		
Course	Title	Credits
ENMP 590	Environmental Risk Management	3
ENMP 591	Energy Sources and Environment	3
ENMP 592	Comparative Environment Risk Assessment	3
ENMP 593	Current Topics in Environmental Affairs	3
ENMP 594	Climatology and Atmospheric Pollution	3
ENMP 595	Tropical Ecosystems	3
ENMP 596	Environmental Auditing	3
ENMP 597	Fundamentals of Hydrogeology	3
Total		6
Research Courses		
Course	Title	Credits
ENMP 670	Research Proposal	3
ENMP 671	Thesis	3
Total		6
Total credits		42

Doctor of Business Administration with specialization in Management

60 credits

Program Description

The doctoral program in Management is designed to provide a theoretical basis applied to enhance managerial decision making. The program encourages theoretical and applied research on the fundamental aspects of business management. It is designed to prepare students for careers in performance management, teaching and research and consulting. It encourages research and publication of articles focused on solving organizational problems. The student has the opportunity to be exposed to a variety of international management models allowing them an overview of management.

Program Objectives

1. Stimulate theoretical and applied research that will result in the improvement of services to the institution and the community at large, while maintaining the institution's emphasis on quality learning and teaching.
2. Develop competent professionals at the graduate level who will satisfy the business faculty needs at university level.
3. Promote the use of technology and non-traditional educational delivery systems.
4. Establish partnerships between the University and the external community, by promoting research, cultural and community development projects that will enhance the quality of life.

Program sequence will be available at the time of enrollment. The language of instruction and program delivery modality are subject to availability.

Notes:

1. *Enrollment in the research seminars require advisor approval.
2. **Dissertation courses are one semester courses.
3. *** RESM 867 and RESM 869 are optional courses for those students requiring more time for the dissertation.

Program Curriculum

Core / Professional Courses		
Course	Title	Credits
ECON 760	Economic Analysis	3
MANA 750	Advanced Statistical Methods	3
MANA 754	Business Research Methods	3
MANA 762	Management Science	3
INBU 764	International Business Management	3
MAIS 835	IT Policy & Strategy	3
Total		18
Specialization Courses		
Course	Title	Credits
MANA 800	Business Data Analysis	3
MANA 802	Corporate Finance	3
MANA 804	Strategic Management	3
MANA 806	Organizational Design	3
ENTR 842	Entrepreneurship Management	3
Total		15
Specialization Elective Courses (Select three courses – 9 credits)		
Course	Title	Credits
MANA 808	Business Consulting	3
MANA 810	Negotiations Strategies	3
MANA 820	Management of Innovations and Technology	3
MANA 822	Project Management in Business	3
MANA 824	Risk Management	3
MANA 830	Advanced Human Resources Management	3
MANA 832	Training & Human Resources Management	3
MANA 834	Seminar in Leadership	3
MANA 840	Service Management	3
MANA 844	Managing Professional Service Organization	3
MANA 850	Strategic Planning in Public Organizations	3
MANA 852	Project Planning and Programming	3
MANA 854	Management and Budgeting in Government	3
MANA 857	Special Topics in Entrepreneurship & Management	3
Total		9
Research Courses		
Course	Title	Credits
RESM 862*	Seminar in Management I	3
RESM 864*	Seminar in Management II	3
RESM 866**	Dissertation I	6
RESM 868**	Dissertation II	6
Optional Courses		
RESM 867***	Continuation Dissertation I	3
RESM 869***	Continuation Dissertation II	3
Total		18
Total credits		60



School of Health Sciences

Aysha Brisolla, MHA, RPhT, CPhT
Dean

The School of Health Sciences trains health care professionals to improve the quality of life in their communities and become an integral part of any healthcare team. From diploma programs in allied health to graduate degrees in health care administration, we use state-of-the-art technology and innovative techniques to prepare our graduates for success in any aspect of today's dynamic health care industry.

Academic Programs

- Diploma in Massage Therapy
- Diploma in Medical Assistant
- Diploma in Medical Billing and Coding
- Diploma in Patient Care Technician **(This program is not admitting new students.)**
- Diploma in Pharmacy Technician
- Diploma in Phlebotomy Technician
- Associate of Applied Science in Pharmacy Technician
- Associate of Science in Office Systems with Medical Billing
- Bachelor of Science in Community Health **(This program is not admitting new students.)**
- Bachelor of Science in Health Services Management
- Master of Healthcare Administration with specialization in Health Services Management and Evaluation
- Master of Management with specialization in Health Services Management **(This program is not admitting new students.)**
- Master of Science with specialization in Nutrition Sciences **(This program is not admitting new students.)**

The language of instruction and program delivery modality are subject to availability.

COMPLETING A COURSE OR PROGRAM IN A LANGUAGE OTHER THAN ENGLISH MAY REDUCE EMPLOYABILITY WHERE ENGLISH IS REQUIRED.

Note:

Students must comply with professional licensing and certification from the state and local requirements which may include a background screening to obtain a license and practice the profession.

Diploma in Massage Therapy

36 credits

Program Description

The Massage Therapy program is designed to prepare the student to appropriately evaluate and document the client's condition and information. Identify the different therapeutic massage treatments indicated according to the condition presented by the client and / or the special population to which they belong to offer quality and excellence services. In addition to improve general wellness through touch and professional handling of patients, applying manipulation techniques, such as compression, energy touch and friction. The student will manage different types of massage techniques such as aesthetic-spa, medical-spa, energy-holistic, sports, clinical chair massage, among others allied modalities in Massage Therapy.

Program Objectives

1. Demonstrate the ability to communicate effectively as a medical therapy professional.
2. Demonstrate an understanding of human anatomy and physiology, kinesiology and pathology as related to the practice of massage therapy.
3. Exhibit an understanding of the principles of the theories of therapeutic massage and demonstrate the proper techniques of massage manipulations.
4. Demonstrate the recommended safety, hygiene and health practices for the massage therapist.
5. Exhibit an understanding of the principles of the theory of hydrotherapy and use hydrotherapy modalities.
6. Explain and appropriately apply allied modalities related to massage therapy.
7. Demonstrate knowledge of ethical practice standards and the statutes and rules of the National Certification Board of Therapeutic Massage and Bodyworks (BCETMB).
8. Demonstrate knowledge of basic business practices and standard.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Program Curriculum

Course	Title	Credits
BIOT 106	Anatomy and Physiology	4
ENMT 101	Introduction to Entrepreneurial Development	3
THMC 100	Massage Introduction	3
THMC 105	Clinical Pathology	3
THMC 106	Documentation and Evaluation	2
THMC 102	Massage Therapy I	3
THMC 108	Massage Therapy II	3
THMC 115	Massage to Special Populations	3
THMC 113	Structural Kinesiology	3
THMC 110	Allied Modalities in Massage Therapy	5
THMC 116	Clinical Therapeutic Massage Seminar	2
THMC 117	Clinical Practice	2
Total credits		36

Diploma in Medical Assistant

36 credits

Program Description

This program is designed to provide students with the knowledge and necessary skills, administrative and clinical, to assist doctors in daily's routine with the patients and be a connection between doctor and patient. Prepare the student with the knowledge to provide medical office administrative services and perform clinical duties, including patient intake and care. Includes instruction in basic anatomy, medical terminology and medical office procedures, examination testing and treatment procedures.

Program Objectives

Demonstrate knowledge and develop administrative and clinical skills to assist a medical, clinical or health care facility environment in a daily's routine with patients.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Notes:

1. This program may be offered in English or Spanish according to demand. COMPLETING A COURSE OR PROGRAM IN A LANGUAGE OTHER THAN ENGLISH MAY REDUCE EMPLOYABILITY WHERE ENGLISH IS REQUIRED.
2. Students must abide with the minimum required hours and policies set by the state and local education agencies for practicum experiences, as applicable.
3. Students must comply with state and local education certification requirements for the diploma program, as applicable.

Program Curriculum

Course	Title	Credits
ENGL 101 or SPAN 101 or ENGL 150	Introductory English Language Course Basic Level I or Introducción a la Lengua Española I or English Composition I	3
MATH 101	Mathematical Reasoning I	3
COIC 101	Introduction to Computers	3
HEST 100	Health, Safety and Medical Law and Ethics	3
HEST 101	Medical Terminology	3
BIOT 106	Anatomy and Physiology	4
MEDA 201	Clinical Laboratory Procedures	4
MEDA 202	Examining Room Procedures	4
MEDA 203	Fundamentals of Pharmacology	3
MEDA 204	Medical Office Management	3
MEDA 205	Medical Assistant Externship	3
Total credits		36

Diploma in Medical Billing and Coding

36 credits

Program Description

The Medical Billing and Coding program is designed to introduce students to the diversity of health care. Students in this program will learn about privacy, confidentiality, electronic medical records, quality management, medical coding and billing. Students will work in a variety of health care settings and be able to perform coding, billing and medical record maintenance.

Program Objectives

The program is consistent with the institution's mission as it will prepare graduates for employment in entry level positions within Health Information Management Fields.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Notes:

1. This program may be offered in English or Spanish according to demand. COMPLETING A COURSE OR PROGRAM IN A LANGUAGE OTHER THAN ENGLISH MAY REDUCE EMPLOYABILITY WHERE ENGLISH IS REQUIRED.
2. Students must abide with the minimum required hours and policies set by the state and local education agencies for practicum experiences, as applicable.
3. Students must comply with state and local education certification requirements for the diploma program, as applicable.

Program Curriculum

Course	Title	Credits
ENGL 101 or SPAN 101	Introductory English Language Course Basic Level I or Introducción a la Lengua Española I or	3
ENGL 150	English Composition I	
MATH 101	Mathematical Reasoning I	3
OFAS 121	Basic Keyboarding	3
COIC 101	Introduction to Computers	3
MIBC 101	Medical Terminology and Abbreviations	3
MIBC 102	Medical Billing Services	3
MIBC 106	Reconciliation and Auditing	3
MIBC 107	Health, Safety and Medical Law and Ethics	3
MIBC 103	Clinical and Professional Coding	4
BIOT 106	Anatomy and Physiology	4
MIBC 105	Billing and Electronic Records	4
Total credits		36

Diploma in Patient Care Technician

36 credits

(This program is not admitting new students.)

Program Description

The Patient Care Technician program prepares the student, among other things, patient assistance, geriatric care and nursing assistance. The content includes but is not limited to taking vital signs, collecting specimens, 12-lead EKG, basic phlebotomy techniques, safety and security procedures, and personal patient care procedures. The curriculum integration of theory and practice prepares the student with the necessary skills and knowledge to pursue an entry-level employment in the Health Industry.

Program Objectives

1. Communicate and interact therapeutically with residents and their families with sensitivity to the physical, social, and mental needs of residents. Provide biological, psychological and social support.
2. Assist residents in attaining and maintaining maximum functional independence.
3. Perform physical comfort and safety functions.
4. Provide personal patient care and perform patient care procedures.
5. Provide care for geriatric patients.
6. Apply principles of infection control.
7. Assist with restorative (rehabilitative) activities.
8. Perform patient care procedures.
9. Demonstrate legal and ethics responsibilities specific to home health aide.
10. Demonstrate knowledge of organizational and effective team member skills in a clinical setting.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Notes:

1. This program may be offered in English or Spanish according to demand. COMPLETING A COURSE OR PROGRAM IN A LANGUAGE OTHER THAN ENGLISH MAY REDUCE EMPLOYABILITY WHERE ENGLISH IS REQUIRED.
2. Students must abide with the minimum required hours and policies set by the state and local education agencies for practicum experiences, as applicable.
3. Students must comply with state and local education certification requirements for the diploma program, as applicable.

Program Curriculum

Course	Title	Credits
MATH 101	Mathematical Reasoning I	3
BIOT 106	Anatomy and Physiology	4
HEST 100	Health, Safety and Medical Law and Ethics	3
HEST 101	Medical Terminology	3
MEDA 203	Fundamentals of Pharmacology	3
PCTC 101	Nursing Assistant Skills	4
PCTC 102	Clinical Laboratory Phlebotomy Procedure with EKG	3
PCTC 103	Personal Patient Care-Plan and Procedures	3
PCTC 104	Geriatric Care	4
PCTC 105	Health Care Delivery System and Rehabilitation Services	3
PCTC 106	Patient Care Clinical Externship	3
Total credits		36

Diploma in Pharmacy Technician 40 credits

Program Description

The Non-Degree Program in Pharmacy Technician enables the student to assist the pharmacist in the dispatch of medication and become a valuable asset of a team. The program aspires to develop and prepare the student with the knowledge and skills to perform at a high level of competence. The student will be able to perform in various pharmacy environments such as retail, hospital, specialty, infusion, compounding, or home healthcare settings.

Program Objectives

1. Understand the Pharmacy Technician career including licensing, certification, professional associations, and continuing education.
2. Differentiate methods of communication (e.g., verbal, nonverbal, written, etc.) in the workplace when interacting with coworkers, patients or any special patient group.
3. Perform mathematical calculations essentials to prescription dispensing.
4. Describe the basic knowledge among anatomy, physiology and pharmacology.
5. Relate the state and federal laws regarding the role of the pharmacy technician in the process of assisting the pharmacy on daily duties.
6. Demonstrate an understanding of the necessary standard precautions, supplies, and equipment in the process of compounded sterile and non-sterile preparations.
7. Identify the dosage formulation and routes of administration; as well as the pharmacokinetic and pharmacodynamics of drugs in the human body.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Notes:

1. This program may be offered in English or Spanish according to demand. COMPLETING A COURSE OR PROGRAM IN A LANGUAGE OTHER THAN ENGLISH MAY REDUCE EMPLOYABILITY WHERE ENGLISH IS REQUIRED.
2. Students must abide with the minimum required hours and policies set by the state and local education agencies for practicum experiences, as applicable.
3. Students must comply with state and local education certification requirements for the diploma program, as applicable.

Program Curriculum

Course	Title	Credits
ENGL 101 or SPAN 101 or ENGL 150	Introductory English Language Course Basic Level I or Introducción a la Lengua Española I or English Composition I	3
MATH 101	Mathematical Reasoning I	3
HEST 100	Health, Safety and Medical Law and Ethics	3
BIOT 106	Anatomy and Physiology	4
PHAT 100	Introduction to Pharmacy	3
PHAT 115	Pharmaceutical Calculations	3
PHAT 120	Pharmacotherapy	3
PHAT 125	Administration and Pharmacy Law	3
PHAT 130L	Pharmacy Sterile and Non-Sterile Compounding Laboratory	3
PHAT 135	Posology	3
PHAT 148	Introduction to Pharmacy Practice	3
PHAT 150	Externship I	3
PHAT 151	Externship II	3
Total credits		40

Diploma in Phlebotomy Technician 30 credits

Program Description

The Phlebotomy Technician diploma prepares the student, under the supervision of physicians and other health care professionals, to draw blood samples from patients using a variety of intrusive procedures. Includes instruction in basic vascular anatomy and physiology, blood physiology, skin puncture techniques, venipuncture, venous specimen collection and handling, safety and sanitation procedures, and applicable standards and regulations. Also, includes instruction in medical ethics, medical terminology anatomy and physiology, EKG and professional conduct in a health care setting.

Program Objectives

1. Demonstrate the ability to communicate and use interpersonal skills effectively.
2. Demonstrate legal and ethical responsibilities.
3. Demonstrate an understanding of and apply wellness and disease concepts.
4. Recognize and practice safety and security procedures.
5. Recognize and practice infection control procedures.
6. Demonstrate knowledge of blood borne diseases, including HIV/AIDS.
7. Apply basic math and science skills.
8. Discuss phlebotomy in relation to the health care setting.
9. Identify the anatomic structure and function of body systems in relation to services performed by phlebotomist.
10. Recognize and identify collection reagents supplies, equipment and interfering chemical substances.
11. Demonstrate skills and knowledge necessary to perform phlebotomy.
12. Practice accepted procedures of transporting, accessioning and processing specimens.
13. Practice quality assurance and safety.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Notes:

1. This program may be offered in English or Spanish according to demand. COMPLETING A COURSE OR PROGRAM IN A LANGUAGE OTHER THAN ENGLISH MAY REDUCE EMPLOYABILITY WHERE ENGLISH IS REQUIRED.
2. Students must abide with the minimum required hours and policies set by the state and local education agencies for practicum experiences, as applicable.
3. Students must comply with state and local education certification requirements for the diploma program, as applicable.

Program Curriculum

Course	Title	Credits
MATH 101	Mathematical Reasoning I	3
COIC 101	Introduction to Computers	3
BIOT 106	Anatomy and Physiology	4
HEST 100	Health, Safety and Medical Law and Ethics	3
HEST 101	Medical Terminology	3
PCTC 102	Clinical Laboratory Phlebotomy Procedures with EKG	3
PHLE 100	Blood-Borne Pathogens	2
PHLE 101	Collection Equipment and Specimen Transportation Procedures	3
PHLE 102	Communication and Interview Techniques in Health Care Settings	3
PHLE 103	Phlebotomy Clinical Externship	3
Total credits		30

Associate of Applied Science in Pharmacy Technician

64 credits

Program Description

The Program of Associate Applied Science (AAS) in Pharmacy Technician aspires to develop students with the knowledge and skills to perform as an important component of the teamwork of a pharmacy. The students will have the opportunity to acquire knowledge through didactic courses directed to know the most important aspects of this field. The program will also provide the opportunity to develop the techniques and skills that will enable the student to work with a high level of competence. The Pharmacy Technician is the professional that helps the Pharmacist to dispatch medication prescribed by the doctor, under the supervision of the authorized Pharmacist. The auxiliary is qualified to work in the hospital pharmacy, community pharmacy, as well as any other licensed distributor of pharmaceutical products. The dispatch of meds implies a series of activities in sequence that consists among others in taking care of the patient; receive and interpret the received prescription; select the product; as well as the appropriate delivery package; to verify dose; to prepare simple solutions, ointments and other pharmaceutical preparations; to carry out suitable labeling using computerized systems and computation of prices.

Program Objectives

The graduate of this academic offering will be a bilingual professional academically prepared to perform technical pharmacy functions under the supervision of a licensed pharmacist. The graduate of this academic offering will be:

1. Academically prepared and capable of performing in his work environment and contribute to the health of individuals by performing to the highest professional standards of the Pharmacy Technician.
2. Will be knowledgeable of laws, regulations, and conduct of his pharmacy technician practice and his ethical responsibilities.
3. Facilitate and work effectively with License Pharmacy to ensure proper dispensations of prescription to clients and general public.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Notes:

1. This program may be offered in English or Bilingual mode (English-Spanish), according to demand. COMPLETING A COURSE OR PROGRAM IN A LANGUAGE OTHER THAN ENGLISH MAY REDUCE EMPLOYABILITY WHERE ENGLISH IS REQUIRED.
2. Students must abide with the minimum required hours and policies set by the state and local education agencies for practicum experiences.
3. Students must comply with state and local education certification requirements for the degree program, as applicable.
4. ** The term before enrolling in this course, the student shall receive academic counseling from the facilitator in charge of the field experience process to identify a pharmacy to complete the field experience.

Program Curriculum

QYLE 110 OR FYIS 101	Attitude Development and University Adaptation or Induction Seminar for University Life	3
General Education Courses		
Course	Title	Credits
Pick 1 GE* OR	Pick one (1) of the Approved General Education Electives OR	4
SPAN 115	Reading, Writing and Oral Communication in Spanish I	
MATH 120	Introduction to Algebra	3
ENGL 151 OR	English Composition I OR	4
ENGL 115	English Reading and Writing I	
Total		11
Major Courses		
Course	Title	Credits
PHAR 210	Pharmaceutical Calculations I	3
PHAR 211	Pharmaceutical Calculations II	3
PHAR 212	Pharmacy Administration	3
PHAR 226	Pharmacotherapy for Pharmacy Technicians I	3
PHAR 227	Pharmacotherapy for Pharmacy Technicians II	3
PHAR 228	Pharmacotherapy for Pharmacy Technicians III	3
PHAR 230	Pharmaceutical Technology I	3
PHAR 230L	Laboratory of Pharmaceutical Technology I	3
PHAR 231	Pharmaceutical Technology II	3
PHAR 231L	Laboratory of Pharmaceutical Technology II	3
PHAR 233	Posology	3
PHAR 250	Hospital Pharmacy	2
PHAR 251	Prescription Dispensing and Pharmaceutical Specialties I	3
PHAR 252	Prescription Dispensing and Pharmaceutical Specialties II	3
PHAR 255	Pharmaceutical Legislation	3
PHAR 256	Supervised Practice in Pharmacy I**	2
PHAR 257	Supervised Practice in Pharmacy II**	2
PHAR 258	Practicum Seminar	2
Total		50
Total credits		64

Approved General Education Electives*		
Course	Title	Credits
SPAN 111	Elementary Spanish	4
REIL 102	Research and Information Literacy	4
BIOL 153	General Biology I	4
BIOL 154	General Biology II	4
COMM 206	Communication Theory	4
COMM 211	Legal and Ethical Aspects of Communications	4
HIDE 101	History of Arts	4
HIDE 111	Representing Culture: Art & Artifact 1500-1850	4
HIST 274	History of the United States of America	4

Associate of Science in Office Systems with Medical Billing 64 credits

Program Description

The Associate Degree in Office Systems with Medical Billing will enable students to acquire the knowledge and skills to work in an environment of automated medical office. It will specialize in the use of medical terminology, procedures and medical office management and processes to perform medical billing transactions efficiently.

Program Objectives

1. Train the student to know the terms and procedures used in a medical facility.
2. Train the student to know the basic accounting concepts that their application allows them to apply it through analysis of financial reports.
3. Develop the student with the skills and abilities to be able to process bills for health services.
4. Provide students with the knowledge so that they can identify, use and determine diagnoses in accordance with established guidelines.
5. Develop the skills to recognize, verify, and correct common mistakes in the billing process.
6. Train the student to apply administrative aspects and skills according to legal stipulations that establish correct management in various situations.
7. Apply the skills to identify the requirements of different insurance companies in electronic claims processes.
8. Apply the skills that allow the student to prepare electronic documentation, submit payments and claims to insurance companies.
9. Train the student so that they can develop the skills to integrate, import and export different documents between programs.
10. Train the student to develop the necessary skills to manage databases.
11. Develop in the student the skills for the use and management of technological tools in an integral way.
12. To develop in the student the skills to transcribe medical information through the use of the dictation and transcription machine, as well as in the production of medical reports.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Notes:

1. This program may be offered in English, Bilingual mode (English-Spanish), or Spanish according to demand. COMPLETING A COURSE OR PROGRAM IN A LANGUAGE OTHER THAN ENGLISH MAY REDUCE EMPLOYABILITY WHERE ENGLISH IS REQUIRED.
2. Students must abide with the minimum required hours and policies set by the state and local education agencies for practicum experiences.
3. Students must comply with state and local education certification requirements for the degree program, as applicable.

Approved General Education Electives*		
Course	Title	Credits
SPAN 110	Elementary Spanish	3
REIL 101	Research and Information Literacy	3
BIOL 150	General Biology I	3
BIOL 151	General Biology II	3
COMM 205	Communication Theory	3
COMM 210	Legal and Ethical Aspects of Communications	3
HIDE 100	History of the Arts	3
HIDE 110	Representing Culture: Art & Artifact 1500-1850	3
HIST 273	History of the United States of America	3

Program Curriculum

QYLE 110 or FYIS 101	Attitude Development and University Adaptation OR Induction Seminar to University Life	3
General Education Courses		
Course	Title	Credits
Pick 1 GE* OR	Pick one (1) of the Approved General Education Electives OR	
SPAN 101 or SPAN 103 or SPAN 105	Introduction to Spanish Language – Basic Level or Introduction to Spanish Language –Intermediate Level or Introduction to Spanish Language – Advanced Level	3
ENGL 150 OR	English Composition I OR	
ENGL 101 or ENGL 103 or ENGL 105	Introduction to English - Basic Level or Introduction to English – Intermediate Level or Introduction to English - Advanced Level	3
MATH 112ON	College Algebra	3
COIS 101	Introduction to Computers	3
SOSC 111	Individual, Community, Government and Social Responsibility I	3
Total		15
Major Courses		
Course	Title	Credits
OSMB 101	Accounting for Medical Billing	3
BIOT 106	Anatomy and Physiology	4
OSMB 100	Medical Terminology	3
OSMB 102	Billing	3
OSMB 103	Coding	3
OSMB 104	Billing Audit	3
OSMB 105	Legal and Administrative Procedures	3
OSMB 106	Electronic Billing	3
OSMB 107	Electronic Medical Records	3
OSMB 108	Integrated Applications	3
OSMB 109	Introduction to Database Management	3
OSMB 110	Introduction to Office System Technology	3
OSMB 111	Medical Transcription	3
OSMB 113	Coding of Services and Procedures	3
OSMB 114	Health, Safety, Medical Law and Ethics	3
Total		46
Total credits		64

Bachelor of Science in Community Health

120 credits

(This program is not admitting new students.)

Specific Program Admission Requirements

1. Minimum GPA. 2.50 or its equivalent or evidence of 2 years of work experience.

Program Description

The Community Health Bachelor's program will prepare students for careers in a variety of community and public health settings, including governmental and non-profit health agencies, health care facilities, worksite wellness programs, program research and development, and schools. Graduates will be able to promote healthy lifestyles and wellness through informing and educating individuals and communities about behaviors that promote healthy living and prevent injury, disease, and illness; plan, implement and evaluate health programs; develop effective and culturally competent health promotion and disease prevention strategies; apply statistics and research methods to population health and community health program evaluations, and advocate for community health initiatives at local, state and federal levels.

The curriculum includes coursework addressing the seven CHES competencies as identified by the National Commission for Health Education Credentialing (NCHEC) and the five core areas of public health as identified by Council on Education for Public Health (CEPH).

Knowledge and skills in the BSCH program include comprehension of basic community health content related to health care systems; public health; health disparities; health education resources; communications and instructional methods; health and wellness promotion; disease and injury prevention; behavioral health education; epidemiology; trauma; community health research; strategic management of health programs, cultural competency, and community health issues and advocacy.

Program Objectives

The main goals of the BSCH Program include the following:

1. Prepare entry level BSCH Community Health professionals for successful employment and graduate studies;
2. Foster a high degree of professionalism as a supporting member of the health interdisciplinary team;
3. Produce graduates with the ability to apply practical knowledge in the workplace and willing to continuously develop skills throughout their health career.
4. To respond to society's demand for human resources with skills in the field of community health.
5. To facilitate the student's integral development by providing learning experiences oriented towards the development of cognitive, affective and psychomotor skills, according to the description of the program of study.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Notes:

1. Students must abide by all required hours set by the state for practicum experiences and placement requirements for the professional area set by the State Law.

Program Curriculum

QYLE 110 or FYIS 101	Attitude Development and University Adaptation or Induction Seminar to University Life	3	
General Education Courses			
Course	Title	Credits	
ENGL 151 OR	English Composition I OR	4	
ENGL 115	English Reading and Writing I	4	
ENGL 251 OR	English Composition II OR		
ENGL 116	English Reading and Writing II	4	
COMM 141	Effective Communication OR		
ENGL 331	Public Speaking	3	
HUMA 101	World Cultures I	3	
HUMA 102	World Cultures II	3	
MATH 111	Intermediate Algebra I	3	
PSYC 123	General Psychology (Compendium)	3	
SOSC 111	Individual, Community, Government, and Social Responsibility I	3	
SOSC 112	Individual, Community, Government, and Social Responsibility II	3	
Pick 1 GE* OR	Pick one (1) Approved General Education Elective OR	4	
SPAN 115	Reading, Writing, and Oral Communication in Spanish I	4	
Pick 1 GE* OR	Pick one (1) Approved General Education Elective OR		
SPAN 116	Reading, Writing, and Oral Communication in Spanish II	4	
ENGL 341 OR	Research and Writing OR	4	
SPAN 255	Spanish for Writing and Research		
		Total	42
Core / Professional Courses			
Course	Title	Credits	
BIOL 103	Biology for Health Sciences	3	
BIOL 303	Human Biology I	3	
BIOL 303L	Human Biology I Laboratory	1	
COMP 110	Computers and Software	3	
PSYC 228	Diversity Psychology	3	
		Total	13
Major Courses			
Course	Title	Credits	
HESC 201	Statistics for Health Sciences	3	
COHE 201	Healthcare Systems, Policy and Politics	3	
COHE 202	Health Law and Ethics	3	
COHE 203	Introduction to Public and Community Health	3	
COHE 204	Infectious Disease, Epidemiology and Prevention	3	
COHE 205	Health Disparities	3	
COHE 206	Community Health, Work, Education and Communications	3	
COHE 207	Community Health Education	3	
COHE 301	Community Health Leadership	3	
COHE 302	Behavioral Health Education	3	
COHE 303	Trauma and Psychological Perspectives	4	
COHE 304	Instructional Methods and Culturally Component Community Health Work	3	
COHE 305	Assessment, Planning, and Evaluation of Health Programs	3	
COHE 306	Human Sexuality and Reproductive Health	4	
COHE 401	Health Promotion and Disease Prevention I	3	
COHE 402	Health Promotion and Disease Prevention II	3	
COHE 403	Community Health Research Design	3	
COHE 404	Field Experience Community Health Services	6	
COHE 405	Certified Health Education Specialist (CHES) Certification Preparation	3	
		Total	62
		Total credits	120

Approved General Education Electives*		
Course	Title	Credits
SPAN 111	Elementary Spanish	4
REIL 102	Research and Information Literacy	4
BIOL 153	General Biology I	4
BIOL 154	General Biology II	4
COMM 206	Communication Theory	4
COMM 211	Legal and Ethical Aspects of Communications	4
HIDE 101	History of Arts	4
HIDE 111	Representing Culture: Art & Artifact 1500-1850	4
HIST 274	History of the United States of America	4

Bachelor of Science in Health Services Management

120 credits

Program Description

The Bachelor of Science in Health Services Management prepares the students to perform successfully in primary and intermediate management in health service organizations. What distinguishes these professionals are their knowledge in the field of public health, in the field of management and integration of both fields. In this way, it will ensure the balance between the provision of public health services and an effective administration.

Program Objectives

1. Provide the health industry, both in the public and private sectors, with specialized human resources in Health Services Management.
2. Contribute to the training of professionals capable of establishing creative and cost-effective strategies in the search for alternatives that keep the organization at the highest levels of competence.
3. Prepare professionals with the necessary leadership that allows them to lead the development and improvement of the health programs in which they work.
4. Develop professionals who possess the skills of collaborative and teamwork that can maintain group cohesion and optimal productivity.
5. Train professionals who possess the knowledge and technical skills that allow them the best job performance in the management of health services and public health in general.
6. Develop professionals who have the sensitivity, commitment and dedication that allows them to establish affective and effective communication.
7. Train professionals who can compete favorably in the employment market, both in Puerto Rico and abroad.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Program Curriculum

QYLE 110 or FYIS 101	Attitude Development and University Adaptation or Induction Seminar to University Life	3
General Education Courses		
Course	Title	Credits
Pick 1 GE* OR	Pick one (1) Approved General Education Elective OR	
SPAN 101-102 or SPAN 103-104 or SPAN 105-106	Introduction to Spanish Language - Basic Level Introduction to Spanish Language – Intermediate Level Introduction to Spanish Language - Advanced Level	6
ENGL 150-250 or	English Composition I and II OR	
ENGL 101-102 or ENGL 103-104 or ENGL 105-106	Introduction to English Language - Basic Level Introduction to English Language – Intermediate Level Introduction to English Language - Advanced Level	6
MATH 112ON	College Algebra	3
SOSC 101-102 or SOSC 103 and PSYC 123	Introduction to Social Science I and II OR Introduction to Social Sciences (Compendium) AND General Psychology (Compendium)	6
SCIE 111-112	Integrated Science I and II	6
COIS 101	Introduction to Computers	3
HIST 101	Introduction to the Study of History	3
ENGL 340 OR	Research and Writing OR	3
SPAN 215	Writing and Composition	
COMM 140 OR	Effective Communication OR	3
ENGL 212	English Second Year Basic Level	
COMM 240 OR	Interpersonal Communication OR	3
ENGL 350	Conversational English	
HUMA 101-102	World Cultures I and II	6
		Total 48
Core / Professional Courses		
Course	Title	Credits
ACCO 113-114	Introduction to Accounting I and II	6
ECON 123	Introduction to Economics (Compendium)	3
ENMA 101	Introduction to Business Development	3
MANA 210	Management Theories	3
MANA 213	Human Resources Management	3
MANA 230	Organizational Behavior	3
PUHE 101	Introduction to Public Health and Health Education	3
PUHE 201	Introduction to Biostatistics	3
PUHE 203	Introduction to Epidemiology	3
PUHE 210	Biological Aspects of Human Diseases	3
QUME 250	Quantitative Methods	3
		Total 36
Major Courses		
Course	Title	Credits
HESM 110	Health Services Management	3
HESM 210	Health Systems Models	3
HESM 220	Services Planning and Evaluation of Health Services	3
HESM 230	Basic Accounting for the Health Industry	3
HESM 310	Economics of the Health Industry	3
HESM 320	Basic Finance for the Health Industry	3
HESM 330	Legal Aspects in the Health Industry	3
HESM 340	Budgeting for the Health Industry	3
HESM 410	Health Information Systems	3
HESM 420	Special Topics in Health Services	3
HESM 431	Seminar in the Health Services Management	3
		Total 33
		Total credits 120

Approved General Education Electives*		
Course	Title	Credits
SPAN 110	Elementary Spanish	3
REIL 101	Research and Information Literacy	3
BIOL 150	General Biology I	3
BIOL 151	General Biology II	3
COMM 205	Communication Theory	3
COMM 210	Legal and Ethical Aspects of Communications	3
HIDE 100	History of the Arts	3
HIDE 110	Representing Culture: Art & Artifact 1500-1850	3
HIST 273	History of the United States of America	3

Master of Healthcare Administration with specialization in Health Services Management and Evaluation

42 credits

Program Description

The Master of Health Administration with specialization in Health Services Management and Evaluation provides the integrated development of a diverse student population through critical and creative thinking, the construction of knowledge and its application. The graduate of the MHA Program is a professional academically prepared to perform successfully in middle management in health care organizations. What distinguishes this program and these professionals are their knowledge and holistic vision in the field, management, evaluation of services, quality of service and their ability to make healthy choices in the organization. In this way, it will ensure to maintain the proper balance between the provision of services, the management and the fiscal side.

Program Objectives

1. To provide an updated and cutting-edge curriculum within a framework of integral development of the individual and of the essential skills, as required by the levels of the intermediate management in the health organizations.
2. To develop specialists in the management of health services in an integral way with the knowledge, skills and competencies necessary to perform in a position at management level.
3. To contribute to the training of professionals, capable of developing innovative and cost-effective strategies with the purpose of improving the services of the health organization.
4. To have professionals with holistic vision that respond in a positive and proactive way to change and that contribute effectively and effectively to society.
5. To prepare professionals with the necessary skills to strategically evaluate situations that affect the quality of the health services.
6. To provide observation and analysis experiences to strengthen and broaden the theoretical aspects of the curriculum based on obtaining specific and measurable results.
7. To develop professionals with an integrative vision in relation to the human behavior and the continuous change within the organizations.
8. To encourage research related to the field of health using appropriate bibliographic or informational resources.
9. Develop future ethical, dynamic and creative management leaders who add value to the health environment.
10. Develop professionals who have the skills of collaborative work and communication so that they can maintain group cohesion and optimal productivity with health sector organizations.
11. Develop future ethical, dynamic and creative management leaders who add value to the health environment.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Program Curriculum

Core Courses		
Courses	Title	Credits
HESM 500	Leadership and Organizational Behavior in Health Services	3
HESM 510	Strategic Planning in Health Services Organizations	3
HESM 520	Fundamentals of Accounting and Finance in Health Services	3
HESM 530	Economy in the Healthcare Market	3
HESM 540	Health Services Information Systems	3
HESM 550	Research Methods in Health Services Management	3
HESM 560	Applied Biostatistics	3
HESM 570	Fundamentals of Epidemiology	3
Total		24
Specialization Courses		
Courses	Title	Credits
HEMG 600	Fundamentals in the Evaluation of Health Services	3
HEMG 610	Legal and Ethical Issues in the Evaluation of Health Services	3
HEMG 620	Quality Management in Health Services	3
HEMG 630	Evaluation Models Analysis	3
HEMG 640	Effective Strategies for the Evaluation of Health Services	3
HEMG 650	Final Project: Development of an Evaluation Model for Health Services	3
Total		18
Total credits		42

Master of Management with specialization in Health Services Management

42 credits

(This program is not admitting new students.)

Program Description

The Master of Management Degree with specialization in Health Service Management aspires to help develop in a diverse student population critical thinking skill, creativity, knowledge development and applied skills in Health Service Management. The graduate from the program will be a professional academically trained with the skills to perform successfully at the middle-level management of health service organizations. The program will distinguish itself by graduating fully bilingual professionals with a holistic view of the health services system. In addition, the program courses will include among other courses in health program evaluation, quality and cost control while developing decision-making skills in the context of a health services delivery. Finally, the student will obtain the ethical and legal knowledge to practice his profession in a highly ethical and legal health services environment.

Program Objectives

1. Provide a current and modern curriculum within a conceptual framework that will promote the integral development of the student and the basic skills necessary to perform at the middle level of management in health service organizations.
2. Develop specialists in health service management with a holistic view and the skills, competencies necessary to perform in a management in health service organizations.
3. Contribute to the education and training of professionals capable of developing creative and cost-effective strategies that improve the quality health services delivered by organizations.
4. Promote the education of professionals with a holistic vision and with the skills to adapt positively and proactively to changes in society.
5. Educate professionals with the necessary skills to evaluate environments strategically and assess the impact of changes in the quality of health services.
6. Develop in students the necessary research skills, specialized knowledge of information resources in the area of health services.
7. Provide observation and analytical skills necessary to apply theoretical knowledge to specific circumstances and obtain usable and practical information.
8. Foster the development of ethical, dynamic and creative management leaders that will add value to health service organizations and services.
9. Develop professionals that have the skills of collaborative work, communication and conflict resolution that will maintain group cohesion and productivity in the context of health service organizations.
10. Educate professionals with a clear and integrated vision of human behavior and its effects in organizational change.
11. The program will train professionals with the vision to implement innovative, ethical and creative leadership and management styles to take advantage of new opportunities for the development and growth of health service organizations at the state, national, and international level.
12. Educate bilingual professionals capable of providing services in English and Spanish and on helping health service organizations serve culturally diverse populations.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Program Curriculum

Core Courses		
Course	Title	Credits
HESM 500-O	Organizational Behavior	3
HESM 510-O	Strategic Planning in Health Services Organizations	3
HESM 520-O	Fundamentals of Accounting and Finance in Health Services	3
HESM 530-O	Economy in the Healthcare Market	3
HESM 540-O	Health Services Information Systems	3
HESM 550-O	Research Methods in Health Services Management	3
HESM 560-O	Applied Biostatistics	3
HESM 570-O	Fundamentals of Epidemiology	3
Total		24
Specialization Courses		
Course	Title	Credits
HEMG 600-O	Fundamental in Health Services Evaluation	3
HEMG 610-O	Legal and Ethical Issues in the Evaluation of Health Services	3
HEMG 620-O	Quality Management in Health Services	3
HEMG 630-O	Analysis of Models of Program Evaluation	3
HEMG 640-O	Effective Strategies in the Health Services Evaluation	3
HEMG 650-O	Final Project: Development of a Health Services Evaluation Model	3
Total		18
Total credits		42

Master of Science with specialization in Nutrition Sciences

36 credits

(This program is not admitting new students.)

Specific Program Admission Requirements

1. Successfully completed a bachelor's degree in Nutrition or Dietetics from an accredited institution with a minimum GPA of 3.00.

Program Description

The Master of Science with specialization in Nutrition Sciences is designed for students who are interested in advanced academic training in food and nutrition in order to enhance their health-related profession. Program graduates will be able to assume a variety of careers in health care, community, entrepreneurship, as well as education.

Program Objectives

1. Professional capable of undertaking SME'S business development in the nutrition industry.
2. Professional capable of applying nutrition principles, standards and guides focusing on human development, its physiological changes and nutritional requirements.
3. Professional capable of applying nutrition principles, standards and guidelines focusing on the role of nutrition for different lifestyles.
4. Professional capable of promoting and educating in health at individual, family, professional, organizational and social levels.
5. Professional capable of analyzing the theoretical foundations of Public Health, the epidemiology and etiology of diseases from the role of nutrition.
6. Professional capable of applying nutrition as part of complementary and alternative medicine.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Program Curriculum

Core courses			
Course	Title	Credits	
MSNT 500	Sports and Exercise Nutrition	3	
MSNT 510	Lifecycle Nutrition	3	
MSNT 520	Health Communication	3	
MSNT 530	Nutrition for Health	3	
ENTR 602	Business Plan Development	3	
		Total	15
Specialization courses			
Course	Title	Credits	
ENTR 603	Design and Organizational Structure for Business	3	
MSNT 550	Epidemiology of Public Health for Health Professionals	3	
MSNT 560	Nutrition and Disease Prevention	3	
MSNT 570	Nutrition in Alternative and Complementary Medicine	3	
MSNT 592	Research Methodology	3	
MSNT 540	Nutritional Problems: A Global Perspective	3	
		Total	18
Elective (Select one course – 3 credits)			
Course	Title	Credits	
PSYC 510	Motivation and Learning	3	
MHSA 674	Human Development	3	
		Total credits	36



School of Nursing

Jacqueline James, MSN-Ed
Executive Director/Dean

The School of Nursing at Ana G. Mendez University is a diverse learning community dedicated to educating entry level and advanced practice nurses, developing the knowledge, skills, and attributes key to serving the diverse populations and communities in which our graduates live. Committed to excellence in nursing education and the ideal of service to community while recognizing the inherent worth and dignity of each individual, the School of Nursing prepares graduates for complex and fulfilling careers.

Academic Programs

- Associate of Science in Nursing
- Bachelor of Science in Nursing
- Bachelor of Science in Nursing (RN to BSN)
- Master of Science in Nursing with specialization in Executive Nursing
- Master of Science in Nursing with Specialization in Family Nurse Practitioner (**Program will be launched soon**)
- Doctor of Nursing Practice

The language of instruction and program delivery modality are subject to availability.

COMPLETING A COURSE OR PROGRAM IN A LANGUAGE OTHER THAN ENGLISH MAY REDUCE EMPLOYABILITY WHERE ENGLISH IS REQUIRED.

The following information applies to the Associate of Science, Bachelor of Science, Master of Science and Doctorate in Nursing Programs at the South Florida campus: Effective September 8, 2022, this nursing program is a candidate for initial accreditation by the Accreditation Commission for Education in Nursing. This candidacy status expires on September 8, 2024.

Accreditation Commission for Education in Nursing (ACEN)
3390 Peachtree Road NE, Suite 1400
Atlanta, GA 30326
<http://www.acenursing.com/candidates/candidacy.asp>

Note: Upon granting of initial accreditation by the ACEN Board of Commissioners, the effective date of initial accreditation is the date on which the nursing program was approved by the ACEN as a candidate program that concluded in the Board of Commissioners granting initial accreditation.

The following information applies to the Associate of Science, Bachelor of Science, Master of Science and Doctorate in Nursing Programs at the Tampa Bay campus: Effective December 13, 2022, this nursing program is a candidate for initial accreditation by the Accreditation Commission for Education in Nursing. This candidacy status expires on December 13, 2024.

Accreditation Commission for Education in Nursing (ACEN)
3390 Peachtree Road NE, Suite 1400
Atlanta, GA 30326
<http://www.acenursing.com/candidates/candidacy.asp>

Note: Upon granting of initial accreditation by the ACEN Board of Commissioners, the effective date of initial accreditation is the date on which the nursing program was approved by the ACEN as a candidate program that concluded in the Board of Commissioners granting initial accreditation.

Associate of Science in Nursing 67 credits

Specific Program Admission Requirements

- Students must provide evidence of their successful completion of the HESI A2 entrance exam. Students will be tested on the English Language components: Reading Comprehension, Grammar and Vocabulary & Knowledge. Students must achieve an English composite score of at least 75%. Students are also tested on the categories: Math and Biology. In addition to the English score requirement students must also have an overall cumulative average from all categories that is a minimum of 75%. Scores are valid for two years and exams taken more than two years before the admission process begins will not be considered.
- A criminal background check is required before being admitted to the program.
- Students are required to submit to a criminal background check and drug testing before they participate in clinical rotations and be in compliance with School of Nursing background check and drug testing policies.
- Students must pass the English Language Proficiency Entrance Exam with a score of 70% or above. (Combined score of both sections, Multiple Choice and Essay)

Program Description

The Associate of Science in Nursing degree prepares the students to meet the requirements for the NCLEX-RN examination by the National Council of State Board of Nursing (NCSBN) and meets the standards of the Florida Board of Nursing. This program's mission is to contribute to the health and quality of life of a multicultural society, through academic excellence and offerings that meet the needs of society in general, thus expanding students' personal, professional, ethical, and social growth. Its commitment is to excellence in education, integration of technology, the provision of research experiences, community service, development of specific skills, and the use of information systems and teamwork, through an interdisciplinary health teamwork approach. It promotes the development of the teaching-learning process through critical thinking, clinical judgement, decision making, problem-solving, and collaborative teamwork. These skills are within the context of the ethical-legal aspects of professional relations, and the value of life, health, and dignity of the whole person.

End-of-Program Student Learning Outcomes

- Apply the Nursing Process in the Care of Clients.
- Promote a Safe and Effective Care Environment.
- Collaborate in the promotion and maintenance of client health, in inter-disciplinary teams, while maintaining civility and professionalism.
- Provide holistic nursing care that supports the emotional, mental, and social well-being of the client while demonstrating cultural sensitivity.
- Use evidence-based practice to manage physiological integrity of the client across the lifespan.
- Use healthcare technology to promote client health and healing.
- Prioritize client care using clinical reasoning and decision-making skills.
- Demonstrate ethical behavior.

Program sequence will be available at the time of enrollment.

Programmatic Academic Achievement Requirements

- Students must maintain a cumulative GPA of 3.0.
- A minimum grade of B is required to pass courses with the NRSE prefix.
- Students must pass all components of a NRSE prefixed course at the same time.
For example: Students must pass NRSE 201, NRSE 201C and NRSE 201L. If a student does not pass one of the components, they must repeat all associated components.
- NRSE prefixed lecture courses require a 78% exam average to pass the course. Other course points will be added to the total, once a 78% test average has been achieved, for the final course grade.

Program Curriculum

QYLE 110 or FYIS 101 or FYNE 100	Attitude Development and University Adaptation or Induction Seminar to University Life or First Year Nursing Experience	3
General Education Courses		
Course	Title	Credits
ENGL 150	English Composition I	3
MATH 112ON	College Algebra	3
PSYC 206	Human Growth and Development	3
BIOL 116	Anatomy and Physiology I	3
BIOL 116L	Anatomy and Physiology I Lab	1
BIOL 117	Anatomy and Physiology II	3
BIOL 117L	Anatomy and Physiology II Lab	1
Total		17
Health Sciences Course		
HESC 107	Medical Terminology for Nursing	2
Total		2
Major Courses		
Course	Title	Credits
NRSE 100	Pathophysiology	3
NRSE 109	Nutrition Essentials for Nursing Practice	3
NRSE 201	Nursing Fundamentals	3
NRSE 201L	Nursing Fundamentals Laboratory	1
NRSE 201C	Nursing Fundamentals Clinical	1
NRSE 204	Pharmacology	3
NRSE 204L	Pharmacology Laboratory	1
NRSE 220	Health and Physical Assessment	2
NRSE 220L	Health and Physical Assessment Laboratory	1
NRSE 225	Mental Health Nursing	3
NRSE 225C	Mental Health Nursing Clinical	1
NRSE 230	Medical Surgical Nursing I	4
NRSE 230L	Medical Surgical Nursing I Laboratory	1
NRSE 230C	Medical Surgical Nursing I Clinical	1
NRSE 240	Medical Surgical Nursing II	3
NRSE 240L	Medical Surgical Nursing II Laboratory	1
NRSE 240C	Medical Surgical Nursing II Clinical	1
NRSE 250	Maternal and Child Nursing	2
NRSE 250C	Maternal and Child Nursing Clinical	1
NRSE 255	Nursing Care of Children and Adolescents	2
NRSE 255C	Nursing Care of Children and Adolescents Clinical	1
NRSE 260	Nursing Knowledge Integration	1
NRSE 290	Nursing Capstone Leadership Seminar	3
NRSE 290C	Nursing Capstone Leadership Clinical	2
Total		45
Total credits		67

Notes:

- *This course is only for students who have not taken HESI A2.
- The ADN program is 67 credits and leads to an Associate of Science in Nursing degree. This program is approved by the Florida Board of Nursing.
- To be eligible to apply for licensure by the Florida Board of Nursing students must successfully complete the National Council Licensure Examination (NCLEX-RN).
- Students in the ADN program are required to participate in clinical rotations in external health care facilities. Before placement in a clinical rotation, all students must submit to a criminal background check and drug testing and be in compliance with School of Nursing background check and drug testing policies. Clinical sites may have their own policies to which students must also comply.

Bachelor of Science in Nursing

120 credits

Specific Program Admission Requirements

- Students must provide evidence of their successful completion of the HESI A2 entrance exam. Students will be tested on the English Language components: Reading Comprehension, Grammar and Vocabulary & Knowledge. Students must achieve an English composite score of at least 75%. Students are also tested on the categories: Math and Biology. In addition to the English score requirement students must also have an overall cumulative average from all categories that is a minimum of 75%. Scores are valid for two years and exams taken more than two years before the admission process begins will not be considered.
- A criminal background check is required before being admitted to the program.
- Students are required to submit to a criminal background check and drug testing before they participate in clinical rotations and be in compliance with School of Nursing background check and drug testing policies.
- Students must pass the English Language Proficiency Entrance Exam with a score of 70% or above. (Combined score of both sections, Multiple Choice and Essay)

Program Description

The Bachelor of Science in Nursing prepares graduates for the requirements of the NCLEX-RN examination offered by the National Council of State Board of Nursing (NCSBN). The BSN is approved by the Florida Board of Nursing. The curriculum integrates professional standards and competencies from the NLN Outcomes and Competencies for Graduates of Nursing Programs, the American Nurses Association (ANA) Scope and Standards of Practice, QSEN, Florida Board of Nursing Guidelines, and Healthy People 2030. Students will utilize the nursing process in assessment, nursing diagnosis, planning, implementation, and evaluation of persons, families, and communities in diverse health care environments. The development of the teaching-learning process through critical thinking, clinical judgement, decision-making, problem-solving, collaborative teamwork and telehealth is promoted. These skills are within the context of the ethical-legal aspects of professional relations, and the value of life, health, and dignity of the whole person. A concentrated focus on the nurse as a leader to advocate for improved quality care, systemic change, and the unique role nursing contributes to the healthcare system is included. The curriculum consists of lecture, lab, and clinical/simulation hours in medical, surgical, obstetric, pediatric, geriatric, psychiatric/mental health, and critical care nursing experience in appropriate facilities.

End-of-Program Student Learning Outcomes

- Apply critical thinking to the care of clients, communities and health systems.
- Integrate an understanding of healthcare organizational systems and leadership to promote health for clients and communities and health systems.
- Demonstrate application of evidence-based practice to manage physiological integrity of the client across the lifespan.
- Use healthcare technology to promote client health and healing.
- Apply knowledge of healthcare and regulatory policies to improve healthcare quality and client outcomes.
- Communicate effectively and collaboratively within inter-disciplinary teams to promote high quality and safe client care.
- Provide holistic nursing care that supports the emotional, mental, and social well-being of the client while demonstrating cultural sensitivity.
- Demonstrate ethical values that promote human dignity, social justice, and client autonomy.

Program sequence will be available at the time of enrollment.

Programmatic Academic Achievement Requirements

- Students must maintain a cumulative GPA of 3.0.
- A minimum grade of B is required to pass courses with the NRSE prefix.
- Students must pass all components of a NRSE prefixed course at the same time. For example: Students must pass NRSE 201, NRSE 201C and NRSE 201L. If a student does not pass one of the components, they must repeat all associated components.
- NRSE prefixed lecture courses require a 78% exam average to pass the course. Other course points will be added to the total, once a 78% test average has been achieved, for the final course grade.

Program Curriculum

QYLE 110 or FYIS 101 or FYNE 100	Attitude Development and University Adaptation or Induction Seminar to University Life or First Year Nursing Experience	3
General Education Courses		
Course	Title	Credits
ENGL 150	English Composition I	3
ENGL 250	English Composition II	3
COMM 140	Effective Communication	3
COMP 110	Computer and Software	3
BIOL 105	Microbiology	3
BIOL 105L	Microbiology Lab	1
BIOL 116	Anatomy and Physiology I	3
BIOL 116L	Anatomy and Physiology I Lab	1
BIOL 117	Anatomy and Physiology II	3
BIOL 117L	Anatomy and Physiology II Lab	1
CHEM 224	Fundamentals of General Chemistry	3
CHEM 224L	Fundamentals of General Chemistry Lab	1
HUMA 101	World Cultures I	3
MATH 112ON	College Algebra	3
PSYC 206	Human Growth and Development	3
		Total
		37
Health Sciences Courses		
HESC 107	Medical Terminology for Nursing	2
HESC 360	Applied Statistics for Health Sciences	3
HESC 385	Health Sciences Research	3
		Total
		8
Major Courses		
Course	Title	Credits
NRSE 109	Nutrition Essentials for Nursing Practice	3
NRSE 200	Nursing Informatics	3
NRSE 201	Nursing Fundamentals	3
NRSE 201L	Nursing Fundamentals Laboratory	1
NRSE 201C	Nursing Fundamentals Clinical	1
NRSE 202	Health and Physical Assessment	3
NRSE 202L	Health and Physical Assessment Laboratory	1
NRSE 203	Medical Surgical Nursing I	4
NRSE 203L	Medical Surgical Nursing I Laboratory	1
NRSE 203C	Medical Surgical Nursing I Clinical	1
NRSE 204	Pharmacology	3
NRSE 204L	Pharmacology Laboratory	1
NRSE 205	Pathophysiology	3
NRSE 300	Essentials for Telehealth Nursing	3
NRSE 300L	Essentials for Telehealth Nursing Laboratory	1
NRSE 303	Medical Surgical Nursing II	4
NRSE 303L	Medical Surgical Nursing II Laboratory	1
NRSE 303C	Medical Surgical Nursing II Clinical	1
NRSE 304	Maternal and Child Nursing	3
NRSE 304L	Maternal and Child Nursing Laboratory	1
NRSE 304C	Maternal and Child Nursing Clinical	1
NRSE 305	Mental Health Nursing	3
NRSE 305L	Mental Health Nursing Laboratory	1
NRSE 305C	Mental Health Nursing Clinical	1
NRSE 307	Nursing Care of Children and Adolescents	3
NRSE 307L	Nursing Care of Children and Adolescents Laboratory	1
NRSE 307C	Nursing Care of Children and Adolescents Clinical	1
NRSE 403	Community Health Nursing	3
NRSE 403L	Community Health Nursing Laboratory	1
NRSE 403C	Community Health Nursing Clinical	1
NRSE 410	Knowledge Integration in Nursing	3
NRSE 416	Healthcare Quality and Outcomes	3
NRSE 417	Clinical Prevention and Population Health	3
NRSE 418	Nursing Leadership	3
NRSE 420C	Nursing Capstone Clinical	1
		Total
		72
		Total credits
		120

Notes:

- *This course is only for students who have not taken HESI A2.
- The BSN program is 120 credits and leads to a Bachelor of Science in Nursing degree. This program is approved by the Florida Board of Nursing.
- To be eligible to apply for licensure by the Florida Board of Nursing, students must successfully complete the National Council Licensure Examination (NCLEX-RN).
- Students in the BSN program are required to participate in clinical rotations in external health care facilities. Before placement in a clinical rotation, all students must submit to a criminal background check and drug testing and be in compliance with School of Nursing background check and drug testing policies. Clinical sites may have their own policies to which students must also comply.

Bachelor of Science in Nursing (RN to BSN)

120 credits

Specific Program Admission Requirements

- Students must provide a conferred Associate of Science in Nursing degree from an Accredited College with a GPA of 2.75 on a scale of 4.0 and the official transcripts.
 - Students will receive 60 credits for the Associate of Science in Nursing.
- Students must provide documentation of an unencumbered Registered Nurse license from the United States (US) and territories. The license must be verified.
- Students must provide a resume showing at least 2 years of work experience as a Registered Nurse in the US and territories. Students must be interviewed by the School of Nursing Dean or their designated person.
- Students will receive 30 credits once their RN license is verified.

Program Description

The Bachelor of Science in Nursing (RN to BSN) aims to offer students with an Associate Degree in Nursing the opportunity to meet and obtain the requirements for a bachelor's degree. The courses are distributed between general education, professional core, and major.

End-of-Program Student Learning Outcomes

- Demonstrate critical thinking and problem-solving skills as applied to client care.
- Integrate an understanding of healthcare organizational systems and leadership to improve client care.
- Demonstrate application of evidence-based practice to manage physiological integrity of the client across the lifespan.
- Use healthcare technology to promote client health and healing.
- Apply knowledge of healthcare and regulatory policies to improve healthcare quality and client outcomes.
- Communicate effectively and collaboratively within inter-disciplinary teams to promote high quality and safe client care.
- Promote health and disease prevention for clients and communities, with sensitivity to individual and cultural influences.
- Demonstrate professional values that promote human dignity, social justice, and client autonomy.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Programmatic Academic Achievement Requirements

- Students must earn a grade of "A" or "B" in every core Nursing course;
- Students may repeat no more than two core Nursing courses, and
- Only one repeat of any Nursing core course may be attempted.

Approved General Education Electives*		
Course	Title	Credits
SPAN 110	Elementary Spanish	3
REIL 101	Research and Information Literacy	3
BIOL 150	General Biology I	3
BIOL 151	General Biology II	3
COMM 205	Communication Theory	3
COMM 210	Legal and Ethical Aspects of Communications	3
HIDE 100	History of the Arts	3
HIDE 110	Representing Culture: Art & Artifact 1500-1850	3
HIST 273	History of the United States of America	3

Program Curriculum

Required Course	Title	Credits
FYIS 101 or QYLE 110	Induction Seminar to University Life or Attitude Development and University Adaptation	3
General Education Courses 48 credits (Selection of courses as applicable after transfer courses)		
Pick 2 GE* OR	Pick two (2) Approved General Education Electives OR	
SPAN 101-102 or SPAN 103-104 or SPAN 105-106	Introduction to Spanish Language - Basic Level Introduction to Spanish Language - Intermediate Level Introduction to Spanish Language - Advanced Level	6
ENGL 150-250 OR	English Composition I and II OR	
ENGL 101-102 or ENGL 103-104 or ENGL 105-106	Introduction to English Language- Basic Level Introduction to English Language- Intermediate Level Introduction to English Language- Advanced Level	6
MATH 112ON	College Algebra	3
SOSC 101-102 or SOSC 103 and	Introduction to Social Science I and II OR Introduction to Social Sciences (Compendium) AND	6
PSYC 123	General Psychology (Compendium)	
SCIE 111-112	Integrated Science I and II	6
COIS 101	Introduction to Computers	3
HIST 101	Introduction to the Study of History	3
ENGL 340 OR	Research and Writing OR	3
SPAN 215	Writing and Composition	
COMM 140 OR	Effective Communication OR	3
ENGL 212	English Second Year Basic Level	
COMM 240 OR	Interpersonal Communication OR	3
ENGL 350	Conversational English	
HUMA 101-102	World Cultures I and II	6
Core / Professional Courses (Degree Requirement)		
Course	Title	Credits
HESM 460	Applied Biostatistics	3
CHEM 224	Fundamentals of General Chemistry	3
BIOL 300	Microbiology	3
Transfer Nursing Credits (30 Credits)		
NRSE 101	Nursing Fundamentals	3
NRSE 101 C	Nursing Fundamentals Clinical	2
NRSE 104	Pharmacology	3
NRSE 103	Medical Surgical Nursing I	4
NRSE 203 C	Medical Surgical Nursing I Clinical	3
NRSE 205	Mental Health Nursing	3
NRSE 305 C	Mental Health Nursing Clinical	2
NRSE 304	Maternal and Child Nursing	3
NRSE 304 C	Maternal and Child Nursing Clinical	2
NRSE 307	Nursing Care of Children and Adolescents	3
NRSE 307 C	Nursing Care of Children and Adolescents Clinical	2
Major Courses (Degree Requirements)		
Course	Title	Credits
HESC 365	Health Sciences Research	3
NURS 210	Nursing Informatics	3
NURS 402	Management and Leadership Seminar in Nursing	3
NURS 400	Nursing Role in Family Care and the Community	3
NURS 407	Knowledge Integration in Nursing	3
NURS 401	Diversity in the Nursing Profession	3
NURS 404	Regulation and Healthcare Policy	3
HESM 110	Health Services Management	3
NURS 403	Nutrition for Nursing	3
PUHE 101	Introduction to Public Health and Health Education	3
Total credits		120

Notes:

- Students must provide a conferred Associate of Science in Nursing Degree from an accredited College. Students will receive 60 credits for the AS degree.
- Students will be granted 30 credits if they meet the following conditions:
 - Students must submit an unencumbered license from the United States or territories showing an unencumbered license. Licenses will be verified.
 - Students must provide a resume showing 2 years of active employment as an RN.
- Students are required to take the 10 Major Courses listed above.

Master of Science in Nursing with specialization in Executive Nursing 39 credits

Specific Program Admission Requirements

1. Hold a Bachelor of Science in Nursing from an accredited institution with a minimum CGPA of 3.00.
2. Applicant must hold an unencumbered license as a registered nurse.
3. Submit evidence of credits at the Nursing Bachelor's Degree with the admissions forms.

Program Description

In the Master of Science in Nursing with a specialization of Executive Nursing, the graduate may exercise leadership in their role as administrator, in diverse health scenarios, in a precise, effective and ethically responsible manner. The graduate will be an administrator capable of assimilating the transformations in the health industry to convert current and future challenges into opportunities by making appropriate decisions, both for the administration and the patient. It will promote the union of thought and action of the members of the nursing or multidisciplinary team that leads, around the projects and processes necessary to respond to the vision and business opportunities.

End-of-Program Student Learning Outcomes

1. Use clinical reasoning to apply nursing knowledge to leadership practice.
2. With an emphasis on diversity, equity, and inclusion, provide person-centered care in a variety of delivery settings.
3. Advocate for interventions that maximize cost-effective, accessible, and equitable resources for populations across cultures.
4. Generate, synthesize, and apply nursing knowledge to improve health and transform health care.
5. Provide leadership that enhances quality and minimizes risk of harm to patients and health care providers at the system level.
6. Build collaborative relationships across professions to optimize care and strengthen outcomes.
7. Display ethical behavior that fosters accountability in self and others.
8. Use healthcare technology to promote client health and healing at the systems level.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Program Curriculum

Core Courses		
Course	Title	Credits
ADMI 500	Managing Organizations	3
ITMA 501	Technology and Information Management	3
HESM 520	Fundamentals of Accounting and Finance in Health Services	3
HESM 560	Applied Biostatistics	3
HESM 570	Fundamentals of Epidemiology	3
MGMT 530	Human Resources Management and Handling Diversity	3
HEMG 610	Legal and Ethical Issues in the Evaluation of Health Services	3
Total		21
Specialization Courses		
Course	Title	Credits
NURS 600	Health Policy, Finance and Regulatory Environments	3
STMG 601	Strategic Management	3
MANA 625	Total Quality Management	3
NURS 601	Quality Assurance and Risk Management in Healthcare Organizations	3
NURS 602	Management and Leadership in Nursing Seminar	3
Total		15
Electives (Select one course-3 credits)		
Course	Title	Credits
STMG 608	Strategies for Change, Professional and Entrepreneurial Development	3
HEMG 600	Fundamentals in the Evaluation of Health Services	3
PRMG 600	Operations Management	3
Total		3
Total credits		39

Master of Science in Nursing in Family Nurse Practitioner*

51 credits

Specific Program Admission Requirements

1. Hold a Bachelor of Science in Nursing from an accredited institution with a minimum CGPA of 3.00.
2. Have a minimum of two years' experience working as a registered nurse.
3. Basic statistics course at the baccalaureate level (3 credits). Applicable only for Family Nurse Practitioner.
4. Applicant must hold an unencumbered license as a registered nurse.
5. Complete an Interview process with the Executive Director or their representative. Applicable only for Family Nurse Practitioner.
6. Submit evidence of credits at the Nursing Bachelor's Degree with the admissions forms.

Program Description

The Family Nurse Practitioner (FNP) track prepares registered nurses for leadership in primary care to families and individuals of all ages. With a focus on delivering high-quality, patient-centered primary care, the program offers both didactic and clinical experiences that prepare nurse practitioners to care for the physical, mental, emotional, social, and spiritual health of patients, families, and communities.

Curriculum content includes pathophysiology and pharmacology, health assessment, biomedical ethics, health policy, and management of common primary care health concerns, providing the theoretical and practical foundations for nurses to expand their scope of practice. This program prepares students to sit for national certification as family nurse practitioners.

End-of-Program Student Learning Outcomes

1. Develop new practice approaches based on the integration of research, theory, and practice knowledge.
2. Use best available evidence to support the delivery of person-centered care to patients and families.
3. Contribute to the development of health policy for the reduction of health disparities and improvement of culturally sensitive population care.
4. Integrate scholarship activities to improve patient-centered care across delivery systems.
5. Use best available evidence to continuously improve the quality and safety of care delivery.
6. Collaborate in interprofessional teams to optimize healthcare delivery and outcomes.
7. Demonstrate organizational and systems leadership to improve healthcare outcomes for diverse populations.
8. Integrate appropriate technologies to improve health care.
9. Demonstrate the highest level of ethical behavior and accountability.
10. Assume complex and advanced leadership roles to initiate and guide change.

Program sequence will be available at the time of enrollment. The language of instruction and program delivery modality are subject to availability.

*Program to be launched soon

Program Curriculum

Core Courses (17 Credits)		
Course	Title	Credits
NRSE 500	Theoretical Foundations of Advanced Practice	3
NRSE 501	Public Health Policies, Ethics and Systems	3
NRSE 502	Nursing Science and the Research Process	3
HESC 500	Statistics Applied to Clinical Research	3
NRSE 503	Nursing Research Project Proposal to Publication	3
NRSE 505	Health Promotion and Disease Prevention Transcultural Consideration	2
Advanced Practice Core Courses (15 Credits)		
Course	Title	Credits
NRSE 504	Advanced History Taking and Physical Assessment	3
NRSE 506	Advanced Pathophysiology	3
NRSE 507	Advanced Pharmacology	3
NRSE 508	Diagnostic & Differential	3
NRSE 509	Pharmacology for FNP	3
Specialty Courses (19 Credits)		
Course	Title	Credits
NRSE 510	Primary Care 1	3
NRSE 510C	Primary Care 1 Clinical	1
NRSE 511	Primary Care 2	3
NRSE 511C	Primary Care 2 Clinical	1
NRSE 512	Primary Care 3	3
NRSE 512C	Primary Care 3 Clinical	1
NRSE 513	Residency	3
NRSE 513C	Residency Clinical	1
NRSE 529	Pediatric Primary Care	3
Total		51

Notes:

1. Students must abide with the minimum required hours and policies set by the state and accrediting agencies for the practicum experiences.
2. Graduates of the MSN-FNP program can seek certification by taking either the American Nurses Credentialing Center (ANCC) Family Nurse Practitioner (FNP) board certification examination (FNP-BC) or the American Academy of Nurse Practitioners Board FNP Certification Exam.
3. Students must comply with the state requirements to obtain an ARNP certification.

Doctor of Nursing Practice

39 credits

Specific Program Admission Requirements

Prospective Doctor of Nursing Practice students are selected for admission based on application content, academic record, curriculum of completed required courses, professional nursing licensure, and evaluation forms. Individual student transcripts and writing samples are evaluated by select faculty members, the program Executive Director, and Directors of Nursing.

Admission to the DNP program requires:

1. A master's degree in nursing or a related field from a regionally, nationally or internationally accredited school.
2. A minimum master's degree GPA of 3.30 on a 4.0 scale.
3. A current, active and unencumbered RN License issued by the United States or territories.
4. Two reference forms from individuals other than relatives (suggested sources include professors, academic advisers, and professional nursing references).
5. Submit a writing sample (use APA 7th edition formatting, including headings for each section). Include the following information in your statement:
 - a. Problem/Issue Discuss a problem or issue in your professional practice setting that needs to be addressed from a DNP perspective. (250 words minimum).
 - b. Applicant's Goals Discuss your personal and professional goals related to the D.N.P. (250 words minimum).
6. An interview with the faculty member in the department as designated by the Executive Director.
7. A curriculum vitae (CV) or resume.
8. Official documentation of all supervised, postbaccalaureate practice hours.

Program Description

The Doctor of Nursing Practice (DNP) program is designed to prepare experts in nursing practice. It is the pinnacle of practice-focused nursing degrees, building upon master's programs by providing an educational foundation in quality improvement, evidence-based practice, and systems leadership, among others. According to the American Association of Colleges of Nursing (AACN), DNP nurses possess a blend of clinical, leadership, economic, and organizational skills that puts them in a unique position to deftly critique nursing practice and design programs of care delivery that are economically feasible, locally acceptable, and that significantly impact healthcare outcomes. The DNP nurses are prepared to perform nursing interventions that influence healthcare outcomes for individuals or populations by providing direct patient care, managing the care of patients and patient populations, administrating in nursing, nursing education, and healthcare organizations and developing and implementing health policy. The program consists of a 1,000-hour clinical component that may be combined with up to 500 hours from a master's degree in clinical practice nursing.

End-of-Program Student Learning Outcomes

1. Synthesize knowledge from nursing and other disciplines to inform education, practice, and research.
2. Design evidence-based, person-centered engagement strategies.
3. Develop a collaborative approach with relevant stakeholders to address population healthcare needs, including evaluation methods.
4. Advance the scholarship of nursing.
5. Design evidence-based interventions to mitigate risk.
6. Communicate in a manner that facilitates a partnership approach to quality care delivery.
7. Apply knowledge of systems to work effectively across the continuum of care.
8. Use information and communication technologies and informatics processes to deliver safe nursing care to diverse populations in a variety of settings.
9. Demonstrate the professional identity of nursing.
10. Provide leadership to advance the nursing profession.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

Programmatic Academic Achievement Requirements

1. Students must maintain a cumulative GPA of 3.0.
2. A minimum grade of B is required to pass courses with the NRSE prefix.

Program Curriculum

Specialization courses (24 credits)		
Course	Title	Credits
HESC 700	Applied Biostatistics	3
NRSE 700	Nursing Theories, Conceptual Models and Philosophies	3
NRSE 701	Advanced Epidemiology for Nursing Practice	3
NRSE 702	Evidenced-based Practice	3
NRSE 703	Health Care Policy, Ethics and Advocacy	3
NRSE 705	Nursing Science for Clinical Practice	3
NRSE 707	Transcultural and Global Health Disparities	3
NRSE 709	Nursing Technology and Health Care Information Systems	3
Practicum courses (15 credits)		
NRSE 704	Scholarship Project I: Mentorship	3
NRSE 706	Scholarship Project II: Project Plan	3
NRSE 708	Scholarship Project III: Implementation	3
NRSE 710	Scholarship Project IV: Evaluation	3
NRSE 711	Scholarship Project Practice Matriculation*	3
Total credits		39

Notes:

1. *NRSE 711 Scholarship Project Practice Matriculation (3 credits) (for the student who do not have 500 clinical hours from the MSN). Must be completed before starting NRSE 704.
2. To validate the required 500 clinical hours, the student must present an official verification of post baccalaureate practicum hours.
3. Scholarship Projects (NRSE 704, NRSE 706, NRSE 708, NRSE 710 and NRSE 711) are full semester courses.



Admissions

Admission Validity

1. Students may only enroll in programs offered at the time of their admission or readmission.
2. Admission or readmission decisions are valid for one full semester, beginning on the date it is granted.
3. Students must fulfill the admission requirements by the dates established in the academic calendar.
4. Applications that are not accompanied by the required documents or that do not meet the established requirements will be considered conditional applications or may be canceled depending on the academic program. If the documentation is not received by the established deadline, the Institution may invalidate admission and enrollment.

Conditional Admissions

Conditional admissions acceptance is available for students applying while still in high school and for undergraduate, master's, and doctoral students awaiting official documents from outside sources who have met all other

admissions requirements. Federal financial aid is not available to conditionally admitted students.

Appealing Admissions Decisions

Applicants may appeal admission decisions to the designated university personnel identified in the AGMU Appeal of University Decisions Policy, detailed in the AGMU Academic Catalog and Student Handbook.

Deferment of Admissions

Upon request, the Admissions Office may defer admission to the following semester of the same academic year for which admission to the university was granted.

Undergraduate Studies

Undergraduate Non-Degree Seeking Students

General Requirements:

Students who wish to take credit courses for the purpose of personal enrichment, continuing education, or transfer of credits to another institution may seek admission and will be classified as a non-degree-seeking student. Non-degree-seeking students must meet the established admissions criteria and submit all required documentation including 1) an application for admission 2) evidence of a high school diploma or a recognized equivalent, and in some cases 3) additional supporting documents, such as official transcripts, which may vary depending on the desired academic coursework.

Non-Degree students do not qualify for federal financial aid.

Undergraduate Diploma and Degree Programs

General Requirements:

The applicant must submit 1) an application for admission, 2) evidence of a high school diploma or a recognized equivalent, and 3) a full-color front and back copy of a valid identification (government-issued ID) with a photo to evidence of an address where the applicant resides (i.e., driver's license). International students may submit a citizenship card or certificate of citizenship (i.e., passport).

Please note that some programs have specific Admission requirements which are listed on the program page under Academic Programs.

Acceptable documentation of a high school diploma or recognized equivalent includes one of the following:

- A high school transcript demonstrating an earned high school diploma.
- A GED Certificate.
- A certified or other official completion document demonstrating that the student has passed a state-authorized examination of high school equivalency, such as the Test Assessing Secondary Completion (TASC) or the High School Equivalency Test (HiSET), or a state-recognized equivalent of a high school diploma.
- A conferred associate degree. The applicant must provide the official transcripts from the transferring institution.
- Proof of successful completion of at least 60 semester or trimester credit hours or 72 quarter credit hours that does not result in the awarding of a degree, but that is acceptable for full credit toward a bachelor's degree. The applicant must provide the official transcripts from the transferring institution.
- Successfully completed homeschooling at the secondary level according to the laws of the state in which the student resides. Acceptable documentation varies by state. Please consult with the Office of Admissions for assistance.

Applicants seeking admission to undergraduate programs must meet the following guidelines to complete the undergraduate student enrollment process:

1. Transfer students who are planning to use federal Financial Aid must arrange for the submission of all official postsecondary institution(s) transcripts to AGMU either electronically or via U.S. Mail prior to the disbursement of financial aid funds.

Students cannot submit official transcripts except if submitted in a sealed envelope.

2. AGMU must receive official transcripts from postsecondary institutions within 45 calendar days from the beginning of the term to complete the student file. Failure to meet this deadline may result in the cancellation of the student's enrollment and admission.
3. With the exception of dependents, students using VA/military educational benefits are required to submit their Joint Services Transcript (JST) or the Community University of the Air Force transcript if they wish to use their benefits.
4. All official transcripts and diplomas from institutions outside of the United States that are not in English, or Spanish must have a commercial translation (or evaluation for credit transfer purposes) completed by an agency approved by the National Association of Credential Evaluation Services (NACES) at the student's expense.
3. All official transcripts provided directly by the student must remain in the original sealed envelope provided by the previously attended institution. Any transcript received in an envelope that appears to the university to have been opened prior to the receipt will not be accepted.
4. If the university has reason to believe a student's diploma or transcript is not valid or was not obtained from an entity that provides secondary or postsecondary school education, it will complete additional steps to determine if the document is acceptable. These additional steps may include contacting the granting institution or confirming with a relevant department or state agency.
5. The university reserves the right not to accept documents for the validity of which it cannot determine.

Please also review the generally applicable admissions standards described below.

1. The university reserves the right to restrict the size of enrollment in select programs based on limited facilities and other institutional factors.
2. The university reserves the right to deny or rescind admission to any applicant/student whose record of behavior indicates that they would disrupt the orderly process/enrollment of the university's programs or would interfere with the rights and privileges of other students, including the falsification of the admissions application and/or the submission of fraudulent documents.

Graduate Studies

Master Degree Programs

General Admission Requirements

The applicant must submit 1) an application for admission, 2) an official transcript providing evidence of an earned baccalaureate degree with a minimum cumulative grade point average (CGPA) of 2.25*, and 3) a full-color front and back copy of a valid identification (government issued ID) with a photo to evidence an address where the applicant resides (i.e., driver's license). International students may submit a citizenship card or certificate of citizenship (i.e., passport).

*Applicants with a CGPA of less than 2.25 may be admitted to the institution at the discretion of the Vice Chancellor of Academic Affairs or School Dean via a documented personal interview.

Please note that some programs have specific Admission requirements which are listed on the program page under Academic Programs.

Only original documents will be considered acceptable documentation for graduate studies.

The university reserves the right to require an applicant to complete certain courses as a requirement for conditional admission to a program. Conditionally admitted master's program students are not eligible for federal financial aid.

Supporting Documentation for Master Programs

Applicants can demonstrate compliance with the master program admissions requirements related to the prior academic experience and/or achievement by presenting the original of any of the following documents:

- Evidence of previous credits, courses, or

studies documenting graduation with a baccalaureate degree from an accredited post-secondary educational institution and earned CGPA.

- Certification prepared by a post-secondary institution or by an agency recognized by the US Department of Education, or by an appropriate government agency, board, etc. confirming completion of a baccalaureate degree or equivalent and earned CGPA.
- Grade report prepared by a post-secondary institution, an agency recognized by the US Department of Education, or an appropriate government agency, board, etc. confirming completion of a baccalaureate degree program, or equivalent and earned CGPA.

Applicants seeking admission to Master programs must meet the following guidelines to complete the graduate student enrollment process:

1. Students who are planning to use federal Financial Aid must arrange for the submission of all official postsecondary institution(s) transcripts to AGMU either electronically or via U.S. Mail prior to the disbursement of financial aid funds. Students cannot submit official transcripts except if submitted in a sealed envelope.
2. AGMU must receive official transcripts from post-secondary institutions within 45 calendar days from the beginning of the term to complete the student file. Failure to meet this deadline may result in the cancellation of the student's enrollment and admission.
3. With the exception of dependents, students using VA/military educational benefits are required to submit their Joint Services Transcript (JST) or the Community University of the Air Force transcript if they

wish to use their benefits.

4. All official transcripts and diplomas from institutions outside of the United States that are not in English, or Spanish must have a commercial translation (or evaluation for credit transfer purposes) completed by an agency approved by the National Association of Credential Evaluation Services (NACES) at the student's expense.

Please also review the generally applicable admissions standards described below.

1. The university reserves the right to restrict the size of enrollment in select programs based on limited facilities and other institutional factors.
2. The university reserves the right to deny or rescind admission to any applicant/student whose record of behavior indicates that they would disrupt the orderly process/enrollment of the university's programs or would interfere with the rights and privileges of other students, including the falsification of the admissions application and/or the submission of fraudulent documents.
3. All official transcripts provided directly by the student must remain in the original sealed envelope provided by the previously attended institution. Any transcript received in an envelope that appears to the university to have been opened prior to the receipt will not be accepted.
4. If the university has reason to believe a student's diploma or transcript is not valid or was not obtained from an entity that provides secondary or postsecondary school education, it will complete additional steps to determine if the document is acceptable. These additional steps may include contacting the granting

institution or confirming with a relevant department or state agency.

5. The university reserves the right not to accept documents the validity of which it cannot determine.

Doctoral Programs

General Admission Requirements

The applicant must submit 1) an application for admission and 2) an official transcript providing evidence of an earned master's degree with a minimum cumulative grade point average (CGPA) of 3.30. The applicant must also submit the following documents to the School Dean for admission consideration 1) an Essay and 2) an updated curriculum vitae (CV) or resume.

Please note that some programs have specific Admission requirements which are listed on the program page under Academic Programs.

Only original documents will be considered acceptable documentation for doctoral programs.

The university reserves the right to require an applicant to complete certain courses as a requirement for conditional admission to a program. Conditionally admitted doctoral program students are not eligible for federal financial aid.

Supporting Documentation for Doctoral Programs

Applicants can demonstrate compliance with the doctoral admissions requirements related to prior academic experience and/or achievement by presenting the original of any of the following documents:

- Evidence of previous credits, courses or studies documenting graduation with a master's degree from an accredited post-

secondary educational institution and earned CGPA.

- Certification prepared by a post-secondary institution or by an agency recognized by the US Department of Education, or by an appropriate government agency, board, etc. confirming completion of a master's degree or equivalent, and earned CGPA.
- Grade report prepared by a post-secondary institution, an agency recognized by the US Department of Education, or an appropriate government agency, board, etc. confirming completion of a master's degree program, or equivalent, and earned CGPA.

Applicants seeking admission to doctoral programs must meet the following guidelines to complete the doctoral student enrollment process:

1. Students who are planning to use federal Financial Aid must arrange for the submission of all official postsecondary institution(s) transcripts to AGMU either electronically or via U.S. Mail prior to the disbursement of financial aid funds. Students cannot submit official transcripts except if submitted in a sealed envelope.
2. AGMU must receive official transcripts from post-secondary institutions within 45 calendar days from the beginning of the term to complete the student file. Failure to meet this deadline may result in the cancellation of the student's enrollment and admission.
3. With the exception of dependents, students using VA/military educational benefits are required to submit their Joint Services Transcript (JST) or the Community University of the Air Force transcript if they wish to use their benefits.

4. All official transcripts and diplomas from institutions outside of the United States that are not in English, or Spanish must have a commercial translation (or evaluation for credit transfer purposes) completed by an agency approved by the National Association of Credential Evaluation Services (NACES) at the student's expense.

Please also review the generally applicable admissions standards described below.

1. The university reserves the right to restrict the size of enrollment in select programs based on limited facilities and other institutional factors.
2. The university reserves the right to deny or rescind admission to any applicant/student whose record of behavior indicates that they would disrupt the orderly process/enrollment of the university's programs or would interfere with the rights and privileges of other students, including the falsification of the admissions application and/or the submission of fraudulent documents.
3. All official transcripts provided directly by the student must remain in the original sealed envelope provided by the previously attended institution. Any transcript received in an envelope that appears to the university to have been opened prior to the receipt will not be accepted.
4. If the university has reason to believe a student's diploma or transcript is not valid or was not obtained from an entity that provides secondary or postsecondary school education, it will complete additional steps to determine if the document is acceptable. These additional steps may include contacting the granting institution or confirming with a relevant department or state agency.

5. The university reserves the right not to accept documents for the validity of which it cannot determine.

Readmission To Undergraduate, Graduate, And Doctoral Programs

Once admitted to a program, a student is expected to register consecutively for each term and maintain satisfactory academic progress. Students who are not registered for three or more consecutive semesters (including summer) must apply for readmission to the university.

A student who was in compliance with the standards of satisfactory academic progress (SAP) at the time they last attended the university and who was not dismissed from the university for academic or disciplinary reasons is required to 1) complete the application for re-admission and 2) submit official transcripts from any institutions they attended while they were not attending AGMU.

A student who was not in compliance with the standards of satisfactory academic progress (SAP) at the time they last attended or who was dismissed from the university for academic or disciplinary reasons is required to meet with their assigned Academic & Retention Counselor or Director of Retention to discuss their potential readmission application and any SAP requirements.

Students who were in compliance with satisfactory academic progress and wish to resume their studies after an interruption of three or more consecutive semesters must apply for readmission and:

- a. Have a cumulative GPA that meets the retention index.
- b. Have completed the required percentage of credits of the total attempted credits.
- c. Have completed any applicable period of suspension due to academic reasons,

accumulated credits or for disciplinary reasons, if applicable.

- d. Fulfill the current existing admission requirements of the program of study applied to, and all other general admissions requirements that apply.

Students who do not meet the above-listed criteria and wish to be readmitted are required to meet with their Academic/Retention Counselor or their campus Director of Retention to discuss their readmission application.

Graduate and Doctoral students seeking readmission must also be approved for readmission by their School Dean.

Students who are readmitted to the university will be subject to the current curriculum and catalog in effect for their program of study at the time of readmission.

The AGMU course schedule is determined by the needs of the current and new student population. Therefore, students who are readmitted should consult with their assigned Student Success Coach/Retention Officer to determine their optimal completion path.

Awarding of Transfer Credit and Alternative Ways to Earn Credit

AGMU allows students to proceed expeditiously toward their degree and academic program objectives by providing guidelines for the transfer of postsecondary credit and alternative ways to earn university credit. Regardless of transfer credit status, students must earn a minimum of 25% of their degree credit hours as institutional credits to be awarded an AGMU degree.

Coursework From Regionally Accredited Institutions

All coursework from degree-granting institutions that are fully accredited at the collegiate level by their appropriate regional accrediting agency

will be awarded in accordance with the following guidelines:

- a. All official transcripts must be received within forty-five (45) days after the student's first part of term at AGMU;
- b. All College level or College preparatory courses which have both grades and credit hours will be considered for transfer if they meet the minimum grade requirement of a "C" or higher for undergraduate programs and a "B" or higher for graduate programs;
- c. Credits at the upper-division college level (300 and 400 level courses) are not accepted for transfer into diploma and associate-degree programs and are only evaluated for transfer credit into baccalaureate programs; diploma credits are not transferrable at the 100 level.
- d. Course credits evaluated for transfer from colleges with different credit systems (i.e., quarter hours, units, etc.) are converted to semester hours;
- e. Core/Major courses, including business, technical and professional courses, may be accepted if those credits were earned no more than 5 years prior to the enrollment date (this requirement may vary by School).
- f. Regardless of the number of credits accepted in transfer, the student must complete at least 25% of the college-level credits required to earn an AGMU degree;
- g. If initial placement in courses cannot be determined after the evaluation of transfer work, students may be required to complete entry testing in one or more disciplines to determine course placements(s);
- h. All credits that are transferred to AGMU will become part of the student's permanent academic record and will appear on the AGMU official transcript as transfer credit;

- i. Transfer credits will be applied by the designated University officials in the most appropriate manner to the student's program in the area of general electives, general education, program courses, and other academic requirements.

Coursework From Sistema Universitario Ana G. Mendez

Credits earned at any Sistema Universitario Ana G. Mendez (UAGM) institution will be accepted without a time limit **unless otherwise prohibited by program requirements**. UAGM courses will transfer to AGMU as a "T" on the student's academic record and will not impact the student's grade point average (GPA) at AGMU.

Coursework from Non-Regionally Accredited Institutions

Prior to initial enrollment at AGMU, a student may request credit for coursework earned at an institution that is not regionally accredited. All coursework approved by the designated academic administrator will be evaluated using the same guidelines as those for regionally accredited institutions. The academic administrator will determine specific course equivalency for a general education or major course or degree program requirement. Additionally, the equivalency may be granted towards elective credit. Approval of all evaluated coursework will be included in the AGMU official student transcript. Denied requests may be appealed in writing to the Vice Chancellor of Academic Affairs or their designee.

Coursework From International Institutions

All official transcripts received from post-secondary institutions outside of the United States that are in English, or Spanish will be evaluated by our Registrar's office using the same guidelines for regionally accredited institutions using AACRAO Edge.

All official transcripts from post-secondary institutions outside of the United States that are not in English, or Spanish must have a course-by-course commercial evaluation completed by an agency approved by the National Association of Credential Evaluation Services (NACES) at the student's expense. AGMU will perform an evaluation based on the course-by-course evaluation report received directly from one of the approved agencies and in accordance with the same guidelines as those for regionally accredited institutions.

Students will not be awarded General Education English credit for courses taken outside of the United States, its territories or Puerto Rico. These students will be required to take a placement test to place into the appropriate level English course.

Credit By Examination- Outside Agencies

AGMU accepts some form of transfer credit through credit by examination from outside agencies. No grades or grade point values will be assigned for credit by examination. Official copies of these test scores must be submitted directly to AGMU Admissions from the appropriate issuing agency.

a. Advanced Placement Exams (AP)

A student who wishes to receive credit for Advanced Placement courses must have their Advanced Placement scores sent from the College Board directly to AGMU Admissions. A student who earns a score a 3, 4, or 5 on any Advanced Placement test is awarded AGMU credit for the equivalent course according to established university guidelines. Students who obtained a 3 or higher on an AP exams should speak with their campus registrar.

b. Defense Activity Non-Traditional Education Support (DANTES/DSST)

The Defense Activity Non-Traditional Education Support (DANTES) program is a test conducted

by the Educational Testing Services (ETS). The DANTES Subject Standardized Tests (DSSTs) measure earned achievement in specific university courses. AGMU will award credit according to the established university guidelines. AGMU does not permit a student to use exam credit towards grade forgiveness. Students who have taken DANTES Subject Standardized Tests should speak with their campus registrar.

c. Excelsior University Examinations

Excelsior University Examinations (formally known as Regents University Exams or the Proficiency Examination Program) are developed by Excelsior University using national committees of faculty consultants and national studies to assess how well the tests measure the performance of students in actual University courses. Excelsior University Examinations are approved by the American Council on Education and Excelsior University is accredited by the Middle States Commission on Higher Education (MSCHE). AGMU will award credit according to the established university guidelines. AGMU does not permit a student to use exam credit towards grade forgiveness. Students who have taken Excelsior University examinations should speak with their campus registrar. Detailed information about Excelsior University Examinations can be found online at www.excelsior.edu.

d. International Baccalaureate (IB)

The International Baccalaureate (IB) Diploma Program is a rigorous two-year, pre- university liberal arts program of study for the highly motivated, academically oriented secondary student. The Diploma is awarded only to the student who meets curricular, service, and thesis requirements and score at the prescribed level on internationally standardized subject examinations. Through the IB program, a student may be awarded up to 30 university level credit hours. No grades will be assigned to

credits awarded through the program. The student will not receive credit for 18 courses that duplicate credit awarded for courses attended at AGMU or credit that was awarded through other accelerated programs (i.e., AP, CLEP, credit by examination, etc.). AGMU will award credit according to the established university guidelines. AGMU does not permit a student to use exam credit towards grade forgiveness. Students who have IB scores should speak with their campus registrar.

e. Cambridge Advanced International Certificate of Education (AICE)

The AICE program is an international advanced secondary curriculum and assessment program equivalent to the British system of “A-Levels”. AS-Level courses are comprised of curriculum lasting one academic year. A-Level courses encompass all AS-Level curriculum as well as additional topics. A-Level coursework is completed over two academic years. AGMU will award credit according to the established university guidelines. AGMU does not permit a student to use exam credit towards grade forgiveness. Students who have taken AICE courses should speak with their campus registrar.

f. College-Level Examination Program (CLEP)

The College Board provides the CLEP program and offers students 30+ exams that cover introductory college level material. Students have the opportunity to be awarded credit according to established university guidelines. AGMU does not permit a student to use exam credit towards grade forgiveness. Students who have taken or are interested in taking a CLEP exam should speak with their campus registrar.

Education Credit for Military Service

Students may earn university credit for military experience. Students should work directly with their campus Registrar to review military experience. The Registrar’s Office will award

credit on a course-by-course basis in relation to the student's declared program of study following the ACE recommended guidelines, and with approval from the appropriate Academic Administrator.

Students using VA educational benefits are required to submit their Joint Services Transcript (JST) or the Community University of the Air Force transcript. Upon receipt of the transcript, the Registrar’s Office will award credit on a course-by-course basis in relation to the student's declared program of study following the ACE recommended guidelines, and with approval from the appropriate Academic Administrator.

Credit For Licensure or Certification

AGMU may award university credit to students intended to meet requirements toward academic programs and degrees based on specific licensure or certification. Eligible students must complete the *Articulation Credit Transfer Form* and provide a copy of the appropriate license or certification. The designated academic administrator will review documentation and determine the award of credit for the Registrar to post on the student’s educational record.

Prior Learning Credit (PLC)

Prior Learning Credit (PLC) is a way student may be awarded appropriate credit for demonstration of knowledge gained from previous learning experiences outside the classroom. This learning may result from an industry certification, in-service training, or experience acquired during employment. Credit awarded through existing articulation agreements and MOU’s will be excluded from this process.

Prior Learning Credit Guidelines:

1. Students must be enrolled in AGMU courses in order to be considered for PLC;
2. Credits awarded through PLC will appear on the student's official transcript as credit only; no grade point values will be assigned to PLC;
3. A student cannot earn PLC for a course in which credit has already been attempted; PLC cannot be used to forgive a grade previously earned in a credit course;
4. A student must complete 25% of each degree or certificate program's total credit hours at AGMU.

Prior Learning Credit Process:

1. Students who are interested in PLC must fill out a *PLC Application Form* and submit it to the School Dean.
2. The School Dean will contact the student to review the requirements of the portfolio.
3. Once the student submits the portfolio, the School Dean will review and determine what PLC credit will be offered.

Transcripts

AGM University provides official and unofficial copies of student transcripts within our established university guidelines. AGMU does not provide copies of other institution's transcripts to the student or to other institutions.

Residency Requirements

A student must complete a minimum of 25% of their applicable program credits from AGMU to meet the residency requirements. In addition, transfer students must complete a minimum of 25% of the prescribed number of credit hours

within their major area of study in order to be measured for the recognition with honors.

International Students

1. AGM University is currently accepting international students for Main Campus-Online programs only. The ground campuses do not accept international student for admission at this time.
2. Interested international students can apply to online programs. Applicants must contact the Director of Admissions for more information.
3. All requirements for admission, readmission, and transfer will apply to international students.
4. The educational level of the international student must be validated through an official transcript.
5. Admission for international students will be subject to the immigration laws and regulations in effect.
6. Students will have a period of 56 calendar days to submit their documents from the beginning of the course to complete their file. If the student does not submit the required documentation, admission and enrollment will be canceled.

Student ID Number

After the student applies for admissions, they will be assigned a student identification number (S-ID). The S-ID consists of an "S" followed by eight (8) digits. The S-ID is used to identify student's permanent academic records, such as the transcript, registration, grade reports, enrollment certifications, student accounts, etc.

Student Email Account

All enrolled students have access to a university-sponsored email account. This email account will be the official means of communication between the University and students. The University will use these email addresses to notify students of

changes made to their account or courses, important university business, registration information, deadlines, tuition and fee changes, and changes to University policies and procedures. Students are expected to check their University email on a daily basis.

FERPA and the Release of Student Information

AGMU maintains certain practices and procedures to assure compliance with the Family Educational Rights and Privacy Act (FERPA). This law affords the following rights with respect to student educational records:

These rights include:

1. The right to inspect and review the student's educational records within 5 business days of the date the University receives a request for access. Students should submit a written request to their campus Registrar staff that identifies the record(s) to be inspected. The Registrar staff will make arrangements for access and notify the student of the time and place where the records may be inspected. If the records are not maintained by the university, the Registrar shall work with the office that maintains the record and coordinate the student's request.
2. The right to request an amendment of the student's educational records that the student believes is inaccurate or misleading. The student must write to the University official responsible for the record, clearly identifying the part of the record he or she wants changed and specifying why it is inaccurate or misleading. If the University decides not to amend the record as requested by the student, the University will notify the student of the decision and advise the student of their right to appeal as delineated in university policy.
3. The right to consent to disclosures of personally identifiable information contained in the student's educational records, except to the extent that FERPA authorizes disclosure without consent. One

exception that permits disclosure without consent is disclosure to school officials with legitimate educational interests.

A school official is defined as:

- a person employed by the University in an administrative supervisory, academic, or support staff position (including, a law enforcement unit);
- a person or company with whom the University has contracted (such as an attorney, auditor, or collection agent);
- or a person assisting another school official in performing their tasks.

A school official has a legitimate educational interest if the official needs to review an educational record in order to fulfill their professional responsibility. Upon request, the University discloses educational records without consent to officials of another school in which a student seeks or intends to enroll.

Non-Directory Information

Non-directory information is personally identifiable information such as grades, transcripts, social security numbers, GPA, and academic standing. AGMU does not release this information without written authorization from the student or as a result of subpoena.

Directory Information

Directory information is defined as information contained in a student's educational record that generally would not be considered harmful or an invasion of privacy if disclosed.

Under FERPA, AGMU has established the following as directory information:

- Name
- Academic program
- Student ID
- Permanent Address
- University Email
- Dates of attendance and degrees and awards received

Although the above directory information may be available for release, AGMU does not routinely release such information to third parties. FERPA asserts that students have the right to inform AGMU that any or all the information is not to be released. The University will honor the student's request to restrict the release of directory information. To withhold directory information, a student should notify their campus Registrar in writing prior to the completion of add/ drop period of each semester. Status of disclosure at the last registration period is binding and all records will be noted "confidential" until the status is changed by the student. No information will be released without written consent of the student or as a result of a subpoena.

Authorization for Released Student Information

If a student wishes to have any personally identifiable information regarding their educational record released, an *Student Records Release Form* must be submitted by the student to their campus Registrar.

The written request must be signed and dated by the student, include the specific information to be released, the reason for the release, and the names of the persons or agencies to which the information is to be released. The appropriate records custodian will provide a copy of that record to the specified person or agency if permitted under university procedure.

Transcripts received by the university are for institutional use only. They cannot be duplicated and given to the student or sent to another institution.

Students have the right to file a complaint with the U.S. Department of Education concerning alleged failures by the University to comply with the requirements of FERPA. The name and address of the office that administers FERPA is: Family Policy Compliance Office, U.S. Department of Education, 400 Maryland Avenue S.W., Washington, DC 20202-4605.

AGMU Language Placement Protocol

The purpose of the language placement assessment is to measure the applicant's current level of skills and knowledge in English and Spanish. The goal is to offer developmental coursework to students who reflect the need to enhance their language skills.

Language Placement Protocol- Undergraduate Level

New Students Without Evidence of Language Competency

To assess the language skills for new or transfer students unable to provide evidence of college-level language competency, the following assessment process applies:

- Take an English or Spanish Placement Assessment of 25 questions. The following table indicates how students will be placed based on the final score:

Score	English Placement	Spanish Placement
70% - 100%	ENGL 115	SPAN 115
0% - 69%	ENGL 050	SPAN 100

- Students with a score of less than 70% have the option to test out of ENGL 050 or SPAN 100 by taking a placement assessment that measures the objectives of the courses. These assessments consist of 25 questions with a duration of 30 minutes each. The following table indicates how students will be placed based on the final score:

Score	English Placement	Spanish Placement
70% - 100%	ENGL 102	SPAN 102
0% - 69%	ENGL 050	SPAN 100

Placement Process Waivers

Applicants may qualify for a language proficiency assessment waiver by submitting any of the following:

1. Applicants with equivalent college-level coursework in Spanish or English composition courses with a grade of C or higher.
2. Transfer students who have completed college-level English or Spanish Composition coursework from an institution where English or Spanish is the main language of instruction with a grade of C or higher.
3. Scores from recognized or validated standardized examinations in English or Spanish as follows:
 - a. ACT sub-scores of at least 18 in writing and at least 21 in reading taken within five calendar years.
 - b. SAT sub-scores of at least 480 in writing and at least 480 in critical reading taken within five calendar years.
 - c. Prueba de Aptitud Académica (PAA)-College Board sub-scores of at least 420 for Reading and Writing (Español Lectura y Redacción) and at least 420 for English.
 - d. TOEFL scores of 500 or higher on a paper-based examination, a score of 173 on a computer-based examination, or an internet-based score (iBT) of 61 taken within five calendar years.
 - e. IELTS™ score of 6.0 or higher.
 - f. Advanced Placement Exam (AP) in English Composition or Spanish Composition with score of 3 point or higher.
 - g. International Baccalaureate in English Composition or Spanish Composition with score of 4 points or higher.

The students will be required to have a minimum of 10 hours of individual or teamwork outside the classroom per week per class. Faculty and students will have access and interact through the MLS for coursework outside the classroom.

For the AGMU Nursing Programs, applicants must complete an entrance exam assessing

English language proficiency. The exam is comprised of both a Multiple Choice and an Essay portion. The Multiple Choice section covers basic Grammar, Vocabulary, and, Reading Comprehension. The Essay portion allows applicants to demonstrate their ability to write fluently in English. All content aligns with the requirements of the HESI A2 exam, which students need to pass in order to be admitted to AGMU's Nursing Programs. The passing score for the English Language Proficiency Entrance Exam is set at a 70% or above (combined score of both sections, Multiple Choice and Essay).

Course Modules and Language of Delivery

Programs at AGMU are offered in Spanish, English or Bilingual. Students may choose to complete their program of study on-site (face to face), online, or through blended/hybrid modality, as applicable. These modalities are defined as:

1. **On-Campus:** is the synchronous interaction between the professor and the student which is offered in a traditional classroom on the campus where the learning-teaching process is developed.
2. **Online:** is the asynchronous interaction in which the professor and the student are separate in time, space, or both, and the totality of contact hours is offered through a technological platform (Learning Management System).
3. **Hybrid:** courses that combine the asynchronous and synchronous modalities and are supported by a technological platform (Learning Management System).

The language of instruction and program delivery modality are subject to availability.

COMPLETING A COURSE OR PROGRAM IN ANOTHER LANGUAGE OTHER THAN ENGLISH MAY REDUCE EMPLOYABILITY WHERE ENGLISH IS REQUIRED.

Academic Requirements, Regulation and Students Classification

Governing Catalog

A student's AGMU governing catalog is the Academic Catalog in effect at the time of the student's initial admission or subsequent readmission.

The student's governing catalog remains in effect as long as the student does not break enrollment for three or more academic semesters.

A student must seek re-admission if they break enrollment for three semesters or longer. Students who are re-admitted will be required to comply with the requirements of the Catalog under which they were readmitted.

Prerequisites and co-requisites

Some courses require prerequisites or co-requisites.

- A prerequisite is a course which must be satisfactorily completed before a higher-level related course can be taken.
- A co-requisite is a course required to be taken in the same Part of Term (PT) as another course. Co-requisite courses must be registered for at the same time.

Registration

The Vice-Chancellor for Student Affairs determines the University's registration procedures. Students are required to register on the dates established for their respective cohorts according to the registration schedule published by the University.

Registration is the process of developing a course schedule and enrolling in courses. There are three full semesters in an academic year: fall, spring, and summer.

Registration process:

- Campus Registrar and/or Retention staff will register new students once admitted to the University.
- Campus Retention staff will register active students for upcoming semesters at designated times throughout the academic year.
- Students using VA benefits and students registered with their Student Success Coach/Retention Officer for a documented disability will receive priority registration status.
- Students will receive registration updates from their campus Retention staff.

Method of Instruction

- Non-degree and degree programs may be offered in a schedule of five (5), seven (7), eight (8) or fourteen (14) week sessions.
- The Vice Chancellor of Academic reserves the right to schedule courses based on the nature of the class and the required contact hours.
- Each course offered is assigned a unique number known as a Course Reference Number (CRN).

Registration Holds

Students with an active registration hold must resolve the hold in order to register, make changes to their academic schedule, request a transcript, apply for degree conferral, etc.

Sample registration holds may include, but are not limited to student conduct hold, missing document hold, financial hold, administrative hold, etc.

Maintaining the Academic Offerings, Programming of Courses, Closing and Eliminating Sections

The Institution will follow the university's established procedures for maintaining academic offerings: programming of courses, closing and elimination of sections.

Programming of Courses

Academic Affairs is responsible for determining which courses will be offered, the number of sections to be created, the number of sections and the instructor assigned to each course. Course programming is designed during the month of June for the following academic year, which begins in August.

Program Moratorium or Campus Closure

The University must periodically evaluate fluctuations in the enrollment of programs and specialties, and the demand of the labor market for the same, to determine the continuity of their academic offerings. Accordingly, the Institution shall have the power to place in moratorium programs or specialties due to a decrease in the required enrollment, as detailed in University policy.

Late Registration

Late registration will be held, if possible, before classes officially begin. Students who do not go through the pre-registration process, or who fail to attend registration on the assigned date, may register during the late registration period, provided there is space in the course sections they select. No student will be able to register after the period determined for late registration.

After the add/drop period, all courses will become a permanent part of the student's record. Students may ask the Registrar to cancel their registration by filling out the appropriate cancellation request forms which can be accessed through the Student Portal or at one of the university campuses.

Advanced Standing

A student's time to complete their program of study may be shortened through transfer of

credit, or credit from prior learning as defined in the admission section. The maximum amount of advanced standing credit, regardless of source, cannot exceed 75% of the total degree program length for undergraduate programs.

Academic credit that is awarded through one of these methods is not calculated in the student's cumulative grade point average but is factored into the determination of the maximum time in which a program must be completed as published in the section entitled Satisfactory Academic Progress. Advance standing through transfer credit or credit from prior learning credits do not apply to students pursuing a diploma program.

Transferability of Institutional Credits to Other Institutions

The transferability of credits is solely at the discretion of the accepting institution. It is the student's responsibility to confirm whether credits completed at AGM University will be accepted at any other institution.

Program Changes, Withdrawals, and Transient Registration

Re-classification of Program or Major

Active students may submit a request to change their program or major by completing a Change Form and submitting the form to their assigned Retention Officer or Student Success Coach by the deadline established in the Academic Calendar. Program and major changes are subject to program requirements and space availability.

Withdrawals

1. To apply for a Partial or Total Withdrawal, students must obtain a form from the Retention Office. The form must be submitted by the deadline established in the Academic Calendar. The request will be processed and

documented with the reasons and date of the student request.

2. Withdrawals with Reimbursements: Courses in which the student applies for partial or total withdrawal before the add/drop deadline will be fully reimbursed. Partial withdrawal may affect the classification of the student for financial aid purposes.
3. Withdrawals without Reimbursements: When students request a partial or total withdrawal from a course, after the date established by the University for withdrawals with reimbursement, it may affect the student's academic progress.
4. The Institution may administratively drop a student with no refund, following the provisions established in the Student Code of Conduct.

Transient Registration

AGMU students will have the opportunity to take courses at accredited institutions of higher education as transient students, if the courses are not offered at the institution and are required to continue course work in subsequent semesters.

1. In order to enroll as a transient student at another institution, students must submit the appropriate application form to the campus Registrar's Office. The student will be notified of the decision of their request, subject to the approval of the School Dean, within 10 business days.
2. Approval shall only be granted for those courses listed within a specific term.
3. Students must be in good academic, financial, and conduct standing.
4. Courses completed with a grade of "C" or higher will be accepted for students seeking a degree in undergraduate and diplomas programs. Courses completed with a "B" or higher will be accepted for students in the

graduate programs if the academic program permits transfer credits.

5. The credits will be recorded as attempted credits and will not be considered for GPA.
6. Students must submit official transcripts to AGMU within 30 days of completion of the course to be considered for transfer credit.

Class Attendance

Regular attendance and participation in class discussion and activities are expected. It will enhance and enrich the experience for the entire class. If the student expects to miss class for any reason, it is the student's responsibility to notify the professor by email or telephone prior to class. Professors may take student attendance into consideration when grading and should explain the possible impact of absences on the student's grades. Professors are not required to allow students to make up work. Students are responsible for all material covered during the course, regardless of whether they are present in class. Thus, attendance is strongly recommended to better facilitate student achievement of academic goals.

University Census and the importance of Class Attendance

Census is recorded based on being present in class (ground courses) or submitting an identified assigned academic related activity (online courses) during the first two weeks of the course. Please refer to the academic calendar in this catalog for exact dates. If marked as "not attending" during this period on the official Census, the student will be financially responsible for the course and Financial Aid and Veteran benefits may be decreased. Students who are reported as not attending will be administratively withdrawn from the course (WN on the student transcript).

Regular attendance and active student engagement is encouraged in all courses and course activities. Any class session missed

reduces the opportunity for learning and may have an adverse effect on the grade earned in the course. Each instructor will establish and announce their class attendance and online engagement policies at the beginning of each term.

Evaluation of Student’s Academic Achievement

Definition of a Semester Credit Hour

One semester credit hour is equivalent to a minimum of fifteen (15) hours of planned learning experiences composed of hours of instruction and individual or group activities as indicated in the course outline under the guidance of a qualified instructor. In addition, students are expected to engage in a minimum of two hours of out of class student work per each course credit hour.

Partial and Final Evaluations:

1. Each part of term (PT), professors will evaluate students based on the competencies required of the course where there will be at least three (3) partial evaluations and a final evaluation.
2. The weight of each evaluation will depend on the judgment and evaluation method of each professor. These evaluations may consist of exams, projects, cases or other appropriate activities in the judgment of the professors and depend on the nature of the course.
3. It will be the responsibility of the students to clarify with the professor any situation related to their evaluations.
4. If the student has been absent for justified reasons, the professors may give the student an opportunity for make-up exams or other means of evaluation.
5. Students must complete the work required for the evaluations on the date

stipulated by the faculty. Otherwise, they will receive zero (0) for any work not completed.

Responsibility of the Faculty:

1. It will be the responsibility of the faculty to inform the students of at least one partial evaluation before the last date established for partial withdrawals.
2. It will be the responsibility of the professors to comply with the academic calendar and to inform the students, at the beginning of the course, of the course objectives and content, exams and other work that will be required for their evaluation.

Grade System

The university adheres to the following letter grade and points system:

1. For the purpose of computing a student’s grade point average (“GPA”), the number value of the grades in the courses shall be:

Points	Grade	Grade Points
(100-90)	A	4
(89-80)	B	3
(79-70)	C	2
(69-60)	D	1
(59-0)	F	0

2. The following system of letters will be applied in special cases; they will not be included in the calculation of the student’s GPA, except for the “Compulsory Withdrawal” (“WF”).

AU	Audit Course
I	Incomplete (IA, IB, IC, ID, IF)
IP	Course in Progress
NP	No Pass

NR	Grade Not Reported
P	Pass
T	Transfer Credit
W	Official Withdrawal
WA	Administrative Withdrawal
WF	Compulsory withdrawal
WV	Midpoint evaluation
WN	Administrative Withdrawal

A **“W”** indicates a withdrawal from a course.

A **“WF”** indicates a withdrawal from a course with penalty for excessive and/or unjustified absences.

A **“WV”** is the administrative process of midpoint evaluation conducted by the registrar after a student receives a **“WF”** grade. This process determines the student’s last date of course activity for Title IV purposes. **“WV”** does not change the earned grade.

A **“WN”** indicates no attendance in a course within the first two weeks of the term (no grade points). This is reported in the official census.

An **“I”** indicates that a student, who is absent from the final examination or does not satisfy all financial obligations to the University, will receive an incomplete as a provisional grade. Additional information regarding Incompletes is outlined below.

A **“WA”** indicates an administrative withdrawal approved by the Campus Director given for one of the following reasons:

1. The possibility of danger to the health of the student or that of other students if enrollment were to be continued.
2. Refusal to obey regulations or serious misconduct on the part of the student.
3. Deficient academic work (below required academic standards).
4. New admissions that do not complete the admissions application with the

required documentation by the date scheduled in the Institution’s calendar.

A **“P”** indicates that the student met the minimum expectations of the course. A **“P”** grade is not calculated into the CGPA but is considered in the determination of credit hours attempted and earned.

A course with a **“NP”** indicates that the student has not met the minimum expectations of the course. A **“NP”** grade is not calculated into the CGPA but is considered in the determination of credit hours attempted and earned.

A course with an **“F”** indicates that the student did not meet the minimum expectations of the course. An **“F”** grade is not calculated into the CGPA but is considered in the determination of credit hours attempted and earned.

Students may register for courses as auditors. Auditing a course means performance in the course is not evaluated for a grade. Upon completion of the course, the student will receive the grade of **“AU.”**

A course with a **“NR”** indicates that the final grade is not officially submitted. As a placeholder grade, a **“NR”** does not count towards the calculation of the CGPA and does not change the student’s academic standing.

Once assigned by the faculty member or respective personnel, the grade is final and certified by the Registrar’s Office in the students’ official academic record.

Withdrawals

Total or partial withdrawals are allowed during a part of term as specified in the Academic Calendar, with the recommendation of the Student Success Coach/Retention Officer and processed by the Registrar’s Office.

Grade Grievance Procedure

The following grievance procedure provides students a means to contest a final course grade received in a course if a student believes fair and consistent grading procedures have not been followed. This procedure only pertains to the final course grade awarded in a course. A final grade is only subject to review when:

1. The assignment of the course grade to a student was on some basis other than performance in the course;
2. A procedural error has been discovered in the calculation or recording of the course grade; or
3. The assignment of a course grade to a student was not fairly given.

Disagreeing with grading policies or a faculty member's assessment of work is not a basis for a grade grievance.

If the basis of a student's grade grievance is that the student was subjected to harassment or discrimination, AGMU may pause this grade grievance procedure while the claim of harassment or discrimination is evaluated in accordance with other University procedures.

Process to Submit a Formal Grade Grievance

To submit a formal grade grievance, the student must submit a written statement to the faculty member who issued the grade, or if the faculty member who issued the grade is no longer at the University, the School Dean, that includes the following information:

1. The basis for the grievance, in accordance with the accepted bases listed above;
2. A summary of the issues in dispute, including any relevant documents;
3. The desired outcome for the grievance.

The written statement must be submitted in accordance with the deadlines outlined in the chart below:

Semester Grade Was Issued	Deadline for Appeal to Instructor
Fall	10 th business day of following spring semester
Spring	10 th business day of following fall semester
Summer	10 th business day of following fall semester

A written decision from the faculty member or School Dean, as appropriate, will typically be communicated to the student within 10 business days of receipt of the grievance.

If the student is not satisfied with the resulting disposition of the grievance, the student may submit an appeal to the Vice Chancellor for Academic Affairs. This appeal must be submitted within 10 business days from receipt of the decision from the faculty member or School Dean. A written response from the Vice Chancellor for Academic Affairs will typically be communicated to the student within 10 business days of receipt of the student's appeal to the Vice Chancellor for Academic Affairs. The decision of the Vice Chancellor of Academic Affairs is final and cannot be appealed.

If any of the above deadlines are not met by the student, the grievance will be considered invalid and closed, unless, due to extenuating circumstances, the Vice Chancellor of Academic Affairs grants an extension of time.

Incompletes

Faculty may assign a grade of an "I" (Incomplete) for a course only if a student (1) has completed most course requirements, (2) is passing at the time that the Incomplete is requested, and (3) has a justifiable and documented reason, beyond the control of the student (such as

accident, illness, or military service), for not completing the work on schedule.

A *Faculty/Student Incomplete Grade Agreement* form must be completed and submitted to the campus Registrar staff for processing prior to the term's grade submission deadline (PT grade submission deadline). A copy of the completed form should be retained by all parties.

Conditions:

1. The final exam will be offered, or the final work will be accepted only for students who have the opportunity of obtaining a minimum final grade of "D."
2. It will be the student's responsibility to make the necessary arrangements with the professor and the Academic Director of each campus to determine how to take the exam or turn in the final work and remove the Incomplete.
3. The Incomplete (I) may be removed if the student completes the work required in the academic session within (1) one academic semester of the first day of class of the following session and according to the dates established in the academic calendar.
4. If a student who has received an Incomplete in one or more courses does not achieve academic progress once the Incomplete is removed, according to institutional policies, financial aid will be reinstated, only if it is within the timeframes established by the Federal Government for disbursing aid.

If the student completes the required work in the timeframe allotted, the faculty member will complete a *Change of Grade* form to assign the appropriate letter grade. If the student does not complete the required work in the timeframe allotted, the Incomplete grade will be converted by the campus Registrar staff to a grade of NP or F. In either case, the final grade will be included in the cumulative GPA and the credits will count as credits attempted. A student may not be

awarded a second Incomplete for the same course.

Responsibility of Faculty

Faculty are required to submit to the Registrar's office the required forms, including the Grade Roster and Faculty/Student Incomplete Grade Agreement form, per the scheduled due date and are required to comply with all relevant AGMU policies and procedures.

Repeating Courses

1. If a student does not meet the minimum course grade in a program, the student will be required to repeat the course.
2. AGMU will allow a student who has obtained a C, D, F, W, or WN in a course to repeat the course using financial aid if they have not exceeded 150% of attempted credits.
3. Although both the old grade and the new grade will be shown on the permanent record, the highest grade obtained for the course is the grade that will determine the student's GPA and the amount of credit earned for the course.
4. No additional credits will be earned for repeating courses for which credits have already been earned.
5. In the case of externships, practicums, or internship courses, the student may repeat the course a maximum of twice. The student will only be able to repeat the course the second and last time with the approval and recommendation of the Academic Director and the practice supervisor.
6. No student may repeat a specified course until they have received a grade for it.
7. Repeated courses will count towards the evaluation of the student's satisfactory academic progress.

It is recommended that all graduate courses be passed with a minimum of Band that those students maintain a GPA of 3.0. If a graduate student obtains a final grade of C and it lowers the GPA to less than 3.0, it will be compulsory for the student to repeat the course(s).

Independent Study

Courses in this category must comply with established requirements of weekly hours of instruction. Independent study courses will be offered as an alternative for those students who require a course that is not offered in their graduation year either in the first or second semester. These courses will be offered through Independent Study with the approval of the Vice Chancellor of Academic Affairs if they meet the following criteria:

1. The course content cannot be substituted for another.
2. The course is not being offered in the division the student is enrolled.
3. The course is required for the student's major.
4. The School Dean with input from the Academic Director of each campus will consider special cases individually on their own merits.

Students enrolled in an independent study course are required to adhere to the required engagement hours for the course.

Satisfactory Academic Progress

Students pursuing an academic degree must meet the minimum standards of Satisfactory Academic Progress (SAP) to continue Title IV eligibility and in some cases, continue with their academic program. These standards shall apply to all students, regardless of the methods by which they fund their studies. SAP is measured at the end of each academic semester (including summer) to ensure students are meeting

minimum qualitative and quantitative benchmarks. Additionally, students must complete their academic programs within a maximum timeframe. Students who fail to meet these standards will become ineligible for federal financial aid and may be dismissed from the university.

Qualitative Standard (minimum CGPA)

Students must earn and maintain a 2.0 cumulative grade point average (CGPA) in most undergraduate programs and a 3.0 cumulative grade point average (CGPA) in graduate programs. Specific programs as identified in the Academic Catalog may mandate higher academic standards to meet SAP. Students must earn and maintain a 3.0 cumulative grade point average (CGPA), among other requirements, if they are enrolled in the Associate of Science in Nursing or Bachelor of Science in Nursing programs. It is the responsibility of the student to adhere to the academic standards for their program of study.

Grades of A, B, C, D, F and WF are included in the CGPA calculation. Transfer credits, incompletes, audited courses, courses dropped during the add/drop period, and withdrawals (W, WA and WN) are not included in the CGPA calculation. If a student repeats a course, the highest earned grade is included in the CGPA calculation.

A student enrolled in a program of more than two academic years in length must have a CGPA of at least 2.0 ("C or equivalent") at the end of the student's second academic year to be meeting the qualitative standard of SAP.

Quantitative Standard (completion rate)

Students must meet the minimum standards of successful course completion percentage (67%) to ensure they are on track to graduate within the maximum timeframe for their academic program. The completion rate is calculated by dividing the number of earned credit hours by

the number of attempted credit hours. For example: $9 \text{ earned credits} \div 12 \text{ attempted credits} = 75\%$ completion rate. Earned credits include grades of A, B, C, D, and Pass. Attempted credits include grades of F, W, WF, I, WA and WN. Transfer credits are considered attempted and earned credits. Courses dropped during the add/drop period and audited courses are not included in the completion rate calculation. Repeated coursework and grade forgiveness may both negatively impact the student completion rate. All attempts will be included in the denominator of the calculation, but only one successful completion will be included in the numerator.

Maximum Timeframe

Completion of a program of study may not exceed 150% of the length of the academic program under the Maximum Timeframe (MTF) under SAP. For example, if the length of an AA degree is 60 credit hours, a student cannot attempt more than 90 credit hours to complete the program and receive federal financial aid. Similarly, with respect to a 120-credit hour program, a student cannot attempt more than 180 credit hours to complete the program. Maximum timeframe for graduate programs is also determined by multiplying the length of the program in credit hours by 150%. Each semester, the university will evaluate if a student can complete their program within the maximum timeframe. A student becomes disqualified for federal financial aid when it is determined that it is not mathematically possible for them to complete their program within the maximum timeframe.

Financial Aid Warning, Suspension Status & Probation Status

Students who fail to earn the minimum required cumulative grade point average and/or earn the 67% minimum required rate of course completion percentage will be placed on

Financial Aid Warning status for one semester. A student can only be placed on Financial Aid Warning if they were meeting the SAP standards in the prior semester in which they were enrolled or were in the first semester of their program.

While on Financial Aid Warning status, the student will remain eligible for federal financial assistance.

At the end of the Financial Aid Warning period, the student's cumulative grade point average and rate of course completion percentage are again reviewed. If the student's cumulative grade point average and rate of course completion percentage meet the minimum standards, the student is removed from Financial Aid Warning status.

If the student's cumulative grade point average and/or rate of course completion percentages are below the required minimum for SAP, the student will be deemed not making satisfactory academic progress, and the student will lose eligibility for federal financial assistance at that time (Financial Aid Suspension).

If the student does not meet the minimum SAP requirements for CGPA or completion rate and their Title IV eligibility is suspended, the student may submit an SAP Appeal. If the appeal is approved, the student will be placed on Financial Aid Probation status for one semester and remain eligible to receive federal financial assistance. If the student meets the minimum SAP requirements at the end of the semester in which they are on Financial Aid Probation, the student will be considered as meeting the SAP standards.

SAP Appeals

If the student does not meet the minimum SAP requirements for CGPA or completion rate and their Title IV eligibility is suspended, the student may submit an SAP Appeal Form to their Director of Retention or Academic and Retention

Counselor detailing and documenting the basis for an appeal including student injury or illness, the death of an immediate relative, or other special circumstances. The appeal must explain why they failed to make SAP and what has changed in their situation that will allow them to meet SAP requirements at the next evaluation. Students are not permitted to appeal due to exceeding the maximum timeframe for their program. However, students who reach the maximum timeframe for their program may continue their enrollment without the benefit of financial aid.

The SAP Committee reviews the appeal and notifies the student of the outcome of their appeal via student email. Students typically receive a response from the SAP Committee within 30 days. If the committee determines the student's appeal does not provide adequate reasons or documentation for their failure to meet the SAP standards, or that circumstances have not changed such that the student could meet SAP standards in the future, the student's appeal will be denied, and the student will lose federal financial aid eligibility until they meet the SAP standards or successfully appeal.

If the committee determines the student's appeal is approved and that the student will meet SAP standards at the next evaluation, the student will be placed on Financial Aid Probation status for one semester and remain eligible to receive federal financial assistance. If the student meets the minimum SAP requirements at the end of the semester in which they are on Financial Aid Probation, the student will be considered as meeting the SAP standards. If the committee determines the student's appeal is approved and that, based on the appeal, the student will require more than one semester to meet SAP, the student will be placed on Financial Aid Probation and an Academic Plan will be developed for the student. If the student meets the terms of the Academic Plan at the end of the

semester in which the student was on Financial Aid Probation status, the student will remain eligible for federal financial aid for another semester under their approved Academic Plan. If the student does not meet the terms of their Academic Plan and is not meeting SAP standards at the end of the Financial Aid Probation term, the student will no longer be eligible for federal financial aid and may no longer continue in their program of study. The student shall be referred to their Director of Retention or Academic and Retention Counselor to explore alternate academic options.

SAP Academic Plan

Once a student is placed on Financial Aid Probation status and the SAP Committee determines the student will require more than one semester to meet the standards of SAP, an Academic Plan will be created. The Academic Plan will serve as a road map to guide a student toward meeting their SAP goal within a specified time and method. The Academic Plan is developed by the Director of Retention or Academic and Retention Counselor and provided to the student in writing. The plan will be evaluated after every semester and refined as internal and external developments warrant. An Academic Plan may span multiple evaluation periods, so long as the Academic Plan allows for graduation from the program within the maximum timeframe (MTF), and the student stays in compliance with the terms of the Academic Plan. If a student wants to change their Academic Plan, they must appeal. The appeal must state what has happened to require the change and how they will be able to make academic progress.

Regaining Financial Aid Eligibility

Students who are not meeting SAP requirements for CGPA or completion rate may regain eligibility on their own without submitting an appeal by attending and achieving overall SAP

requirements without the assistance of federal financial aid. Students who are not meeting SAP requirements are checked each semester and are determined eligible for federal financial aid once they meet the SAP requirements. The same process applies to students who have submitted a SAP appeal that has been denied. Students who have been denied a SAP appeal can re-appeal after completing one semester without federal aid using extended enrollment status. These students are monitored each semester and are made eligible for federal aid once they meet the SAP requirements.

Extended Enrollment Status

Students not achieving the minimum standards of satisfactory academic progress (SAP) or who fail to meet the minimum standards at the end of the probationary period may be dismissed from the university. Students not dismissed may continue their studies in an extended enrollment status to attempt to earn eligibility for federal financial aid. Students on an extended enrollment status will be charged the published tuition and fees and will not be eligible for any Title IV financial aid.

Impact of Certain Grades on the CGPA and Rate Course Completion Percentage

Incompletes: A student with a grade of "I" must complete the coursework within the allotted time as published in the Catalog. The faculty member will assign a final grade if the student does not complete the course within the allotted time. The I grade is not included in the CGPA calculation, but the final grade for the course is included in the next SAP CGPA evaluation. The I grade is included as credits attempted for the completion rate.

Withdrawals: All course withdrawals will count as credits attempted but will not be included in the cumulative grade point average.

Repetitions: Students are permitted to repeat courses. All credits count as credits attempted, but only one successful completion is included in the numerator (earned credits). The highest grade for the repeated course will count in the cumulative grade point average.

Transfer Credits: All transfer credits that are creditable toward the student's current program of enrollment count as credits attempted and credits earned in the rate of course completion percentage. Transfer credits do not count in the cumulative grade point average.

Remedial and Developmental Courses

Students are required to earn a passing grade in a remedial course prior to attempting the next course in the sequence. Remedial courses are not included in the calculation of completion rate, maximum timeframe, and cumulative GPA. However, a qualitative assessment of a student's progress in remedial courses is performed by requiring that the student earn a "P grade" (pass) in a minimum of 50% of cumulative remedial credit hours attempted.

Major Changes

If a student changes their academic program of enrollment, previously completed courses that are not creditable toward the new program of enrollment also will not be included in the SAP evaluation.

Internship/Externship and Practicum Requirements

Students must abide with the required hours, procedures and policies set by the state and local agencies for internship/externship and practicum experiences. Also, students must comply with state and local certification requirements for the academic program, as applicable. Furthermore, students must comply with all requirements established by the internship/externship and practicum centers. All

external practicum experiences will be conducted in English regardless of if students are enrolled in a program offered in Spanish. Students must review policies and requirements specific to their program.

Student must complete their internship/externship package by the specified deadline, or they will not be enrolled in the internship/externship. AGM University reserves the right to remove a student who does not present themselves in a professional manner when working at an external site.

Students enrolled in a program with clinical and/or internship/externship practicum experiences must review the *Learning Environment Free of Drugs, Alcohol, and Tobacco Policy* institutional policy and the respective program's alcohol and drug testing procedures in the program manual.

Before placement in a clinical rotation, all students must submit to and obtain a negative criminal background check and drug test.

Accumulated Credits Required and Retention Index

Accumulated credits are the sum of the credits corresponding to the courses the student registers in annually and those accepted as transfer. To complete a degree, a student must complete all academic requirements in a period of time not to exceed 150% of the total credit hours required to obtain the degree. The total of approved credits to complete the degree must meet a minimum average for graduation as established by major.

Time to Degree Completion

Based on a course workload of 12 credits per semester, the estimated time to degree completion is five years.

Graduation Requirements

Eligibility to Obtain an Academic Degree

- Students must have approved the courses required for the degree as specified by the Institution in the Catalog and comply with all academic requirements for their degrees including but not limited to tests, practicums, and internships.
- Students must have approved the total number of credits required for the degree with a minimum GPA as required by the program.
- Students must have approved the total concentration or major courses with a minimum GPA as required by the program for non-degree and degree programs.
- Students must satisfy all financial obligations before degree conferral.
- Students must submit all official high school and college transcripts for all classes taken at another institution while attending AGMU. All final grades must be posted on the official transcripts before degree conferral.
- It is the student's responsibility to ensure that they have fulfilled all graduation requirements.
- All students, including transfer students, must meet the 25% residency requirements.
- When calculating the GPA for graduation, only the courses approved and required for obtaining the degree will be considered.
- All students admitted to the University will be subject to the graduation requirements in effect the year of their admission. Nevertheless, when the curricula of the programs have been modified, the student may opt to take the program in effect at the time of graduation, but never a combination of both.
- Students must complete the Graduation Application for each degree and/or certificate and submit it prior to the

graduation application deadline for the semester in which the student plans to graduate by the deadline established in the Academic Calendar.

- Students must pay the graduation fee by the deadline established in the Academic Calendar.
- All students applying for readmission to the institution will be subject to the graduation requirements in effect the year they are readmitted (Governing Catalog).
- Students receiving bachelor's degrees with a grade point average ranging from 3.50 to 3.74 will graduate with Latin honors Cum Laude, those within the 3.75 to 3.89 range will graduate with Latin honors Magna Cum Laude, and those with a grade point average ranging from 3.90 to 4.00 will graduate with Latin honors Summa Cum Laude.
- Commencement will be held only once a year, at the end of the spring academic semester. Students who fulfill their graduation requirements at the end of any semester or at the end of the summer session may apply and obtain a graduation certification from the Registrar's Office before Commencement.
- To be eligible to participate in the University Commencement ceremony, all students are required to wear the appropriate graduation regalia established by the University.
- Two degrees may be conferred if they are from different programs.

The University participates in facilitated graduation. Facilitated graduation is the degree auditing process that identifies students at or past completion, and automatically awards credential(s) to those that qualify on a designated timeline. Facilitated graduation ensures that students are automatically graduated upon completing all degree and

diploma requirements. Students will have their diplomas mailed to the address on file.

Students can download unofficial student transcripts within the Secure Area of the Student Portal. All requests for official University transcripts should be made by the student through the Student Portal. Students are encouraged to order their transcript once all course grades have been assigned to the student record.

Grade Forgiveness

Students wishing to retake a course for grade forgiveness must do so prior to earning a degree or diploma. Grade forgiveness will not be applied after a degree or diploma has been awarded.

Diploma Information

Diplomas are mailed to the address on the student record within 6 weeks of the annual Commencement ceremony. Prior to submitting the Graduation Application, students should verify their address in the Secure Area and update their address accordingly.

Student Classification

Classification of Undergraduate Students

By number of credit hours enrolled

- **Full time Students** – Students who have fulfilled the admissions requirements of the University and who are enrolled in 12 or more credit hours per semester in a program leading to diploma or undergraduate degree.
- **Three quarter time** – Students who have fulfilled the admissions requirements of the University and are enrolled in 9-11 credit hours per semester in a program leading to a diploma or an undergraduate degree.
- **Half time Students** – Students who have fulfilled the admissions requirements of the University and are enrolled in 6-8 credit hours per semester in a program leading to a degree, diploma or certificate.
- **Less than half time-** Students who have fulfilled the admissions requirements of the University and are enrolled in less than 6 credit hours per semester in a program leading to a diploma or an undergraduate degree.

By credit hours leading to a degree

- **First-year Students-** Those who have completed a minimum of 0 to 30 to credit hours.
- **Second-year Students-** Those who have completed a minimum of 31 to 60 credit hours.
- **Third-year Students-** Those who have completed 61 to 90 credit hours.
- **Fourth-year Students** – Those who have completed 91 to 120 credits hours.
- **Fifth- year Students** – Those who have completed 121 or more credits hours.

Academic Load- Undergraduate Students

Academic Load per Term

A regular student is defined as a student who has fulfilled all admissions requirements to enter the institution, has enrolled in a program of study with 12 or more credits per semester, uninterrupted. Courses are scheduled in semester terms. Each semester is divided into parts of term of various lengths.

1. The regular academic load for a full-time undergraduate student is twelve (12) credits per semester.
2. For an academic load of more than twelve (12) credits per semester or enrollment in more than two (2) classes per partial term, an authorization from the Vice-Chancellor of Academic Affairs or designee, is required.
3. Students who have registered with the maximum academic load permitted and need a maximum of four (4) additional credits to complete the graduation requirements in the same semester will be permitted to take the additional credits with the authorization from the campus Registrar staff.

Please refer to the program page under academic programs for specific program information regarding academic load.

Classification of Graduate Students

By number of credit hours enrolled

- **Full time Students**–Students who are registered for a minimum of 6 or more credit hours per semester in a program leading to a graduate degree.

- **Half time Students** –Students who are registered for a minimum of 3-5 or more credit hours per semester in a program leading to a graduate degree.
- **Less than half time-** Students who are registered for less than 3 credit hours per semester in a program leading to a graduate degree.

By credit hours leading to a degree

- **First-year Students-** Those who have completed a minimum of 3 to 12 credit hours.
- **Second-year Students-** Those who have completed a minimum of 13 to 24 credit hours.
- **Third-year Students-** Those who have completed 25 or more credit hours.

Academic Load- Graduate Students

Academic Load per Term

A regular student is defined as a student who has fulfilled all admissions requirements to enter the institution, has enrolled in a program of study with six or more credits per semester, uninterrupted unless otherwise specified by the program. Courses are scheduled in semester terms. Each semester is divided into five (5) to fourteen (14) weeks part of terms.

1. The regular academic load for a full-time master’s and doctoral students is six (6) credits per semester.
2. For an academic load of more than six (6) credits per semester or enrollment in more than two (2) classes per part of term, an authorization from the Vice-Chancellor or designee is required. This may vary by program.
3. Students who have registered with the maximum academic load permitted and need three more credits to complete the graduation requirements in the same semester will be allowed to take three additional credits with the authorization

from the appropriate Vice-Chancellor or designee.

4. No student may have an academic load greater than six (6) per semester credits. An academic load greater than six (6) credits will be permitted for students that are graduation candidates to be completed during the summer term. Approval from the Vice-Chancellor or designee is required. This academic load may not be greater than three (3) credits.

Please refer to the program page under academic programs for specific program information regarding academic load.

Financial Information

Fees and Tuition Costs

The information regarding fees, tuition costs, deposits, reimbursements, etc., applies to all programs. The Board of Directors approves tuition costs at all levels.

The information included in the catalog does not represent a contract between the University and the student. Due to changing situations, it may be necessary to alter the fees and tuition costs before the publication of the next catalog. AGMU will notify students in a reasonable timeframe any changes.

Once a year, the Financial Office publishes the cost bulletin with information about the tuition costs for all the academic programs, as well as other fees that apply.

**Tuition and Fees
2022-2023 Tuition and Fees Bulletin
AGMU Main-Campus Online**

COST PER CREDIT	
US RESIDENTS & INTERNATIONAL STUDENTS	
DIPLOMA PROGRAMS	
Cost per Credit	\$ 300.00
UNDERGRADUATE PROGRAMS (ASSOCIATE & BACHELOR DEGREES)	
Cost per Credit Non-Nursing	\$ 411.00
RN to BSN *	\$ 700.00
MASTER DEGREE PROGRAMS	
Cost per Credit Non-Nursing	\$ 500.00
Executive Nursing *	\$ 515.00
DOCTORAL DEGREE PROGRAMS	
Cost per Credit Non-Nursing	\$ 680.00
Doctor of Nursing Practice (DNP) *	\$ 900.00
PUERTO RICO RESIDENTS	
DIPLOMA PROGRAMS	
Cost per Credit	\$ 180.00
UNDERGRADUATE PROGRAMS (ASSOCIATE & BACHELOR DEGREES)	
Cost per Credit Non-Nursing	\$ 190.00
RN a BSN*	\$ 190.00
MASTER DEGREE PROGRAMS	
Cost per credit Non-Nursing	\$ 260.00
Executive Nursing*	\$ 260.00
DOCTORAL DEGREE PROGRAMS	
Cost per Credit	\$ 375.00
Doctor of Nursing Practice (DNP) *	\$ 375.00
GENERAL AND TECHNOLOGY FEES **	
Technology Fee (per semester) ***	\$ 350.00
Electronic Resources Fee (per semester)	\$ 50.00
LABORATORY, PRACTICE, AND OTHER FEES **	
CAPSIM (MBA Programs)	\$ 70.00
DIPLOMA PROGRAMS	
Laboratory, Supplies, or Academic Resources (per designated course)	\$ 100.00

UNDERGRADUATE PROGRAMS	
Laboratory, Supplies, or Academic Resources ***	Varies
MASTER/DOCTORAL PROGRAMS	
Laboratory, Supplies, or Academic Resources ***	Varies
FEES AND OTHER CHARGES **	
Student Activities / Service Fee (per credit)	\$ 5.00
Graduation Fee	\$ 50.00
Transcript	\$ 10.00
Returned Check Fee	\$ 25.00
Diploma Duplicate	\$ 25.00
E-Diploma	\$ 15.00
Graduation Certificate	\$ 5.00
Apostille Fee (International Students)	\$ 35.00
Shipping Fee (International Students)	Varies by Country

Tuition and Fees
2022-2023 Tuition and Fees Bulletin
On-Site Programs (Orlando, Tampa Bay, and South Florida Campuses)

COST PER CREDIT	
DIPLOMA PROGRAMS	
Cost per Credit	\$ 300.00
UNDERGRADUATE PROGRAMS (ASSOCIATE & BACHELOR DEGREES)	
Cost per credit Non-Nursing	\$ 411.00
Associate Degree in Nursing (ADN) *	\$ 746.00
Bachelor of Science in Nursing (BSN) *	\$ 625.00
RN to BSN *	\$ 700.00
MASTER DEGREE PROGRAMS	
Cost per credit Non-Nursing	\$ 500.00
Executive Nursing *	\$ 515.00
Family Nurse Practitioner (FNP) *	\$ 800.00
DOCTORAL DEGREE PROGRAMS	
Cost per credit Non-Nursing	\$ 680.00
Doctor of Nursing Practice (DNP) *	\$ 900.00
GENERAL AND TECHNOLOGY FEES **	
Technology Fee (per semester) ***	\$ 350.00
Electronic Resources Fee (per semester)	\$ 50.00
LABORATORY, PRACTICE, AND OTHER FEES **	
CAPSIM (MBA Programs)	\$ 70.00
DIPLOMA PROGRAMS	
Laboratory, Supplies, or Academic Resources (per designated courses)	\$ 100.00
UNDERGRADUATE PROGRAMS	
Laboratory, Supplies, or Academic Resources ***	Varies
Nursing Programs Entrance Exam	\$ 50.00
Nursing Programs Background Check	Varies
MASTER/DOCTORAL PROGRAMS	
Laboratory, Supplies, or Academic Resources ***	Varies
OTHER FEES AND CHARGES **	
Student Activities / Service Fee (per credit)	\$ 5.00
Graduation Fee	\$ 50.00
ID Card Duplicate	\$ 5.00
Transcript	\$ 10.00
Returned Check Fee	\$ 25.00
Diploma Duplicate	\$ 25.00
E-Diploma	\$ 15.00
Graduation Certificate	\$ 5.00

Applicable fees will apply to all programs regardless of residency.

*No additional cost per credit will be added.

**Fees are non-refundable.

*** Not applicable to nursing programs

Proof of Puerto Rico Residence

A student's Puerto Rico residence is determined by:

- Submitted Government ID from Puerto Rico during the admissions process.
- If the student has not provided a valid Puerto Rico ID during the admissions process, they must submit an Affidavit issued by a Public Notary in Puerto Rico.
- If a student moves to Puerto Rico after studies have begun, they must present a Valid ID and Affidavit issued in Puerto Rico.

Technology Fee

The institution has a technology fee for each academic term. The Technology Fee provides students with adequate technological experiences through these objectives:

1. Strengthen the quality of the academic experience using technology in support of the curriculum.
2. Provide additional student access to technological resources and equipment that are needed in support of instruction and to maintain and enhance the technological competency of students as it relates to their academic endeavors.
3. The technology fee for each academic term is not refundable.

Additional Expenses and Fees

Please note that in attending any institution, you will need to allow for other expenses, such as books and supplies, uniforms, digital resources, transportation, meals, and other personal needs. A variety of financial aid packages are available.

Ana G. Mendez University is focused on supporting affordability, facilitating transparency and ease of student procurement of course materials, and complying with

applicable rules, standards, and laws. The primary considerations in the selection of textbooks and other course materials are promoting learning and ensuring instructional quality.

Course materials can range from traditional textbooks to simulations, professional memberships, software, videos, practitioner books, supplies, etc. All course materials are listed on the course syllabus and in the Learning Management System (LMS). Students will typically have the option to acquire course materials through the supplier of their choice. Some courses require fees, in which the cost of course materials are included. The approximate cost of course materials vary based on the course and/or program and additional course fees may apply. Refer to the Cost Bulletin for an estimation of these costs.

Most learning resources, textbooks and teaching materials are provided through the virtual library and the Learning Management platform. In some cases, faculty will recommend textbooks, which students may acquire through the supplier of their choice.

Graduation Fee

The student must apply for Graduation by the date established in the academic calendar, along with a non-refundable graduation fee.

Student Identification Card

The Institution issues an identification card to ground campus students. The non-refundable cost of replacing a lost, misplaced or stolen identification card is \$5.00. The identification card is required to access the campus facilities.

Payment Methods

Payments can be made online or on campus by cash, personal check, certified or manager's check, money order, credit cards (American Express, Visa, Discover, or Master Card).

Receipts for all transactions must be requested and retained by students, in case of any complaint or adjustment requested in the future. The Bursar's Office will not accept claims without receipts. All tuition and fees and service charges are subject to change during the life-term of this catalog.

Minimum payments due to Officialize

Students can officialize their enrollment, once they make an initial payment, or guarantee the funding via financial aid (student loans or other) equal to or greater than ten percent (10%) of their total account balance with the exception of doctoral, graduate, and international students. Doctoral and graduate students may officialize their enrollment, once they make an initial payment, or guarantee the funding via financial aid (student loans or other) equal to or greater than ten percent (10%) of their total account balance. International students can officialize their enrollment, once they make an initial payment, equal to or greater than fifty percent (50%) of their total account balance.

New Student Enrollment Cancellation

Any new student who cancels their enrollment on or before the first day of classes will have 100% of the tuition and fees refunded. Cancellation can be made in person, by email, by certified mail, or by administrative action. They cannot be made via phone or third parties. Refunds will be processed within 30 days of termination of student's enrollment or receipt of Cancellation Notice from the student. All refunds are less any amounts owed to the university.

Course Drops prior to the Add/Drop Deadline

If the student withdraws by the part of term (PT) add/drop deadline, the student will be refunded 100% of tuition and fees, as well as any funds paid to the University for supplies, books, or equipment which can be and are returned to the institution.

Partial Withdrawal

Students who withdraw from one of their enrolled courses after the add/drop period will be responsible for 100% of tuition and fees. Financial Aid and VA/Military benefits could also be impacted. Students should meet with a Financial Aid Officer prior to requesting a withdrawal to understand the full financial impact.

Withdrawal for Non-attendance

Any student who are marked as "non-attending" by their faculty during the established Census period will be automatically withdrawn and will be responsible for 25% of tuition cost of the enrolled course. Federal Aid cannot be used to pay the 25% outstanding balance.

Mid-Point Withdrawal

Any student who obtains a "WF" in all their courses at the end of the semester will be responsible for 50% of the total cost of their tuition cost and financial aid will be adjusted to 50%. The student will be responsible for the outstanding balance.

Total Withdrawal

Students who request a total withdrawal of courses, after the add/drop period, but through 60% of the term registered, will be reimbursed according to the following formula: $\text{Total days elapsed} / \text{total term days} = \% \text{ total cost}$. Financial Aid and VA/Military benefits could also be impacted. Students should meet with a Financial Aid Officer prior to requesting a withdrawal to understand the full financial impact. After 60% of the total days of the term has elapsed, the student will be responsible for 100% of tuition and fees.

Cancellation and Refund Policy

Should a student's enrollment be terminated or cancelled for any reason, all refunds will be processed according to the following refund guidelines:

1. Cancellation can be made in person, by email, by certified mail, or by administrative action.

2. No charge will be made for applying for admission.

3. If the student withdraws before the end of the drop/add period, the student will be refunded all (100%) tuition and fees, as well as any funds paid for supplies, books, or equipment which can be and are returned to the institution. New Students who cancel within three working days from the date that the student signs the enrollment agreement, will be refunded all (100%) tuition and fees, but may not be refunded for supplies, materials, and kits that are not returnable.

4. Students who do not attend the courses during the established Census period will be reported by the professor. The administration will record an administrative withdrawal, and the student will be charged 25% of the course tuition cost. Federal Aid cannot be used to pay the 25%.

5. Termination Date: In calculating the refund due to a student, the last date of participation in class by the student is used in the calculation, unless earlier written notice is received.

6. Refunds will be processed within 30 days of termination of student's enrollment or receipt of Cancellation Notice from the student.

Refund Formula

Any student who requests a total withdrawal of courses, after the drop-add period, but through 60% of the semester registered, will be reimbursed according to the following formula: Total days elapsed/total semester days= % total cost. After 60% of the total days of the semester has elapsed, the student will be responsible for 100% of total costs.

Return of Title IV Funds

If a student who qualifies for Title IV (federal financial aid) funds does not complete the term or part of term, the university is required to complete a pro rata calculation to determine the percentage of the Title IV funding the student has earned for that term. The pro rata

calculation, called a Return of Title IV (R2T4) calculation, is based on the premise that a student "earns" financial aid for each calendar day they remain enrolled and in attendance during a term or part of term. The R2T4 calculation must be performed if a student notifies the university of their withdrawal (official withdrawal), is dismissed, or stops attending all their courses without notification (unofficial withdrawal). For students who officially withdraw, the date the student began the official withdrawal process or provided official notification to the university of their intent to withdraw will be considered their last date of attendance. For students who unofficially withdraw, the midpoint of the term will be considered their last day of attendance. If a student was only scheduled to attend a part of term course (i.e., a course that does not span the entire term) and they unofficially withdraw, the midpoint of the part of term will be the last day of attendance. For students who are dismissed, their date of dismissal will be considered their last date of attendance.

The pro rata calculation uses the number of days the student attended as the numerator and the number of days in the term or the days they were scheduled to attend if enrolled part of term (excluding any scheduled breaks of 5 days or more) as the denominator. For example, if a student attended 40 days of a term of 100 days, they will have earned 40% of their Title IV aid for that term.

If a student attends beyond the 60% point of the term, they have earned 100% of their financial aid for the term.

If the R2T4 calculation determines the student has received more in Title IV disbursements than they have earned, the unearned portion of Title IV funding must be returned to the U.S. Department of Education no later than 45 days from the date the university determined the student ceased attending. There may be both an institutional and student portion to return. The university will return the institutional portion of

loans and grants and the student portion of grants to the U.S. Department of Education, and the student will be responsible for repaying the university for any resulting balance on their student account. The student portion of the grant overpayment is any amount of the grant overpayment that exceeds 50% of the amount of grant aid received by the student. The amount that must be returned is the lesser of:

1. The institutional charges multiplied by the unearned percentage of the Title IV funds:
or
2. The entire amount of excess Title IV funds.

Any unearned funds are returned in the following order:

- Unsubsidized Direct Loans;
- Subsidized Direct Loans;
- Direct PLUS Loans;
- Federal Pell Grants;
- IASG Grants;
- FSEOG Grants;
- TEACH Grants.

The student portion of grants will not be returned if the grant overpayment is \$50 or less. Any loan amount to be returned by the borrower must be repaid according to the terms and conditions of the borrower's Master Promissory Note (MPN).

If the R2T4 calculation determines the student has received less in Title IV disbursements than they have earned, the student may be offered a post-withdrawal disbursement (PWD). The university may automatically disburse all or a portion of the PWD that consists of grant funds in order to satisfy tuition and fees within 45 days of the date the university determined the student ceased attending. The university will seek the student's permission to use PWD grant funds for all other educationally related charges. Any PWD of loan funds must be offered to the student or parent borrower in writing within 30 days and accepted by the student or parent

borrower and disbursed within 180 days of the date the university determined the student ceased attending. Loan borrowers who are offered a PWD of loan funds will receive written instructions for declining the PWD or accepting all or a portion of the PWD. A borrower can never receive a PWD for funds for which they did not meet the eligibility criteria at the time they ceased attending.

A student is exempt from the R2T4 calculation if any of the following conditions apply:

- They complete all requirements for graduation in the same term they cease attendance.
- They successfully complete one or more part of term courses that includes 49% or more of the number of days in the student's payment period.
- They are enrolled in a program offered in a part of term format and they successfully complete coursework equal to or greater than the university's definition of a half-time student.
- They are enrolled in a program offered in a part of term format and provide written confirmation that they will begin attendance in another part of term course in the same term within 45 calendar days from the date they ceased attending. If the student does not subsequently begin the part of term course they confirmed they would attend, a R2T4 calculation is required.

Although a student may be exempt from the R2T4 calculation, other adjustments to the student's financial aid may be required.

The R2T4 calculation does not apply to Federal Work Study or non-federal financial aid programs.

The R2T4 calculation is separate from the university's refund policy. If a student ceases attendance during a term, the Title IV funds that previously paid or were anticipated to pay the student's account balance may be reduced resulting in the student owing a balance to the

university. The university will seek payment from the student for any funds it returns to the U.S. Department of Education that results in a balance due on the student's account. We encourage students to carefully consider the academic and financial consequences of withdrawing and to consult with the Financial Aid Office prior to withdrawing.

Financial Aid Credit Balances

AGMU will issue a credit balance payment when a student's financial aid payments received exceed the tuition charges on their account. All credit balances will be processed according to the following refund guidelines:

1. If the amount paid to the student account exceeds the cost of tuition and fees, a check or direct deposit will be processed.
2. Financial Aid credit balances will be processed within 14 days after the financial aid funds have been disbursed into the student account.

Credit Balance and Refund Procedures

Credit balance payments and refund payments will be processed according to the following:

- A payment will be sent via Direct Deposit to the students who have submitted the University's Direct Deposit form. Students who have not completed the Direct Deposit form will receive a check via mail.
- Students will be notified, via email or text message, that the credit balance or refund has been processed.
- The student is responsible for any outstanding balance in their account that may result from any adjustments made in their academic load after the credit balance or refund disbursement.
- All uncashed checks expire 90 days after the date of issuance.
- If the student does not cash the check within the established time or the direct deposit is

unsuccessful, the Bursar's Office will contact the student, inquire how they would like to receive the funds, and provide next steps. If the Bursar's Office is unable to reach the student, the funds will be returned to the original funding source (i.e., U.S. Department of Education, state agency, etc.). If the source of the funds was a payment from the student (i.e., not financial aid or another third-party payment) and attempts to contact the student are unsuccessful, the funds will be held on the student's account until the student inquires or the student incurs new charges to which the credit balance may be applied.

- Students are responsible for notifying the Bursar's Office of any changes to their address, bank account or any information required by AGMU to locate the student.
- AGMU will not issue a new Direct Deposit or check until the student has completed the corresponding form for a stop payment.
- All claims regarding this procedure or the cancellation, refund and credit balance policies shall be made in writing to the corresponding Bursar's Office.

Payment Plan

Students can officialize their enrollment, once they make an initial payment, or guarantee the funding via financial aid (student loans or other) equal to or greater than ten percent (10%) of their total account balance. AGMU offers students the use of a payment plan. Students using a payment plan must pay their outstanding balance on or before that semester's published withdrawal deadlines. These deadlines are updated annually and are outlined in the Academic Catalog.

Financial Aid

The University makes every effort to help its students obtain federal financial aid for those who qualify.

Financial aid consists of many components of which the most common are federal grants and federal student loans. Federal grants, if eligible, are applied first to cover the cost of tuition and fees. This aid has no cost and do not have to be repaid. Federal student loans are available at a low interest rate and must be repaid to their lender.

Undergraduate Students

Federal Grants

Federal Pell Grant

If eligible, this grant assists with covering educationally related costs for approximately 6 years of undergraduate studies. The Department of Education establishes the maximum award limit each year. The eligibility is determined by the FAFSA submission each award year. Additional information can be obtained from the Financial Aid department.

Federal Supplemental Educational Opportunity Grant (FSEOG).

This grant helps undergraduate students with exceptional financial need determined by the FAFSA submission and is contingent upon the availability of funds.

Federal Student Loan

Federal Direct Loan

Federal Direct Loans are offered at a fixed interest rate that changes on a yearly basis for loans disbursed after July 1st. For “Direct Subsidized Loans” the government pays the interest while students are in school or in a deferment or forbearance period; for “Unsubsidized Loans” students are responsible for paying the interest while they are in school. If they choose not to pay the interest, it will accrue and be capitalized (added to the principle). This loan must be repaid; the repayment should begin six (6) months after the student graduates or ceases to study.

Federal Direct Parent Loan for Undergraduate Students (FDPLUS)

“PLUS” loans are borrowed by parents for dependent students at a fixed interest rate that changes on a yearly basis for loans disbursed after July 1st. The Parent PLUS loan requires a parent (biological, legal stepparent or adoptive parent) to process a credit check to determine eligibility. The maximum award amount is no more than the cost of attendance minus additional aid received. The parent is responsible for repayment of this loan, which begins 60 days after the first disbursement is made.

Federal Work-Study Program (FWSP)

The FWSP is a program that requires the student to work a maximum of 20 hours per week. The student is paid a competitive wage and is able to gain experience in their area of study.

Veterans’ Educational Benefits

Veteran’s Education Benefits are provided by the Department of Veterans Affairs, students interested in Veterans’ Educational Benefits should contact branch campus officials.

In accordance with Title 38 US Code 3679 subsection (e), the University adopts the following additional provisions for any students using U.S. Department of Veterans Affairs (VA) Post 9/11 G.I. Bill® (Ch. 33) or Vocational Rehabilitation & Employment (Ch. 31) benefits, while payment to the institution is pending from the VA. This school will not:

- Prevent the student’s enrollment.
- Assess a late penalty fee to the student.
- Require the student to secure alternative or additional funding.
- Deny the student access to any resources (access to classes, libraries, or other institutional facilities) available to

other students who have satisfied their tuition and fee bills to the institution.

However, to qualify for this provision, such students may be required to:

- Produce the VA Certificate of Eligibility (COE) by the first day of class.
- Provide a written request to be certified.
- Provide additional information needed to properly certify the enrollment as described in other institutional policies.

How to apply for Federal Financial Aid

To be considered for federal financial aid, a student must complete a Free Application for Federal Student Aid (FAFSA) at www.studentaid.gov. The FAFSA collects financial and other information used to calculate the expected family contribution (EFC) and should be renewed by June 30th each award year that you are enrolled in school.

The amount of financial aid awarded may vary each year and is determined by the EFC, the type of aid they are eligible for, their academic performance and available funding.

Eligibility Requirements

In order to meet the eligibility requirements, students must:

- Have financial need as determined by the FAFSA.
- Must be enrolled as a regular student in an eligible program.
- Be working toward a degree or diploma.
- Be a U.S. citizen or eligible non-citizen.
- Have a valid Social Security Number.
- Not owe a refund on a Federal Grant or be in default on a Federal Student loan.
- Maintain a Satisfactory Academic Progress.

- Be enrolled at least half-time except for the Federal Pell Grant, which allows less-than-half-time enrollment.
- Not have earned a bachelor's degree, to qualify for Pell and FSEOG.
- Provide all verification or required documents requested by the Financial Aid Office.
- Submit all documentation required for admission.

Important Note: The Institution complies fully with the privacy Rights of Parents and Students Act of 1974 (Title IV of the U.S. Public law 90-247), for more information about FERPA please refer to

<https://www2.ed.gov/policy/gen/guid/fpco/ferpa/index.html>

Graduate Students

The University makes every effort to help its students obtain federal financial aid for those who qualify. Graduate students do not qualify for any federal grants but may qualify for federal unsubsidized and Graduate PLUS loans.

Federal Loans

Federal Direct Unsubsidized Loan

Federal Unsubsidized student loans accrue interest while the student is enrolled in school. The student is responsible for repaying the loan plus all interest accrued starting six (6) months after the student graduates or ceases enrollment. If they choose not to pay the interest while in school, it will be capitalized (added to the principle).

Federal Direct PLUS Loan for Graduate Students

The U.S. Department of Education makes Direct PLUS Loans to eligible graduate or professional students through schools participating in the Direct Loan Program. PLUS Loans require a credit check to determine eligibility which is completed online at www.studentaid.gov. PLUS

Loans are offered at a fixed interest rate that changes on a yearly basis for loans disbursed after July 1st. The maximum award amount is no more than the cost of attendance minus any additional aid received. Repayment begins 60 days after the first disbursement is made.

Federal Work-Study Program (FWSP)

The FWSP is a program that requires the student to work a maximum of 20 hours per week. The student is paid a competitive wage and is able to gain experience in their area of study.

Veterans' Educational Benefits

Veteran's Educational Benefits are provided by the Department of Veterans Affairs, students interested in Veterans' Educational Benefits should contact their campus Associate Registrar.

In accordance with Title 38 US Code 3679 subsection (e), the university adopts the following additional provisions for any students (Chapter 31, 33, and 35) benefits, while payment to the institution is pending from the VA. This university will not:

- Prevent the student's enrollment;
- Assess a late penalty fee to the student;
- Require the student to secure alternative or additional funding;
- Deny the student access to any resources (access to classes, libraries, or other institutional facilities) available to other students who have satisfied their tuition and fee bills to the institution.

However, to qualify for this provision, such students may be required to:

- Produce the VA Certificate of Eligibility (COE) by the first day of class;
- Provide a written request to be certified;

- Provide additional information needed to properly certify the enrollment as described in other institutional policies.

How to apply for Federal Financial Aid

The student must submit the Free Application for Federal Student Financial Aid (FAFSA) or FAFSA renewal to the U.S. Department of Education at www.studentaid.gov.

Graduate students are eligible for unsubsidized loans up to the aggregate limit of \$138,500, including undergraduate loan usage, and can apply for Graduate PLUS loans through a credit check.

Eligibility Requirements

In order to meet the eligibility requirements, students must:

- Must be enrolled as a regular student in an eligible program.
- Be working toward a graduate degree.
- Be a U.S. citizen or eligible non-citizen.
- Have a valid Social Security Number.
- Not owe a refund on a Federal Grant or be in default on a federal student loan.
- Maintain a Satisfactory Academic Progress.
- Must not have adverse credit history to be approved for a PLUS loan.
- Provide all verification or required documents requested by the Financial Aid Office.
- Submit all documentation required for admission.

Important Note: The Institution complies fully with the Privacy Rights of Parents and Students Act of 1974 (Title IV of the U.S. Public law 90-247) for more information regarding FERPA please visit

<https://www2.ed.gov/policy/gen/guid/fpco/ferpa/index.html>

Student Services available to all students

The University offers exceptional support services for all students on all campuses, in all modalities. All campuses are staffed with professional staff focused on student success, retention, and completion. These professional staff include the staff in the following Student Affairs departments: Registrar, Retention, Bursar, Financial Aid, Career Placement, and other Student Affairs support staff who assist students from point of admission to graduation and beyond as university Alumni. They also include the professional staff in the following Academic Affairs departments: Learning Resource Center & Library.

Many university services are available in person and online, on days and at times that are tailored to our student needs.

All staff contact information and hours of operation are regularly updated on the University website.

Student service hours of operation:

Monday, 9am-8pm
Tuesday, 9am-8pm
Wednesday, 9am-8pm
Thursday, 9am-8pm
Friday, 9am-5pm
Saturday, 9am-1pm

Registrar Services

The campus Registrar staff help students with a variety of services related to the student educational record such as, transfer credit processing, VA certification, transcripts, diplomas, among others.

Campus Registrars are available to meet with students in person, virtually, and via phone and email.

Bursar Services

The campus Bursar assists students with their student accounts, setting up payment plans, and serving as the campus administrator who officializes student registration.

The campus Bursar is available to meet with students in person, virtually, and via phone and email.

Financial Aid Services

The campus Financial Aid staff help students to navigate grants, work-study, loans, and scholarships to help make the student's education more affordable.

Financial aid can come from federal, school, and private sources to help pay for the student's post-secondary education.

The campus Financial Aid Officers are available to meet with students in person, virtually, and via phone and email.

Career Services

Career Placement provides the students with the essential knowledge to help them succeed, from career guidance to building a resume and pursuing a career. The goal is to assist students and alumni in every aspect of career exploration and goal fulfillment. Career Placement will help the student by preparing them for the professional world. Career Placement offers the following services: 1) career development workshops, 2) resume review, 3) job search support, 4) interview preparation, 5) career events and fairs, and 6) connections to local employers.

The Director of Career Placement is available to meet with students virtually, and via phone and email. The Director also regularly visits the campuses and hosts career events on campus.

The institution does not make any guarantee of placement.

Student Retention and Academic Advising

All students have an assigned Retention staff member- Retention Officer (Main Campus-Online Spanish programs) or Student Success Coach (Ground campuses and Main Campus-Online English programs). Students are encouraged to remain in regular contact with their assigned Retention staff member. These staff serve as student advocates, advisors, and guides and help to ensure that our students are supported in their academic, personal, and professional goals.

The Retention staff assist all students with the following:

- Identifying possible academic, degree, and career options.
- Reviewing academic program guidelines, progress, and graduation requirements.
- Understanding and navigating through the enrollment and registration process.
- Clarifying college procedures and guidelines associated with academics.

Academic and Retention Counselors are also available to provide the following services:

- University and community resource referrals.
- Support for Title IX cases, serving as Title IX Deputy Coordinators.
- Advocacy and support for students seeking and securing disability accommodations.
- Advocacy and support for students identified in the SAP process (Satisfactory Academic Progress) and who are experiencing academic difficulty (probation & suspension.)
- Tailored academic advising and planning for students in academic or personal distress.

Student Disability Services

Ana G. Mendez University (AGMU) is committed to ensuring that all qualified individuals with disabilities have the opportunity to participate in educational programs and services on an equal basis. To that end, we strive to create an inclusive educational environment for all members of the University community in accordance with provisions of applicable laws including, but not limited to, the Americans with Disabilities Act as amended (ADA), and Section 504 of the Rehabilitation Act of 1973 (Section 504).

The University prohibits discrimination based on disability. The University also prohibits retaliation against individuals in connection with the assertion of rights under this policy.

In accordance with applicable law and University policies, AGMU will provide Reasonable Accommodations to Qualified Individuals with Disabilities on an individualized, case-by-case basis and in a timely manner. To support students requesting Reasonable Accommodations, AGMU has empowered the Directors of Retention (Ground campuses & Main campus- Online Spanish & Online English) with the authority and training to review and make decisions about whether an individual is a Qualified Individual with a Disability and what constitutes a Reasonable Accommodation. The Directors of Retention will make determinations regarding both academic accommodations as well as accommodations for other AGMU programs or activities and will coordinate with the Academic Affairs leadership as appropriate. All information pertaining to a Disability and potential accommodations will be stored securely by and will only be shared with other University personnel on a need-to-know basis in compliance with applicable University policies and law.

A student (or applicant) may request an accommodation in accordance with the following procedures:

1. The individual requesting an accommodation must submit a written request their campus

Director of Retention, who will coordinate an intake appointment with the designated campus staff member.

2. At the time of the intake appointment the designated campus staff member will:

- a) Conduct an intake interview;
- b) Provide information regarding student information and documentation requirements;
- c) Describe services and accommodations offered at AGMU; and
- d) Provide information regarding this policy.

3. Documentation requirements vary according to each individual's disability and situation. If documentation is required, the student will provide written and current documentation of their disability from a qualified professional with relevant experience and no personal relationship with the individual being evaluated. Appropriate documentation should provide information to establish the existence of the Disability, describe the nature of the Disability, explain the limitations of the student, and offer accommodation recommendations. Documentation must be on professional letterhead, signed, dated and include a licensure number.

4. The campus Director of Retention will engage in the interactive process with the student to determine appropriate Reasonable Accommodations. For conditions that are subject to change over time (including health related disorders, learning disabilities and psychological disabilities) the student may be asked to provide updated documentation for their file on an on-going basis for accommodations to be continued. No accommodation will be provided retroactively. The University reserves the right to modify accommodations.

5. If a Reasonable Accommodation is provided, the campus Retention department will generate an "Instructor Notification Letter" (INL) that explains to each instructor that the student is

properly registered with the University and a list of accommodations to which the student is entitled. The INL will not disclose the student's specific disability information or diagnosis. It is the student's responsibility to deliver an INL to each of their instructors and to discuss the accommodation.

Though a student can request an accommodation at any time, AGMU must receive reasonable advanced notice, which is typically four to six weeks. For sign language interpreters or books in alternative format, the full six weeks' notice is usually necessary.

The student has the responsibility each semester to decide whether they want to continue to receive accommodations or services. If the student decides they need accommodations or services for a particular semester, the need must be communicated to their campus Retention department by phone, e-mail, or in writing prior to the start of the semester.

If, for any reason, a student is unable to complete a course for which a Reasonable Accommodation has been provided, the student is responsible for informing their campus Retention department that they are no longer in need of the accommodation.

AGMU is not required to provide services of a personal nature such as personal attendants, individually prescribed devices, transportation, or readers/tutors for personal use or study.

AGMU is committed to providing prompt and effective resolution of alleged incidents of discrimination and harassment. Any type of retaliation against an individual for requesting an accommodation, using an accommodation, or for filing a complaint or appeal with the University or an external governmental agency is prohibited.

Any student who believes that they have not received fair treatment regarding the Reasonable Accommodation process is encouraged to first meet with their campus Director of Retention. An earnest attempt will be

made to find a valid solution, within the limits of the law.

If a student is experiencing problems receiving their assigned accommodation(s), they are encouraged to contact their instructor(s) first to attempt to resolve the issue. If the student does not find a resolution after communicating with their instructor, they should contact their campus Director of Retention.

A student may file a complaint with the University in accordance with the campus-based

grievance process outlined in the AGMU Academic Catalog.

Complaints may also be filed with the U.S. Department of Education's Office for Civil Rights at any time at 400 Maryland Avenue, SW, Washington DC 20202 or (800) 421-3481, <https://www2.ed.gov/about/offices/list/ocr/index.html>.

Students Feedback and Complaints

AGM University is committed to ensuring that all students and student organizations, receive access to fair, equitable and timely grievance processes without retaliation. The purpose of this policy is to resolve complaints and grievances regarding decisions or actions that were made by employees or agents of the University.

1. A student has the right to seek a remedy for a dispute or disagreement through a designated complaint or grievance procedure.

- a. Students should use all available informal means to have decisions reconsidered before filing a complaint or grievance.
- b. No retaliation of any kind shall occur against a student for participation in a complaint or grievance.
- c. These procedures shall be publicized to students annually in the AGMU Catalog and Student Handbook.
- d. A student may complain concerning any university-related issue and discuss it with the appropriate AGMU employee as established in this procedure.

2. Pursuant to the university *Student Complaints and Grievance Policy*, a student seeking to grieve administrative actions deemed by the student to be adverse to them must first pursue resolution of the matter through established campus-based administrative channels as outlined in the charts below:

AGMU Resolution of Student Complaints Chart- Ground Campuses			
Issue	1st Level	2nd Level	Final Level
Admissions- Academic Program Requirements	Academic Dean	Associate Vice Chancellor of Content & Delivery	Vice Chancellor Academic Affairs
Admissions- General	Campus Director of Admissions	Campus Director	Vice Chancellor Campus Operations
Advising	Student's Assigned Student Success Coach	Campus Director of Student Affairs	Campus Director
Accessibility/Disability Services	Campus Academic Retention Counselor	Campus Director of Student Affairs	Campus Director
Counseling	Campus Academic Retention Counselor	Campus Director of Student Affairs	Campus Director
Discrimination	Campus Director of Student Affairs	Campus Director	Associate Vice Chancellor of Student Financial Services
Faculty Concerns	Instructor	Campus Academic Director	Academic Dean
Financial Aid	Campus Financial Aid Officer	Campus Director of Student Affairs	Director of Financial Aid
Grades (all programs except Nursing programs)	Instructor	Academic Dean	Associate Vice Chancellor of Content & Delivery
Grades (Nursing programs)	Instructor	Director of Nursing	Executive Director/AVC Nursing
Graduation/diplomas	Campus Associate Registrar	Campus Director of Student Affairs	University Registrar
Learning Resource Center	Assistant Director Learning Resource Center	Associate Director Learning Resource Center	Assistant Vice Chancellor Learning, Research and Project Management
Library	Associate Director Learning Resource Center	Librarian	Assistant Vice Chancellor Learning, Research and Project Management
New Student Orientation	Student's Assigned Success Coach	Campus Director of Student Affairs	Campus Director
Parking	Campus Security	Campus Director	Director of Security
Records/Transcripts/Diplomas	Campus Assistant/Associate Registrar	Campus Director of Student Affairs	University Registrar
Registration	Student's assigned Success Coach	Campus Director of Student Affairs	Campus Director
Security	Campus Security	Campus Director	Director of Security
Student Accounts	Campus Bursar	Campus Director of Student Affairs	Director of Bursar Services
Student Organizations	Campus Director of Student Affairs	Campus Director	Associate Vice Chancellor of Student Financial Services
Student Conduct	Campus Academic Retention Counselor	Campus Director of Student Affairs	Campus Director

*The Campus Director must be informed and updated on all campus-based complaints

AGMU Main Campus Online English Resolution of Student Complaints Chart			
Issue	1st Level	2nd Level	Final Level
Admissions- Academic Program Requirements	Academic Dean	Associate Vice Chancellor of Content & Delivery	Vice Chancellor Academic Affairs
Admissions- General	Admissions Associate	Campus Director of Admissions	Sr. Director Online Operations
Advising	Student's Assigned Student Success Coach	Campus Director of Retention	Sr. Director Online Operations
Accessibility/Disability Services	Student's Assigned Student Success Coach	Campus Director of Retention	Sr. Director Online Operations
Counseling	Student's Assigned Student Success Coach	Campus Director of Retention	Sr. Director Online Operations
Discrimination	Campus Director of Retention	Sr. Director Online Operations	Associate Vice Chancellor Student Financial Services
Faculty Concerns	Instructor	Campus Academic Director	Academic Dean
Financial Aid	Campus Financial Aid Officer	Campus Director of Financial Aid	Associate Vice Chancellor Student Financial Services
Grades (all programs except Nursing programs)	Instructor	Academic Dean	VC of Content & Delivery
Grades (Nursing programs)	Instructor	Director of Nursing	Executive Director/AVC Nursing
Graduation/diplomas	Campus Assistant/Associate Registrar	Campus Registrar	University Registrar
Learning Resource Center	Assistant Director Learning Resource Center	Associate Director Learning Resource Center	Assistant Vice Chancellor Learning, Research and Project Management
Library	Associate Director Learning Resource Center	Librarian	Assistant Vice Chancellor Learning, Research and Project Management
New Student Orientation	Student's Assigned Success Coach	Campus Director of Retention	Sr. Director Online Operations
Records/Transcripts/Diplomas	Campus Assistant/Associate Registrar	Campus Registrar	University Registrar
Registration	Student's assigned Success Coach	Campus Director of Retention	Sr. Director Online Operations
Student Accounts	Campus Bursar	Director of Bursar Services	Associate Vice Chancellor Student Financial Services
Student Organizations	Campus Director of Retention	Sr. Director Online Operations	Associate Vice Chancellor of Student Financial Services
Student Conduct	Campus Director of Retention	Sr. Director Online Operations	Associate Vice Chancellor of Student Financial Services

AGMU Main Campus- Online Español- Tabla de Resolución de quejas de los estudiantes			
Asunto	1er Nivel	2º Nivel	Nivel final
Admisiones- Requisitos del Programa Académico	Decano Académico	Vicerrector Asociado de Contenido y Metodología Instruccional	Vicerrector de Asuntos Académicos
Admisiones- General	Oficial de Admisiones	Supervisor de Admisiones	Director de Admisiones
Asesoramiento	Oficial de retención	Supervisor, Director Asociado de Retención	Director de Retención
Accesibilidad/Servicios para Discapacitados	Consejero Profesional	Supervisor, Director Asociado de Retención	Director de Retención
Consejería	Consejero profesional	Supervisor, Director Asociado de Retención	Director de Retención
Discrimen	Consejero profesional	Director Asociado de Retención	Director de Retención
Preocupaciones de la facultad	Supervisor de Retención	Coordinador Académico	Director Académico
Ayuda financiera	Oficial de Ayuda Financiera	Director Asociado de Ayuda Financiera	Director de Ayuda Financiera
Notas (todos los programas, excepto los programas de enfermería)	Supervisor de Retención	Coordinador Académico	Director Académico
Notas (Programas de enfermería)	Profesor	Director de Enfermería	Director Ejecutivo/AVC Enfermería
Graduación/diplomas	Registrador Auxiliar	Registrador Asociado	Registrador
Biblioteca	Supervisor de Retención	Coordinador Académico	Director Académico
Orientación para nuevos estudiantes	Oficial de Admisiones	Supervisor de Admisiones	Director de Admisiones
Transcripciones de créditos	Registrador Auxiliar	Registrador Asociado	Registrador
Registro	Registrador Auxiliar	Registrador Asociado	Registrador
Cuentas de estudiantes	Apoyo al usuario	Director Asociado de Retención	Vicepresidente Asociado de IT

Appealing a University Decision

Pursuant to the *Appeal of University Decision Policy*, students and student organizations may appeal a University Decision *only* after all relevant campus-based administrative channels have been exhausted. These administrative channels are outlined in the AGMU Academic Catalog in the *Student Complaints & Grievance Resolution Chart*.

Student or Student Organization may appeal a University Decision on the following limited grounds:

a. Procedural irregularity that materially affected the decision-making process (i.e., failure to follow the University's own published procedures);

b. The outcome of the University Decision is disproportionate to the violation(s) of university policy or standard alleged; or

c. New evidence that was not reasonably available or known to exist during the decision-making process.

The written appeal shall be a plain, concise and complete statement which contains at least the following:

- a. Documentation that all campus-based administrative channels were exhausted prior to this appeal.
- b. A description of the specific University Decision that is being appealed.
- c. A statement outlining the background of the case and the basis for the appeal including all pertinent facts and documentation that the student wishes to be considered.
- d. An explanation of the grounds for the appeal; and
- e. An explanation of the resolution being sought by the Student or Student Organization.

Written appeals must be made to the Vice Chancellor of Student Affairs within ten (10) business days of the receipt of a final University Decision. Depending on the nature of the grievance, the Vice Chancellor of Academic Affairs may hear the appeal and serve as Appellate Officer or designate the Vice

Chancellor of Operations (PR) or the Vice Chancellor of Campus Operations to hear the appeal and serve as Appellate Officer.

The Appellate Officer shall review the written appeal and may, but is not required to, hold a virtual or in-person informational meeting with the Student or Student Organization pursuing the appeal.

The Appellate Officer will review the evidence presented and based on a preponderance of evidence, make a determination regarding the appeal. The Appellate Officer may accept, modify, or reject the University Decision, or return the matter to the relevant University department for reconsideration. The decision of the Appellate Officer is final, and no further appeals can be made.

The Appellate Officer will prepare a written determination letter. The Student or Student Organization pursuing the appeal shall be provided the written determination letter. The Appellate Officer shall strive to provide the written determination letter to the Student or Student Organization within thirty (30) calendar days' notice of receipt of the written appeal.

In the event of any unresolved conflict, students can contact the Florida Commission for Independent Education at (888) 224-6684 or 325 W. Gaines St, Suite 1414, Tallahassee, FL 32399.

Academic Integrity and the Student Code of Conduct

Code of Student Conduct and Discipline

AGM University is dedicated to the advancement of knowledge, learning, and to the development of exemplary personal and social conduct. Students assume the responsibility for conducting themselves in a manner that contributes positively to the University's learning community and that does not impair,

interfere with, or obstruct the orderly conduct, processes, and functions of the University as described in this Student Code of Conduct (the "Code").

While this Code may have some similarities with the legal system, it is essentially educational and administrative in nature. This Code is not governed by restrictions found in criminal or civil

proceedings. It should be read broadly and is not designed to define misconduct in exhaustive terms. Nothing in this Code shall be construed as preventing University officials from taking any immediate action when deemed necessary.

Each student assumes the responsibility for becoming familiar with, and abiding by, this Code. The University reserves the right to make changes to this Code as necessary and once those changes are posted online, they are in effect. Students will be informed in writing of substantive changes to this Code on an established communication cycle.

Academic Integrity Policy

Policy Scope

Ana G. Mendez University (AGMU) has set an academic integrity policy and procedures that extends to students, faculty, and the University community. The procedures include standards and responsibilities expected in all academic settings and define the students and faculty obligations in cases of evidenced student violations.

Policy

Academic integrity refers to the expectation of honesty in the development and submission of student course work based on individual knowledge and skillset of each student. Dishonesty and academic misconduct are not tolerated in any form by the University and must be reported following the established procedures.

Plagiarism is the dishonest representation by a student of information, ideas or the presentation of another student or author's creation as if they were their own. Not using citations, not giving credit to an author, or using excessive paraphrasing are forms of academic theft and plagiarism. Plagiarism applies to

information in writing, presentations, drawings, seminars or lectures, graphs, etc.

Cheating is the act of misrepresentation of mastery or skill in an academic exercise. It may include using or copying information from another student to write a report or complete an assignment, using materials without the authorization of the professor during an exam, communicating with another student before or during examination, etc.

Fabrication or falsification is the creation of false information or results in an academic exercise to deceive and commit fraud. For example, the student invents false information and presents it as facts.

Violation Procedures: Application of the Code of Conduct and Discipline

The University ***Code of Conduct and Discipline*** defines all forms of academic misconduct as prohibited conduct and establishes procedures to review academic integrity alleged violations. Violations to academic integrity include cheating, fabrication of information, plagiarism and stealing.

Faculty and students are encouraged to report violations to the Academic Integrity Policy. Faculty must use the academic integrity violation report form to report minor violations such as unintentional plagiarism. Students must follow the procedures in the Code of Conduct for reporting.

Authority and Jurisdiction

The University reserves the right to take necessary and appropriate action to protect the safety and wellbeing of the University community. This Code is adopted for the appropriate discipline of any student (or student organization) who acts to impair, interfere with, or obstruct the orderly conduct, processes, and functions of the University.

The authority for student discipline ultimately rests with the University Chancellor. The Chancellor delegates this authority to the Vice Chancellor of Student Affairs, and the Vice Chancellor delegates this authority to designated staff on the campuses (ground and online).

The Code applies to behaviors that take place on campus, in study abroad programs, or at University-sponsored events, programs, or activities, including at clinical and internship sites. While the University has a primary duty to supervise student behaviors in its premises, it reserves the right to take disciplinary action in response to behavior off-campus or online that adversely affects the University and/or the pursuit of its objectives and warrants conduct action.

The Code may also be applied to behavior online, via email, or another electronic medium. Online speech by students not involving AGMU networks or technology will typically not be the subject of this Code with two notable exceptions: 1) A threat, defined as a threat a reasonable person would interpret as a serious expression of intent to inflict bodily harm upon a specific individual(s); and 2) Online or electronic speech that causes significant disruption to University operations or the educational mission. The Code also applies to guests of AGMU students. Hosts will be held accountable for their guest's misconduct or violation(s) of the Code.

All members of the University community are encouraged to report all suspected violations of the Code through established reporting procedures. All University employees are required to report all possible violations through established reporting procedures.

Student Conduct Philosophy

AGMU is committed to fostering a learning environment that is conducive to academic

inquiry, a vibrant University community, and discourse without fear of intimidation. We are committed to an educational and developmental process that balances the interest of individual students with the interests of the University community. The student conduct process is not intended to punish students; rather it exists to protect the interests of the community and to challenge those whose behavior is not in accordance with established policies. Sanctions are intended to challenge students' moral and ethical decision-making and to help them bring their behavior into accord with our community expectations.

Definitions

"Assigned Conduct Official" is defined as:

1. For ground campus students, the Campus Director of Student Affairs, or their designee
2. For Main campus students (Online Spanish and Online English), the Director of Retention, or their designee

"Preponderance of Evidence" is defined as: the standard of proof that applies to student conduct proceedings or determinations. In order to find that a student or organization has engaged in prohibited conduct, the standard of proof required is a preponderance of the information contained in the record. The information must demonstrate that it is more likely than not that the violation occurred.

"Student" is defined as:

1. All persons registered for University courses on campus or online;
2. All persons who are not officially enrolled for a particular term but have a continuing relationship with the University or intend to enroll in the next term. This provision is intended to include within the definition of students, those persons enrolled in the spring and fall semesters who engage in misconduct during the

summer and students who are first time enrollees who engage in misconduct prior to the time of enrollment, or who are not enrolled in that particular part of term; and/or

3. All persons who are attending classes on campus or online although they may be enrolled students in other higher education institutions as transient students.

“Student Organization” is defined as: all recognized student groups, clubs, or organizations. Student Organizations may be held collectively responsible when violations of this Code by those associated with the group or organization have received consent or encouragement of the group or organization or the of the group or organization’s leaders or officers.

“Campus” is defined as: all areas, owned, leased, or under the control of AGMU.

Violations of Local, State, & Federal Law

Any student who accepts the privilege of attendance at the University is deemed to have given their consent to the policies of the University, Student are also required to comply with local, state, and federal laws. By enrolling at the University, a student assumes the responsibility for becoming familiar with and abiding by the standards of conduct detailed in this Code. Violation of any of these may lead to disciplinary sanctions. A student may be accountable to both law enforcement authorities and to the University for acts which constitute violations of law and this Code. Student conduct allegedly constituting a felony or misdemeanor offense may be referred to appropriate law enforcement agencies. University disciplinary proceedings will not be subject to challenge on the grounds that criminal charges involving the same incident have been filed, prosecuted, dismissed, reduced, or otherwise resolved or that such proceedings constitute double jeopardy. AGMU will comply

with all local law enforcement Personal Protection Orders submitted to the AGMU Director of Operations, Compliance, and Safety.

Disciplinary Proceedings & Standard of Proof

The University will conduct disciplinary proceedings pursuant to the Code in an informal, fair and expeditious way. Procedures governing criminal or civil courts, including formal rules of evidence, are not applicable. Students will be informed of all steps and outcomes of the disciplinary process in writing. Deviations from the procedures in this Code shall not invalidate a proceeding or decision, except where such deviation has clearly resulted in significant prejudice to a student or to the University. A “Preponderance of Evidence” is the standard of proof that applies to student conduct proceedings or determinations.

Prohibited Conduct

The University may impose discipline for a violation of, or an attempt to violate, any University policies or regulations. Violations or attempted violations include, but are not limited to, the following types of misconduct:

- a. All forms of academic misconduct, including but not limited to, cheating, fabrication, plagiarism, or facilitating academic dishonesty;
- b. Other forms of dishonesty, including but not limited to, fabricating information, or knowingly furnishing false information or reporting a false emergency to University officials acting in the performance of their duties;
- c. Theft of, damage to or destruction of, any University property or property of others while on University premises;
- d. Unauthorized possession of University property;
- e. Dressing in a manner that is not conducive to health, welfare, and safety;

- f. Publicly exposing one's intimate body parts, public urination, defecation, and public sex acts;
- g. Possession, use, sale, barter, exchange, gift, distribution, or other transaction of any illegal drugs;
- h. Possession or use of explosives, fireworks, chemical agents, or deadly weapons;
- i. Illegal gambling;
- j. Use of offensive language, disrespectful language, insults, threats of aggression, or attempted assault to University officials, students, or guests;
- k. Failure to comply when given reasonable directives by a University official or law enforcement officer during the performance of their duties;
- l. Unauthorized use of the University name, logo, or other branded insignia;
- m. Unauthorized entry or occupancy of University facilities;
- n. Distributing or publishing informational material without the written authorization of the appropriate University official;
- o. Conduct that interferes with the University teaching activities and operations;
- p. Forgery, alteration, or misuse of any University document, record, key, electronic device, identification, or authorized signature;
- q. Theft or other abuse of computing facilities or computer time, including but not limited to: 1) unauthorized entry into a file to use, read, or change the contents or any other purpose; 2) unauthorized transfer of a file; 3) unauthorized use of another individual's identification or password; 4) use of computing facilities to interfere with the work of another student, faculty member, or University official; 5) use of computing facilities to interfere with a University computing system, or other violations of Information Technology policies and related policies; or 6) University technology, including, but not limited to, computers, network, and wireless internet, to access materials disruptive to the learning environment, including and without limitation sexually explicit or violent content;
- r. Disorderly or lewd conduct;
- s. Participation in a disturbance of the peace or unlawful assembly;
- t. Disobedience or violation of the conditions of probation and/or sanctions imposed in accordance with the procedures established by this Code;
- u. Misuse of University information technology resources;
- v. Unauthorized commercial solicitation on University property;
- w. Failure to respect the privacy of any member of the University community;
- x. Intentional or unintentional acts that cause harm to an individual or group that could or does result in injury to an individual or group;
- y. Discrimination: Any act that is in conflict with the University's established non-discrimination policies or that limits or denies the ability of any person or persons to participate in or benefit from educational programs or activities based upon an individual or group's actual or perceived status;
- z. Sexual misconduct: including harassment, stalking, non-consensual sexual intercourse, sexual exploitation, or intimate partner and domestic violence as defined by University policy;
- aa. Hazing: any action which endangers the mental or physical health of a member of the University community, or which encourages the student to engage in illegal or inappropriate conduct for the purpose of initiation, admission

into, affiliation with, or as a condition of continued membership in a recognized group or organization;

bb. Bullying or cyber-bullying;

cc. Expressive activities that are unlawful and/or that materially and substantially disrupt the functioning of the University and/or that infringe upon the rights of others to engage in expressive activities;

dd. Encouraging, aiding, or abetting another in the commission of any offense prohibited by this Code;

ee. Violation of other University policies;

ff. Violation of local, state, or federal laws, regulations, or ordinances;

gg. Abuse or interference, or failure, to comply with the University's conduct process, including:

i. Failure to participate in conduct hearings

ii. Falsification, distortion, or misrepresentation of information

iii. Failure to provide, destroying, or concealing information during an investigation

iv. Attempt to discourage an individual's proper participation in the conduct process

v. Retaliation, harassment, or intimidation of members involved in a conduct proceeding

Disciplinary Sanctions

A student found in violation of this Code may be subject to one or more of the following sanctions by the assigned Conduct Official:

Written Warning - official reprimand to the student addressing the conduct violation and informing the student that prohibited conduct

may be cause for additional disciplinary action if repeated in the future. A copy of the written warning is kept on file as part of the student disciplinary file system.

Restrictions or Loss of Privileges - Limitations on campus usage or University-sponsored events including facilities, courses, labs, or other campus activities related to a specific violation for a specified period of time.

Disciplinary Probation – A period of time in which a student is expected to demonstrate a positive behavioral change and may be excluded from participation in privileged or extra-curricular institutional activities. This warning includes a written reprimand along with the possibility of more severe disciplinary sanctions should the student be found in further violation of any University policies or regulations during the established probation time frame. At the end of the probationary period, the University will review the student's conduct and decide whether or not to reinstate the student to good conduct standing.

Community or Educational Service – An assignment of an appropriate project that will benefit the student, the institution, and/or the parties offended. Such assignments include, but are not limited to community service, letters of apology, educational assignments, and educational programs.

Restitution – Reimbursement to the University or affected party for damage or misappropriation of property. Restitution may take the form of appropriate services, fines, repair, or other compensation for damages, and it may be applied, where appropriate, in conjunction with another sanction.

Disciplinary Suspension – Termination of student status, including participation and attendance at all campus activities as set forth in the notice of suspension for a specific period of time. When circumstances warrant, the sanction

of exclusion from the campus and University services may also be imposed. Being convicted in a court of law for a criminal offense involving personal misconduct may constitute sufficient grounds for suspension or expulsion from the University. A student on disciplinary suspension will be administratively withdrawn from their current courses. The student will be ineligible to receive a tuition and fees refund. Disciplinary suspensions are determined by the Vice Chancellor of Student Affairs, under the approval of the University Chancellor.

Expulsion – A permanent separation from the University. When circumstances warrant expulsion, the student is banned from the University property and the student's presence at any University-sponsored activity or event is prohibited. This action may be enforced with a no-trespass notice as necessary. Being convicted in a court of law for a criminal offense involving personal misconduct may constitute sufficient grounds for suspension or expulsion from the University. A student with a finding of Expulsion will be administratively withdrawn from their current courses. This administrative withdrawal will be noted on their transcript, and the student will be ineligible to receive a tuition and fees refund. Disciplinary expulsions are determined by the Vice Chancellor of Student Affairs, under the approval of the University Chancellor.

Loss of Employment - Permanent severance of the student's employment with the University.

Behavioral Requirement – This includes required activities including but not limited to, seeking academic counseling or substance abuse screening, writing a letter of apology, etc.

No-trespass Notice – The University may utilize a no-trespass notice on a temporary or permanent basis to protect the safety of the University community.

Disciplinary Probation or Suspension of Student Organizations – In addition to the above

sanctions, additional sanctions may be imposed against a student organization for the violation of this Code and may include disciplinary probation or suspension of the student organization.

Discretionary Sanctions – Other sanctions that bear a reasonable relation to the violation for which the student has been sanctioned may be imposed instead of or in addition to those specified above.

Standards of Student Behavior in the Physical and Online Classroom

Primary responsibility for managing the classroom environment rests with the faculty. Faculty members are authorized to define, communicate, and enforce appropriate standards of decorum in classrooms, offices, and other instructional areas under their supervision. Faculty have direct support from University security and administrative staff at all times. Faculty should immediately report any incident to their campus Security Official and to their supervisor.

Students who engage in any prohibited or unlawful acts that result in disruption of a class may be directed by the faculty member to leave the class for the remainder of the class period, whether in person or online. Longer suspensions from class or dismissal from the course on disciplinary grounds must be preceded by a disciplinary hearing, as set forth in the implementing procedures of this Code.

Academic dishonesty allegations will be processed in accordance with student conduct procedures set forth in this Code. Students may be subject to both the Code and separate academic sanctions as determined in the academic judgment of the faculty member as outlined in their course syllabus. Any student determined by the professor to have been responsible for engaging in an act of academic dishonesty shall be subject to a range of

academic penalties (apart from any sanctions that may be imposed pursuant to the Code) as determined by the professor which may include, but not be limited to, one or more of the following: loss of credit for an assignment, examination, or project; a reduction in the course grade; or a grade of "F" in the course, a re-take, or other options deemed appropriate by the faculty.

Disciplinary Procedures

Alleged violations of the University's Title IX-Sexual Misconduct policy will be governed and resolved in accordance with that University policy. All other alleged violations of the Code will be addressed in accordance with the following procedures. Once an alleged violation is reported, the following steps will be followed:

1. The assigned Conduct Official will conduct a preliminary inquiry into the nature of the incident, the evidence available, and the parties involved, to determine if there is sufficient evidence to show a violation of the Code. If there is not sufficient evidence, the assigned Conduct Official will close the matter.
2. If there is sufficient information available for the assigned Conduct Official to show a violation of the Code, the assigned Conduct Official, will request in writing a conduct meeting with the student(s) involved within ten (10) business days of receipt of the incident report. The student will be provided information about the alleged violation of the Code and shall be afforded reasonable access to review relevant evidence or information, redacted consistent with the Family Educational Rights and Privacy Act (FERPA), prior to and during the meeting. The student shall have the opportunity to provide additional and relevant information or the names of witnesses to the assigned Conduct Official. Any such additional information or names must be submitted in writing at least two business days prior to the meeting. The assigned Conduct

Official may consider the additional information or interview witnesses at their discretion.

3. The student may accept responsibility for violations of this Code in writing without a conduct hearing. A student who accepts responsibility in writing forfeits all rights to an appeal.
4. A registration hold will be placed on the student(s) account until they have both scheduled and attended their required conduct meeting.
5. The student shall have the opportunity to respond to the information related to the alleged violation of the Code at the conduct meeting. The student may be accompanied by one advisor. The role of the advisor shall be limited to support and consultation; the advisor may not speak during the student conduct proceeding except privately to the student. Violation of this expectation will result in the advisor being removed from the proceeding at the discretion of the assigned Conduct Official. If a student refuses to participate in the conduct meeting, a decision will be made in their absence.
6. A student may be found responsible for any prohibited conduct when behavior was previously unknown are discovered during the course of the student conduct proceeding or if it is determined that a different section of the Code more appropriately addresses the conduct in question.
7. If the assigned Conduct Official finds, based on a preponderance of evidence, that the responding student(s) is not responsible for violating the code, the process will end, the registration hold will be lifted, and the student will receive a written notification of the finding.
8. If the assigned Conduct Official finds, based on a preponderance of evidence, that the responding student(s) is responsible for violating

the code, the assigned Conduct Official will notify the student(s) in writing of the findings and impose sanctions within three (3) business days of the conduct meeting. The registration hold may be lifted depending on the outcome of the conduct meeting.

Student Disciplinary Appeals Committee

Students found responsible for violating the Code may appeal to the Student Disciplinary Appeal Committee (the "Committee"). The Committee's composition will at minimum include: one (1) faculty, one (1) staff, one (1) student, and will be chaired by the Vice Chancellor of Student Affairs, or their designee.

A letter of appeal must be submitted to the Committee within ten (10) business days of the receipt of the resolution letter from the assigned Conduct Official. The written appeal must specify grounds that would justify consideration. General dissatisfaction with the outcome of the student conduct proceedings, or an appeal for mercy, are not appropriate grounds for an appeal. The Committee will only consider appeals based on at least one of the following criteria:

a. Significant procedural error – when a student can demonstrate that a procedural error was

made that was significantly prejudicial to the outcome of the proceeding.

b. Significant substantive error – when a student can demonstrate that the evidence presented at the hearing was not sufficient to justify the decision reached or if the sanction(s) imposed is (are) unreasonably harsh based upon the circumstances of the case.

c. New evidence a student can demonstrate that information, that was not available or known to exist at the time of the hearing has arisen which, when considered, may materially affect the outcome of the proceeding. The Committee will consider the appeal.

The Committee may by majority vote:

a. Alter, amend, and/or overturn disciplinary action;

b. Schedule a rehearing; or

c. Uphold the assigned Conduct Official's determination and sanction.

The Chair of the Committee will prepare a formal letter detailing the determination of the Committee. The Committee should strive to complete their process within 25 business days. The Committee's decision is final and not subject to further review or appeal.

General Provisions

Course Numbering System

The following course numbering system is used by AGMU:

- 050, 100 and 200 coded courses are lower division courses
- 300 and 400 coded courses are upper division courses

- 500, 600 coded courses are Master Degree level courses
- 700 coded courses are Master and Doctoral Degree level courses.
- 800 and 900 coded courses are Doctoral Degree level courses

The Course Prefix

The course prefix is a four-letter designator for a major division of an academic discipline, subject-matter, or sub-category of knowledge. The prefix is not intended to identify the department in which a course is offered. Rather, the content of a course determines the assigned prefix to identify the course.

Amendments

AGM University has the authority to amend this catalog at any time that it deems necessary.

False information

Any candidate who submits false information to attain admission to the Institution will be immediately disqualified for admission.

If, after admission, it is discovered that a student furnished false information, they will be subject to the appropriate disciplinary measures, including canceling their enrollment and losing the credits completed satisfactorily.

Student's Responsibility

It will be the responsibility of the students to know and comply with all the academic and institutional norms or policies. The Institution will not accept a declaration of ignorance of a norm or policy to avoid complying with it.

Institution's Responsibility

This Institution does not exclude participation, does not deny benefits, nor does it discriminate against any person by race, sex, color, birth, social origin or condition, physical handicap, or for political, religious, social or syndicate ideology.

Reserved Rights

The Institution, to safeguard its goals and objectives, reserves the right to admit, readmit or enroll any student in any semester, session or class. For the same reason, it reserves the right

to temporarily, partially; totally or permanently suspend any student before a hearing, in accordance with the Student Code of Conduct.

FERPA

The Institution faithfully complies with the dispositions of the Family Educational Rights and Privacy Act of 1974, known as FERPA. This act is designed to protect the privacy of the academic records and to establish student's rights to inspect and review their records.

Law 186 (Only for US citizens and residents)

The institution lawfully complies with the dispositions of Law 186 of September 1, 2006. Better known as the Law that Prohibits the Use of the Social Security Number. AGM University does not use any student's social security number as Identification in public and private educational records or documents.

Anti-Hazing Policy

The University prohibits hazing, which is defined in the Student Code of Conduct as any action which endangers the mental or physical health of a member of the University community, or which encourages the student to engage in illegal or inappropriate conduct for the purpose of initiation, admission into, affiliation with, or as a condition of continued membership in a recognized group or organization. Hazing is considered prohibited conduct and will be adjudicated through the established student conduct process.

Change of Name and/or Address

It will be the responsibility of the student to notify the Registrar's Office of any change of name, Social Security information or address (postal and physical) while they are an active student at the Institution. Students must present relevant documentation, in order to update any information related to the Social Security card.

Student Organizations

The participation in student organizations provides opportunities for valuable experiences. Such participation fosters personal growth, encourages understanding, leadership, and

cooperation and emphasizes the ideals of service, good citizenship and respect for human values. All student organizations must register and remain in good standing, in accordance with university policy.

Distance Education

Distance Education is defined as education that uses one or more types of technology to deliver instruction to students who are in a different place from the instructor. AGM University offers Distance Education or Online Education through a Learning Management System.

Distance Education at AGMU is a study and learning modality or independent study process assisted by technology, with the purpose of promoting learning without limitations of location, occupation and schedules. The educational mode is mediated by the information and telecommunication technologies, traditional and innovative, that contribute to the construction of knowledge and the exchange of information through new methods of synchronous and asynchronous inter-activity. AGMU has a broad academic offering available through distance education and hybrid modes. Assurance on educational quality to the student and the provision of administrative services that go beyond geographic barriers and facilitates communication for students is of utmost importance. For this, the campus has access to direct services, adequate personnel, and the technology for the development of new modes in the teaching-learning process.

AGM University provides an interactive, and dynamic learning environment, available 24 hours, that are aimed at a student population that is diverse and dispersed. The educational mode is mediated by the information and telecommunication technologies, traditional and innovative, that contribute to the construction of

knowledge and the exchange of information through new methods of synchronous and asynchronous interactivity.

Student Orientation

Prior to the beginning of the course, students who enroll in online programs or courses must attend a mandatory student orientation.

The orientation provides training on the use of the Learning Management System (LMS). The training includes basic use of the LMS to access and complete modules, lessons and activities. It also includes the use of communication tools within the LMS such as discussion forums, email and chat. The training is a series of tutorials available 24/7 in the student portal. The tutorials incorporate short video clips and other tools that can be accessed at any time for quick reference.

The training sessions cover the following topics:

1. Course login access/navigation: access to the LMS, content modules, and supplementary files.
2. Course tools: how to participate in a discussion forum, how to submit assignments, send and receive email, chat, whiteboard and how to see grades.
3. Academic resources: access to the online library, online tutoring (NetTutor), and Academic Integrity Norms.

Technology Requirements

In order to maximize the online or hybrid course learning experience, students are required to own or have access to a computer and internet connection. The university does not provide students with personal computers. However, each campus library has a limited number of computers available for student use on a first-come basis.

Supported Browsers

Operating System requirements: Windows 7 (minimum) / OSX 10.6 (minimum)

Browser requirements:

Chrome 102 and 103
Firefox 100 and 101

Edge 101 and 102 / Safari 14 and 15 (Macintosh only) will work, but are not recommended.

Device requirements: Laptop or Desktop computer. Please do not rely only on a Tablet (iPad) or Mobile Device (iPhone, Android) as your only access to Canvas.

Student Attendance, Participation, and Monitoring in Online Courses

Student Attendance and Participation

Students enrolled in online or hybrid courses, in preparation for a course, must employ between 15-20 hours per week participating in experiences and activities established by the instructor. These graded activities, delivered either synchronous or asynchronous, include and are not limited to discussion forums, virtual forums, chats, videos and other presentations. All online students are required to participate weekly in the course.

Students are required to review the course syllabus and the faculty's welcome message which is posted in every online course.

Census Taking for Online and Hybrid Courses (Show/Now Show)

A census is made during the first two (2) weeks of each part of term to determine whether the student attended at least once during the period of enrollment.

- The faculty on record will certify attendance (Show/No Show Report) through the "Web for Faculty" to students who did not access the online course, within the deadline established in the academic calendar.
- Once the Registrar's Office receives the Show/No Show Report, the retention staff is informed to follow up the students reported as No Show.
- The Retention Office will be following up with students to identify the reasons for not accessing the course, and to offer assistance and guidance in the process of accessing and participating in the course. Students will also be advised of their status with the Registrar's Office and the academic implications of not participating in the course during the census weeks.
- If the student wishes to be reinstated in the course, they must establish communication with the instructor. For this, the student must complete the Course Re-Instatement Request Form available on the web-based forms repository through the student portal.
- With the approval of the instructor and the Registrar, the student may be reinstated in the course if noted on the report as No Show.
- Refer to the financial aid section for details on the financial implications of being a No Show.

Monitoring Attendance

In order to support students in the completion of their course, and as part of the institution's retention efforts, faculty and Retention staff monitor and report student participation throughout the course.

Evaluation of Student's Academic Achievement

AGM University calculates engagement time based on the Carnegie Model.

One semester credit is defined as:

1. the equivalent to a minimum of fifteen (15) hours of planned learning engagement composed of hours of instruction and individual or group activities as indicated in the course outline under the guidance of a qualified instructor. Students are expected to engage in a minimum of 30 hours per credit of out of class student work.
2. the equivalent amount of work as required in paragraph 1. of this definition of other academic activities including but not limited to laboratory work, internships, practicums, studio work, and other academic work leading to the award of a semester credit.
3. Please note that some programs require additional time for hands on learning.

Faculty Listing

Faculty name	Faculty Degree Held
Abigail Rios	Ph.D. Instructional Design & Technology, Keiser University, 2017 Master in Public Administration, University of Puerto Rico, 1996
Abimael Burgos	BBA, Management, Pontifical Catholic University of Puerto Rico, PR
Abimael Forty Nieves	MA Education/Curriculum and Instruction in Math, University of Phoenix BA Education in Math, University of Puerto Rico, PR
Abner Gomez Cortes	MBA Management & Strategic Leader, Metropolitan University, PR BS Biology, Inter American University of Puerto Rico, PR
Adileidy Quero	Bachelor's degree Microbiology University of Florida FL 2020 Pharmacy Technician Certification Board
Adriana Hernandez	Master of Science in Industrial Engineering & Management, University South Florida, Tampa FL 1994
Adriana Patino	MS Spanish Language Education, Nova Southeastern University, Fort Lauderdale, FL, 2015
Aitza Haddad Nuñez	PhD Communication, Culture and Media Studies, Howard University School of Communication, DC LL.M Comparative Law, University of Florida Fredric Levin College of Law, FL JD Common Law and Civil Law, Inter American University of Puerto Rico, PR BA Political Science, University of Puerto Rico, PR
Aixa E. Rivera Cintron	EdD Education (Distance Learning and Instructional Technology) Nova Southeastern University, FL
Alain Rojas Llanes	MRU Miami Regional University (Sept 2018-present), Doctor of Nursing Practice (DNP) program, FNP 2015, FL
Alan Viens	MS Finance, New England College of Business, MA, 2016, BS Accounting, Johnson & Wales University, MA, 2013, BS Information Systems, Johnson & Wales University, MA, 2008
Alejandro Gil De Lamadrid Pesant	MA History University of Barcelona, Spain Master's in Humanities University of Puerto Rico, PR
Alejandro Torres	Doctor of Ministry Barry University, FL 2015 Master of Business Administration – Management and Strategic Leadership Universidad del Este, FL 2010 Master of Science in Psychology - Marriage and Family Therapy Carlos Albizu University, FL 2001 Master of Arts – Spanish St. John's University, NY 1998
Alex D. Carrasquillo Medina	MS Telecommunications Universidad del Turabo, PR BS Electrical Engineering Inter American University, PR
Alex J. Rodriguez Alvarez	MBA Human Resources Inter American University of Puerto Rico, PR
Alex Tirado Acevedo	Doctorate in Business Administration, Columbia Southern University, 2017
Alexander Easdale	MA Latin American & Caribbean Studies, Florida International University, FL BA International Studies, Philosophy, Criminal Justice University of West Florida, FL
Alexander Forty Nieves	MEd Guidance and Counseling Universidad del Turabo, PR PsyD Clinical Psychology Universidad Carlos Albizu, PR
Alexander Lima	Master of Science Industrial Engineering University of Missouri Columbia, 1994
Alexander Pijuan	MBA. Business Administration, Leadership in Project Management, Ana G. Méndez University System, Metro Orlando 2019 B.S. Business Administration, Information Systems Management, 2007
Alfredo Bultron Ortiz	PDBA Business Administration Walden University, MN EdD Education Nova Southeastern University, FL MBA Marketing Universidad Ana G. Méndez, PR BBA Inter American University of Puerto Rico, PR
Alfredo Moleiro	Master of Business Administration, Major in Global Management, University of Phoenix EU, 2015

Faculty name	Faculty Degree Held
Alma Catala Valentín	Master of Sciences Biomedical Sciences, UCF, 2018
Alma I. Vega Garcia	PhD Curriculum and Instruction with subspecialty in Technologies for Learning University of Puerto Rico, PR MA Computing Education Inter American University of Puerto Rico, PR BS Mathematics and Computer Science University of Puerto Rico, PR
Almonte Ariadne	Certificate of Massage Therapy American Institute, New Jersey, 2018
Amarilys Diaz	Doctor of Philosophy- Nursing Education 2015, Master of Science in Nursing-Family Nurse Practitioner 2007, Bachelor of Science in Nursing 2002
Amilcar Cintron Aguilu	PhD History of PR and the Caribbean Center for Advanced Studies of Puerto Rico and the Caribbean, PR MA Puerto Rican Studies Center for Advanced Studies of Puerto Rico and the Caribbean, PR BA General Studies University of Puerto Rico, PR
Amilcar Jimenez	Master of Business Administration in Marketing, Universidad Interamericana, Puerto Rico, 1999
Amneris Soto Soto	MC Counseling, University of Phoenix BA Criminal Justice Inter American University of Puerto Rico, PR
Ana Balcazar	DNP (Doctor in Nursing Practice), Florida International University, Florida 2020 MSN (Master Science of Nursing), Florida International University, Florida, 2011 BSN (Bachelor Science of Nursing), Florida International University, Florida, 2009
Ana Mendoza Feliciano	Master of Sciences Educational Leadership, Universidad del Este, Metro Orlando Campus, 2008
Ana M. Ortiz Lebron	DBA Management, Universidad de San Miguel, MX MBA Accounting Universidad del Turabo, PR BBA Accounting University of Puerto Rico, PR
Ana Gonzalez Luna	PsyD Clinical Psychology Carlos Albizu University, PR MS Clinical Psychology Carlos Albizu University, PR MSW Inter American University of Puerto Rico, PR BA Social Work Universidad Sagrado Corazón, PR
Analís Batista	Master of Science in Criminal Justice Nova Southeastern University, Fort Lauderdale, Florida, 2019
Andres Caiaffa	Doctor of Nursing Practice University of Miami, FL 2012 Master of Science in Nursing Florida International University, FL 2007
Angela Cotto	PhD Public Affairs, Public Administration, UCF, 2022 Master in Nonprofit Management, UCF, 2015
Ann Spackman	Licensed Clinical Supervisor, FL DOH, Master of Social Work, University of Pennsylvania, PA 2005, Bachelor of Social Work, Delaware State University, DE 2004
Angel A. Toledo Lopez	JD Law University of Puerto Rico, PR PhD Political Science Penn State University, PA MA Political Science Penn State University, PA BA Political Science University of Puerto Rico, PR
Angel M. Ojeda Castro	DBA Management Information Systems Universidad del Turabo, PR MBA Accounting Universidad del Turabo, PR BBA Mathematics Universidad del Turabo, PR
Angel R. Pagan	MA Philosophy Cleveland State University, OH BA English Bayamon Central University, PR
Angel V. Nieves Vega	PhD International Accounting Universidad Alas Peruanas, Peru MBA Accounting Inter American University of Puerto Rico, PR BBA Accounting Caribbean University, PR
Angela Poston-Kornegay	MA Organizational Management, Trevecca Nazarene University, TN, 2001, BS Liberal Studies, Belmont University, TN, 1999
Annie L. Roman Acevedo	DBA Project Management Walden University, MN MBA Technology Management University of Phoenix BA Industrial Management University of Puerto Rico, PR

Faculty name	Faculty Degree Held
Anthony Martin	Bachelor Information System in Networks, EDP University of Puerto Rico, 2014
Ariel Quiñones Tapia	Certificate of Massage Therapy Florida College & Natural Health, Orlando FL, 2004
Arisbel Ramos Martin	DBA Business Administration Pontifical Catholic University of Puerto Rico, PR MBA Business Administration Caribbean University, PR BA Accounting Pontifical Catholic University of Puerto Rico, PR
Arlette Parrado	EdD Education Nova Southeastern University, FL MSW Social Work University of Southern California, CA
Armando Martinez	Medical Doctor and Surgeon National University of Trujillo Peru, 1985 Master of Science in Occupational Medicine London University, 1987 Master of Business Administration-Health Administration Miami University FL, 2007
Arturo Vega	MA Spanish University of Salamanca, Spain Master's in Education Nova Southeastern University, FL BA Communications University of the Sacred Heart, PR
Astrid Concepción Wichy	EdD Education Administration University of Puerto Rico, PR JD Inter American University of Puerto Rico, PR
Awilda Morales Gomez	MBA Management Universidad del Turabo, PR
Barbara Maich	MBA in Healthcare Administration, Baker College of Graduate Studies, Mi, 2009; BBA in Healthcare Administration, Davenport University, Mi, 2006, CCS-P Certification, AHIMA, IL 2007, CCS-P (Certified Coding Specialist, Professional) through the American Health Information Management Association
Barbara Martinez Cordero	MA Educational Counseling Inter American University of Puerto Rico, PR MA University Teaching Inter American University, PR BA Social Sciences Universidad Ana G. Méndez, PR
Barbaro Forteza	Master of Science in Spanish Language Education Nova Southeastern University, FL 2006
Beatrice Fernandez	Master of Education Guidance & Counseling Turabo University, FL, 2010 Pharmacy Technician Certification Board
Beatriz Sánchez Arquer	Pharmacist, Santa Maria University, Caracas Venezuela, 1994 Pharmacy Technician, Dep of Health, 2018
Bellaida Lozano	MS Science Education NOVA Southeastern University, FL MD University of Carabobo, Venezuela
Benjamin Velazquez	Master's in business administration, Ana G Mendez University, 2019 / Master in Finances, AGM, 2021
Belma A. Borrás	DBA Accounting Walden University, MN MBA Accounting La Salle University, PA BBA Accounting Universidad del Puerto Rico, PR
Benny L. Gonzalez Baez	MA Criminal Justice Inter American University of Puerto Rico, PR BA Criminal Justice Inter American University of Puerto Rico, PR
Bethzaida Olivera	Juris Doctor Interamerican University School of Law, San Juan PR 2006
Beverly Ann Alers Guzman	LLM Law Inter American University Puerto Rico, PR JD Law University of Puerto Rico, PR Bachelor's in Communications Sacred Heart University, PR
Bianca Aponte	Juris Doctor, Florida A&M University, 2021
Bianca Pagan Andino	BA Public Relations and Advertising University of Puerto Rico, PR MA Graphic Art Atlantic University College, PR
Billy B. Santiago Bermudez	PhD Clinical Psychology Carlos Albizu University, PR MA Industrial /Organizational Psychology Inter American University of Puerto Rico, PR
Blanca I Acevedo Cruz	DBA Management Universidad del Turabo, PR
Brenda Cintron	Master of Education; Major: Special Education, Universidad de Puerto Rico, PR, 2003
Brenda C. Melendez	Master of Business Administration, Marketing, University of Phoenix, San Juan, PR 2002

Faculty name	Faculty Degree Held
Briseida M. Medero Osorio	DBA Business Administration Universidad del Turabo, PR MBA Business Administration Metropolitan University, PR BA Business Administration University of Phoenix Pre-Medical Natural Sciences, University of Puerto Rico, PR
Broderick Martinez	Ph.D. of Business Administration in Accounting Argosy University, FL 2009, Master of Business Administration in Accounting, Nova Southeastern University, FL 1999
Brunilda E Sierra Torres	MA Criminal Justice Universidad del Turabo, PR
Byron Bonet	Master of Science of Nursing/Medical Surgical, National University College, 2019 MBA National University College, PR BSN Inter American University, PR
Calix Diaz	Doctor in Clinical Psychology, Carlos Albizu University, 2012 Master of Clinical Psychology, Carlos Albizu University, 2009 Master of Social Work, University of Puerto Rico, 2002
Camille Echevarria Peraza	PhD Education Metropolitan University, PR Master in ESL Universidad del Turabo, PR Bachelor in ELS University of Puerto Rico, PR
Carla M. Nevarez Sanchez	Master's in Educational Technology Devry University, FL MBA Business Administration Universidad del Turabo, PR BBA Business Administration Universidad del Turabo, PR
Carla Patalano	DBA, Nova Southeastern University, FL, 2008, MBA, Anna Maria College, MA, 1993, BSBA, Northeastern University, MA, 1990
Carla Zayas Santiago	Master of Arts in Spanish, University of South Florida, Tampa FL 2008. Graduate Certificate in Latin American Studies, University of South Florida, Tampa FL 2010
Carlos A. Ramos Cruz	EdD Educational Administration Inter American University of Puerto Rico, PR Master of Planning and Statistics University of Puerto Rico, PR BS Industrial Engineering Inter American University of Puerto Rico, PR BS Natural Sciences University of Puerto Rico, PR JD Interamerican University of Puerto Rico, PR
Carlos A. Alvarez Zengotita	MBA Accounting/Industrial Management Universidad Interamericana de Puerto Rico, PR BBA Accounting/Marketing Universidad de Puerto Rico, PR
Carlos A. Torrech Prieto	MA Curriculum Specialization University of Phoenix BA Inter American University of Puerto Rico, PR
Carlos Calcador	Doctor of Business Administration Walden University, Minnesota, 2017 Master in Business Administration-Accounting Metropolitan University, PR, 2011
Carlos Campos	Master in Science in Electrical Engineering University of Kansas, KA 1985 (18 credits in Math at Masters Levels)
Carlos Cruz – Carmona	Graduate Certificate – Conflict Analysis and Resolution Nova Southeastern University, FL 2010 Master of Public Administration Universidad de Puerto Rico, PR1978
Carlos G. Lago Garcia	PhD History of PR and the Caribbean Center for Advanced Studies of Puerto Rico and the Caribbean, PR MA Philosophy University of Puerto Rico, PR BA Music Conservatory of Music of Puerto Rico, PR
Carlos G. Sanchez Mojica	DBA Marketing Argosy University, FL MBA Marketing Metropolitan University, PR BA Education University of Puerto Rico, PR
Carlos O. Figueroa Perez	DBA Management with Integrating Human Resources Universidad del Turabo, PR MBA Management University of Phoenix BBA Human Resources and Management University of Puerto Rico, PR
Carlos J. Sanchez Rivero	DBA Management Universidad del Turabo, PR MBA Marketing Universidad del Turabo, PR BS Journalism University of Florida, FL

Faculty name	Faculty Degree Held
Carlos I. Santana Lugo	PhD Human Resources Inter American University of Puerto Rico, PR MSA Administration Central Michigan University, MI BSA Science Inter American University, PR
Carmelo II Allende Martinez	MH SC-Nutrition in Health Sciences University of Puerto Rico, PR BS University of Puerto Rico, PR BA in Technology National University College, PR
Carmen Aponte	Master of Science in Computer Information Systems, University of Phoenix, 2006
Carmen E. Robles Sanchez	EdD Curriculum and Teaching Pontifical Catholic University, PR MAE Educational Administration and Supervision Caribbean University, PR Master in Specialization Information Systems E-Business University of Leon, Spain
Carmen G. Betancourt Marquez	PhD Educational Technology and Management Andragogy Autonomous University, FL DBA Management Information Systems Universidad Ana G. Méndez, PR MPA Personnel Administration University of Puerto Rico, PR BBA Computer Information Systems University of Puerto Rico, PR
Carmen M. Caraballo Marquez	PhD Clinical Psychology, University of Puerto Rico, PR BA Psychology University of Puerto Rico, PR
Carmen M. England Bayron	EdD Guidance and Counseling University of Puerto Rico, PR Postdoctoral Certified-Management and Marketing University of Florida, FL MFCC Family, Marriage and Child University of Phoenix
Carmen M. Luna Vazquez	EdD Teaching Universidad Ana G. Méndez Master's in Education Administration Univesidad del Turabo, PR Bachelor's in Office Administration Universidad del Turabo, PR
Carmen Perera	Doctor of Pharmacy, Universidad de Santa Maria, Venezuela, 1993
Carmen Rivera	Master of Arts in Spanish University of Central Florida, FL, 1999
Carmen Y. Villoria Barrios	MBA Project Management, Universidad del Turabo, PR BBA Computer Science, Simon Rodriguez National Experimental University, Venezuela
Carol Reyes Ryan	Diploma in Therapeutic Massage, Florida College of Natural health, 2013
Carola Gabauer	Master of Business Administration in Management and Strategic Leadership, Ana G Mendez, 2018
Carola Nieves Pieraldi	MA Scriptwriting University of Sacred Heart, PR BA Public Relations and Advertising University of Puerto Rico, PR
Carolim Rivera Rosario	MSW Social Work University of Puerto Rico, PR BA Social Work University of Puerto Rico, PR
Carolina Larson	Master of Science in Nursing, Family Nurse Practitioner, University of Tampa, Tampa FL 2017
Cavi Velasquez	Master of Business Administration in Strategic Leadership, Universidad Metropolitana, Tampa FL 2012
Cecilia Méndez	Master of Education in Teaching English as a Second Language (ESOL), Universidad del Turabo, FL 2005
Cesar Irizarry	Doctor of Chiropractic, Life University College, Marietta, GA, 2001 MBA Healthcare Management Jones International University, CO, 2011
Cesar Roman	Master of Arts in Psychology, Interamerican University, Puerto Rico 2006
Chalie Colón Linares	Master of Business Administration in International Business Everest University, 2006 BA Business Administration Management Inter American University of Puerto Rico, PR
Chayra M. Sanchez Canetty	EdD Education Leadership Universidad Ana G. Méndez, PR MA Sociology University of Puerto Rico, PR BA Social Science General/Political Sciences University of Puerto Rico, PR
Chris Vila	Master of Science in Psychology FIU, FL 2017
Crystal Cotto Ramirez	MA English Education University of Puerto Rico, PR BA English Literature University of Puerto Rico, PR

Faculty name	Faculty Degree Held
Cynthia Garcia	MAED Curriculum and Instruction in English University of Phoenix BA Education Universidad de Puerto Rico, PR
Cynthia Moreno	Master of Science in Psychology Carlos Albizu University Miami, FL 2010
Cynthia Senquiz Diaz	DBA Management Universidad Ana G. Méndez, PR MBA Human Resources Inter American University, PR BA Administration University of Puerto Rico, PR
Damaris L. Morales Piñero	MA Educative Technology Caribbean University Puerto Rico, PR BEd Information Technology and Communications National University, PR ABA Travel Agent, Hospitality and Tour Guide National University, PR
Damaris M. Claudio Rosario	PhD Industrial / Organizational Psychology Inter American University, PR MA Industrial /Organizational Psychology Inter American University, PR BA General Psychology University of Puerto Rico, PR
Damaris Ramos	DBA, Marketing, Walden University, 2021 Master in Industrial Organizational Psychology, Carlos Albizu University, PR 2001
Daniel Santana	Bachelor's Degree in Computer Science with installation, Adm and Repair of Networking and Computer Systems, Interamerican University, 2005
Daniel Quirindongo Matos	EdD Instructional Technology and Distance Education Nova Southeastern University, PR MBA Computer Management in Business Inter American University of Puerto Rico, PR BBA Computer Management in Business Pontifical Catholic University, PR
Daniella Jaimes-Colina	Master in Business Administration, Health Service Management, Keller Graduate School of Management, 2014
Dante Valenzuela	Master of Education in Leadership Administration, University of Illinois, IL 1997
David Ruiz Cardona	PhD Entrepreneurial MGMT DE INTBUS Inter American University of Puerto Rico, PR MBA General Business Administration Universidad de Puerto Rico, PR BSBA in Computerized Information Systems Universidad de Puerto Rico, PR
David J Salme	Master of Science in Mathematics Education Nova Southeastern University, FL 2006
Deborah Colon Serrano	JD Law Pontifical Catholic University of Puerto Rico, PR BBA Management University of Puerto Rico, PR
Debora Fontanez Flecha	PhD Social Work University of Puerto Rico, PR MA Social Work Clinical Services Inter American University, PR BA Social Work University of Puerto Rico, PR
Deborah Colon	Juris Doctor Pontifical Catholic University of Puerto Rico School of Law, Ponce, Puerto Rico, 2011
Dianelys Silva	Master in Health Service Administration, Universidad del Este, 2018 BS Nursing, Universidad del Turabo, 2016
Diedre Creel	Bachelor of Science, Major in Biology May 2020 Texas state University San Marcos, Texas Master of Public Health May2022 Lamar University Beaumont, Texas
Delenise Torres Rodriguez	MS Science Inter American University of Puerto Rico, PR BA Education Biology Inter American University of Puerto Rico, PR
Delia I. Miranda Morales	MS Industrial Education Purdue University, IN BA Spanish Studies, University of Puerto Rico, PR
Dennis M Gaudet	M.Ed., Cambridge College, 1995, Professional Certificate in human Resources Management, Bentley College division of Continuing Education, 1983, B.A., Psychology; B.A., Theatre Arts; University of Massachusetts, 1980, cum laude
Denisse Colón Rodriguez	MEd Educational Adm & Supervision Universidad Metropolitana, PR BA Preschool Education Universidad de Puerto Rico, PR
Derik V. Molinary Cortes	JD Law Eugenio Maria De Hostos Law School, PR MBA Management Metropolitan University, PR BA Social Science Metropolitan University, PR

Faculty name	Faculty Degree Held
Deyka Otero Lugo	PhD Arts-Hispanic Studies University of Puerto Rico, PR MA Arts-Hispanic Studies, University of Puerto Rico, PR BA Arts-Hispanic Studies, University of Puerto Rico, PR
Didier E. Barreto Rivera	MBA Project Management Universidad del Turabo, PR MS Health Information Management The College of St. Scholastica, MN BS Computer Science Inter American University, PR
Domingo A. Figueroa Rivera	DBA Management Universidad del Turabo, PR MBA Marketing Universidad del Turabo, PR BA Economy University of Puerto Rico, PR
Donna Viens	PhD Business Management- Accounting, MBA Global Business Accounting, BS Accounting/Economics, AS-Accounting/Computer Sciences
Doris M. Morales Rodriguez	PhD Business Development and International Business Management Inter American University of Puerto Rico, PR MA Labor Relations Inter American University of Puerto Rico, PR BA Political Science University of Puerto Rico, PR
Ed Zeno	Master Degree in City and Regional Planning (MRP), Cornell University, 2015 Master Degree in Economic Development and Public Policy (MA), Universidad Autónoma de Madrid, Spain, 2013 Bachelor Degree in Business Administration (BBA Universidad del Sagrado Corazón, Puerto Rico, 2012
Edda Jimenez	Doctorate in Pharmacy, Nova Southeastern University, San Juan, PR 2014
Edgar Arocho Font	Master's in Information Systems EDP College of Puerto Rico, PR Bachelor's in Computer Programming EDP College of Puerto Rico, PR
Edgar J. Tirado Perez	MA in Forensic Science Universidad del Turabo, PR BA in Criminology, Universidad del Turabo, PR
Edgardo Rosaly Manfredy	PhD Curriculum and Teaching Fordham University at Lincoln Center New York MS Education Fordham University at Lincoln Center New York BA Elementary Education Catholic University of Puerto Rico, PR
Ediel O. Ramos Melendez	DrPH Public Health University of Puerto Rico, PR MPH Public Health University of Puerto Rico, PR BA Journalism University of Puerto Rico, PR
Edith M. Santiago Estrada	EdD Guidance and Counseling Interamerican University of Puerto Rico, PR MA Guidance and Counseling Interamerican University of Puerto Rico, PR BA K-3 Teacher University of Puerto Rico
Edna Morales	Bachelor's Degree in Pharmacy, Massachusetts College of Pharmacy, Boston MA, 1992
Edna Orta Agnes	MBA Business Administration Universidad Ana G. Méndez, PR BBA Management University of Puerto Rico, PR
Edwin E. Rivera Cardona	JD Notary Interamerican Law School, PR MA Criminal Justice Interamerican University of Puerto Rico, PR BA Criminal Justice Interamerican University of Puerto Rico, PR
Edwin Davila Aponte	DBA Finance Inter American University of Puerto Rico, PR PhD International Business Inter American University of Puerto Rico, PR MBA Accounting Inter American University of Puerto Rico, PR BBA Accounting Caribbean University, PR
Edwin De Jesus	Master of Education Guidance and Counseling, Universidad del Turabo, Orlando FL, 2010
Edwin E. Gonzalez Carril	DBA Management Information Systems Universidad del Turabo, PR MBA Management Information Systems Inter American University of Puerto Rico, PR BBA Computer Science University of Puerto Rico, PR BA Marketing Management University of Puerto Rico, PR
Edwin Maldonado Ramos	MBA Accounting Universidad Ana G. Méndez, PR BBA Accounting and Computerized Information Systems University of Puerto Rico, PR

Faculty name	Faculty Degree Held
Edwin Melendez Delgado	DBA Business Administration Pontifical Catholic University, PR MBA Global Management University of Phoenix BBA Business Administration, Universidad del Turabo, PR
Edwin R. Marrero Rodriguez	MBA Project Management, Universidad Ana G. Méndez, PR BBA Marketing Universidad Ana G. Méndez, PR ABA Management Universidad Ana G. Méndez, PR
Eidy Montero	Master of Science in Applied Behavior Analysis The Chicago School of Professional Psychology, Los Angeles, CA 2021
Eileen A. Acevedo Costas	MBA Human Resources Management University of Phoenix BA Office Systems Administration University of the Sacred Heart, PR
Eileen Figueroa Rivera	DBA Business Administration Pontifical Catholic University of Puerto Rico, PR PDE Entrepreneurship and Innovation Walden University, MN MBA Human Resources and Management University of Phoenix BS Psychology Pontifical Catholic University of Puerto Rico, PR
Einar Velarde	Master of Arts in International Relations, Graduate Certificate in Economics, St. Mary's University, San Antonio, TX. 1987.
Elein Ravelo	Doctor of Pharmacy, Lake Erie College of Osteopathic Medicine, 2018
Eleonora C. Rodriguez	Master of Science in Criminal Economic Law & Organized Crime Pontificia Universidad Católica de Valparaíso, Chile 2010
Eliel B. Irizarry Hernandez	PhD Entrepren Mgmt Dev Int Business Inter American University of Puerto Rico, PR MS Cybersecurity Technology University of Maryland Global Campus, MD MIB International Business Inter American University of Puerto Rico, PR BBA Marketing University of Puerto Rico, PR
Eliezer Morel Duval	MBA Supply Chain and Logistics Universidad Ana G. Méndez, PR BS Industrial Engineer and Management Universidad del Turabo, PR
Elio Acosta	Master of Business Administration-Marketing NOVA University FL 2004
Elizabeth Diaz Rodriguez	EdD Curriculum and Teaching/Learning Environments Universidad del Turabo, PR MEd Individualized Master of Education Cambridge College, PR BA Biology and Science Teaching, University of Puerto Rico, PR
Elizabeth Villanueva	Doctor of Nursing Practice Walden University, Minneapolis, MN 2015 Master of Science in Nursing/Leadership Walden University, Minneapolis, MN 2008, Bachelor of Science in Nursing University of Miami, Coral Gables, FL 2000, Associate of Science Miami Dade Community College, Miami, FL 1996
Elizabeth Vazquez	Master of Arts in Education in ESOL, University of Phoenix, PR 2006
Elizabeth Zurita	Master of Science Major in Biology, Universidad Central de Ecuador, 2005
Elliette D. Hernandez Calero	MAED Curriculum Specialization University of Phoenix
Elmer J. Laboy Lugo	Master of Public Health, Ponce Health Sciences University, Ponce, PR, 2014
Elsa M. Castro De Jesus	EdD Inst Tech and Distance Education Nova Southeastern University, PR PhD American History Inter American University, PR MA Guidance and Counseling University of Puerto Rico, PR BA History Education University of Puerto Rico, PR
Ely Ann Ortíz Vazquez	Master of Business Administration in Management, University of Phoenix, 2008
Emmanuel Cotto	Master's in business administration, University of Phoenix, 2011
Emmanuel Hernandez Agosto	DBA Management Universidad del Turabo, PR MBA Marketing Universidad Metropolitana, PR BBA Management Universidad de Puerto Rico, PR
Emmanuel Santiago Perez	MBA, major in Accounting, Ana G Mendez Univeristy-Turabo, PR, 2009 BBA major in Finance, Inter American University, PR, 2005

Faculty name	Faculty Degree Held
Enid M. Rentas	PhD Leadership Barry University, FL Master's in Leadership Roosevelt University, IL BA Education Northeastern Illinois University, IL
Enrique Martinez Calimano	DBA International Business Argosy University, FL MBA Accounting Metropolitan University, PR BBA Accounting University of Puerto Rico, PR
Erica Rivera Vega	M.A. English Education, University of Puerto Rico, 2014
Eric D. Guzman Mercado	MA Labor Relations Interamerican University of Puerto Rico, PR BA Criminal Justice/Investigation Interamerican University of Puerto Rico, PR
Eric Santiago	Doctor of Business Administration Keiser University. FL 2021 Master of Science in Education. Keiser University. FL. 2010
Eric N. Virella Santos	JD Law Facultad de Derecho Eugenio María de Hostos Master's in Criminal Justice and Criminology Universidad Ana G. Méndez, PR BSN Management Universidad Ana G. Méndez, PR
Erick Centeno Navarro	MBA Finance Interamerican University of Puerto Rico, PR BBA Accounting and Marketing Interamerican University of Puerto Rico, PR
Ericks Vazquez Guzman	PhD International Relations Alas Peruanas University MBA Management Universidad Ana G. Méndez, PR BS Biomedical Sciences Interamerican University of Puerto Rico, PR
Ernesto Espinoza Galindo	EdD Leadership in Educational Organizations University of Puerto Rico, PR MBA Quality Management Universidad del Turabo, PR BBA Computer Science Instituto Tecnológico de Hermosillo, MX
Esther I Rodriguez Miranda	PhD Caribbean and Puerto Rican Literature Center for Advance studies of Puerto Rico and the Caribbean, PR MA Hispanic Literature Columbia University, NYC BA Philosophy Boston College, MA
Evelyn M. Ortiz Robert	PhD Industrial Psychology Interamerican University of Puerto Rico, PR MA Industrial Psychology Interamerican University of Puerto Rico, PR BA Social Science University of Puerto Rico, PR
Evert Paredes	Master of Education, Universidad Rafael Urdaneta, Maracaibo, Venezuela, 2011
Ezekial Nichols	The University of Alabama, College of Business Administration, Tuscaloosa, AL PhD in Economics, 2013 Master of Arts in Economics, 2007 The University of Alabama at Birmingham, College of Business Administration, Birmingham, AL Bachelor of Science in Economics 2005 The University of Tennessee Knoxville, College of Business Administration, Knoxville, AL Bachelor of Science in General Business with a Minor in Economics 2003 Bachelor of Science in Public Administration with a 2nd Major in Political Science 2003
Felix Godinez	Master of Arts Language and Linguistics Florida Atlantic University Boca Raton, FL 2016 Juris Doctorate Case Western Reserve University School of Law Ohio 2000 Master of Philosophy in Economics and Politics in Latin American Studies University of Oxford, UK 1998
Fernando Lopez	Master of Science in Spanish Language Education Nova Southeastern University, FL 2006
Fernando Molinares	Master's in fine arts, Savannah College of Arts and Design, 2021
Fernando M. Rojas Otero	PhD Design Northumbria University, UK MA Design Practice Northumbria University, UK BS Industrial Design Ohio State University, OH
Florence Carbajal	Master of Education In TESOL, Universidad Del Turabo, FL 2010
Frances Juelle	MBA, Accounting, University of Phoenix, 2011
Franscelia Rodriguez	MEd Curriculum and Teaching Universidad Ana G. Méndez, PR

Faculty name	Faculty Degree Held
Fransheska Cardona	Master in Clinical Social Work, Ana G Mendez University, 2020
Gabriel G. Diaz Olmeda	DBA Management Universidad del Turabo, PR MBA Management Universidad Metropolitana, PR BBA Management Universidad del Este, PR
George R. Suarez	EdD Educational Leadership Nova Southeastern University, FL MBA Management/ Human Resources Webster University, MO BA, English Literature, University of Puerto Rico, PR
Gerardo A. Alvarado Gonzalez	DBA Business Administration Pontifical Catholic University of Puerto Rico, PR MBA Administration of Healthcare Organizations Columbia Central University, PR MBA Management Universidad del Turabo, PR BBA Information Systems Universidad del Turabo, PR
Gerardo Molinary Fernandez	MBA Production Management University of Puerto Rico, PR BBA Statistics University of Puerto Rico, PR
Gerald L. Willis	Ed. D Higher Education Administration, UMASS Boston, Boston, MA. 2000, Master of Arts, Sociology, UMASS Boston, Boston, MA. 1995, Master of Science-Management, Salve Regina University, Newport, RI 1988, BA Sociology Salve Regina University, Newport, RI 1986
German Broemser Cesino	DBA Management, Universidad del Turabo, PR MBA Accounting, Finance and Human Resources, Universidad Metropolitana, PR BA Accounting Universidad del Este, PR
German Diaz Maldonado	PhD Historia De PR Y El Caribe Centro De Estudios Avanzados de Puerto Rico y el Caribe, PR MS Environmental Science Universidad Metropolitana, PR BS Biology Universidad Sagrado Corazón, PR
Geisy M Espinosa Vilabrille	DNP 2021, FL, FNP 2014, FL
Geisy Vilabrille	Doctor of Nursing Practice Healthcare Administration Miami Regional University FL, 2021 Master of Science in Nursing-FNP Universidad del Turabo FL, 2014
Gilbert Malave	Master in Business Administration, Major in Leadership in Project Management 2018
Gilberto Clavell Moura	MBA Industrial Management Inter American University, PR BBA Industrial Management Universidad de Puerto Rico, PR
Gino Franceschi Torres	DBA International Business Argosy University, FL MBA Marketing Interamerican University, PR BBA Marketing, Interamerican University, PR
Giovanni Alomar Sastre	PhD Clinical Psychology Pontificia Universidad Católica de Puerto Rico, PR MSC Marriage and Family Counseling University of Phoenix Bachelor's in Criminal Justice Interamerican University of Puerto Rico
Glenda Collins	Master of Social Work, Florida State University, Ocala FL 2012
Glisel Figueroa Colon	EdD Leadership Universidad del Puerto Rico, PR MAED Educational Technology Caribbean University, PR BA Agricultural Extension/ Teacher Family and Consumer Life, Universidad del Puerto Rico, PR
Gloria Martínez Medina	Ed.D Education with concentration in Orientation and Counseling, University of PR, 2017 Master in Education, Inter PR, 2007
Glorializ G. Santiago Perez	MS Epidemiology University of Puerto Rico, PR BS Microbiology University of Puerto Rico, PR
Glorivette D. Anibarro Soto	MA Literature in English Universidad del Puerto Rico, PR BA English Loyola University, LA
Glorivette Perez Valentin	EdD Education Management & Leadership Interamerican University of Puerto Rico, PR MEd Administration and Supervision Education- Universidad Metropolitana, PR BA Education Interamerican University of Puerto Rico, PR
Glorynell Ortiz Rodriguez	PsyD Psychology Counseling Universidad del Turabo, PR MA Psych Counseling Universidad del Turabo, PR BA General Psychology Universidad de Puerto Rico, PR

Faculty name	Faculty Degree Held
Gredy Garrido	Doctorate in Philosophy Florida Institute of Technology, Melbourne FL, 1999
Gretel Cortés	MD Ibero-American University Dominican Republic, 2008
Gricelda Rivera Perez	DBA Business Administration, Pontifical Catholic University of Puerto Rico, PR MBA Human Resources and Marketing Interamerican University of Puerto Rico, PR BBA Management Pontifical Catholic University of Puerto Rico, PR
Grisel M. Vega Agosto	MEd Guidance and Counseling Universidad del Turabo, PR BA Business Administration, Universidad del Turabo, PR
Grisselle Pena Martinez	EdD Teaching Universidad Ana G. Méndez, PR MaEd Education Supervision and Administration Universidad Metropolitana, PR BA Primary and Early Childhood Education Universidad Metropolitana, PR
Gryselle Farrell	Doctor of Education Curriculum and Teaching University of Puerto Rico PR, 2016 Master of Arts-TESL University of Puerto Rico PR, 2006
Grivel Hera	Doctorate of Nursing Practice Healthcare Administration Miami Regional University FL, 2018
Grivel Hera Justina	Doctor of Nursing Practice August 2021, Master of Science- Family Nurse Practitioner July 2013, Bachelor of Science in Nursing July 2010
Guillermo Rebollo Gil	JD University of Puerto Rico PhD Sociology University of Florida, FL MA Sociology University of Florida, FL BA University of Florida, FL
Guisell Larregui Candelaria	PhD Entrepren Mgmt Dev Int Business Interamerican University of Puerto Rico, PR MBA Marketing Interamerican University of Puerto Rico, PR BBA Marketing Universidad de Puerto Rico, PR
Gustavo Adolfo Mendez	Doctor of Education NSU FL, 2020 Master of Science Spanish Language Education NOVA Southeastern University Fort Lauderdale, FL 2014
Gustavo Martinez	Master in Engineering & Technology Cornell University, NY, 1996. Master Certificate in Project Management George University, Washington DC, 1999
Gustavo Velez	Master of Business Administration – Technology Management University of Phoenix, AZ 2001
Hamilton Cruz Rosa	DBA Management Universidad Turabo, PR MA Economics Universidad de Puerto Rico, PR BBA Accounting Universidad del Puerto Rico, PR
Hector Colon-Colon	Master of Divinity, The Eastern Baptist Theological Seminary, PA, 1985
Hector Miranda Ortiz	MA Teaching of Mathematics Universidad Interamericana de Puerto Rico, PR BA Accounting Universidad del Este, PR
Héctor Pérez-Segnini	Master of Business Administration, Instituto de Estudios Superiores de Administración, Caracas Venezuela. Masters of Arts Psychology – organizational, Columbia University
Héctor Rocafort	Master of Business Administration, Major: Marketing, Universidad de Puerto Rico, PR, 2004
Hector Vientos Perez	MSW Social Work University of Puerto Rico, PR BA Social Work University of Puerto Rico, PR
Henry Fernandez	Doctoral Degree in Education Education Leadership University Central of Ashdod Golda Mier College of Education Chicago, Illinois 2013 Master of Science Math Education NOVA University Fort Lauderdale, 2013 Master of Arts in Education Argosy University Phoenix, AZ 2010 Master Health Service Administration Florida National University Miami, FL 2015
Heidi Ramirez	Mater in Education in TESOL, Universidad del Turabo-FL, 2010
Heydi Betancourt	Doctor in Medicine Ministerio Educación Superior De Ciencias Medica, Habana Cuba 1997

Faculty name	Faculty Degree Held
Hugo G. Portocarrero	MBA Business Administration University of Maryland, MD MS Accounting University of Maryland, MD BA Economics Universidad Inca Garcilaso de la Vega, Perú
Ibis Rodriguez	Ph.D in Caribbean and Hispanic Literature, Centro de Estudios Avanzados de Puerto Rico y el Caribe, 2011 MA in Spanish Language, InterAmerican University, 1990
Ibis Rodriguez Carro	PhD Literature Center for Advanced Studies of Puerto Rico and the Caribbean, PR MA Spanish Interamerican University of Puerto Rico, PR BA Spanish Interamerican University of Puerto Rico, PR
Ida Rosado Figueroa	EdD Teaching Curriculum Universidad del Turabo, PR MA Curriculum University of Phoenix BA Education University of Puerto Rico, PR
Ileana Martinez Fraticelli	MBA Computerized Information System Universidad el Turabo, PR BBA Computer Science Interamerican University of Puerto Rico, PR
Ineabelle Colon	Master Professional Studies, St. Thomas University, FL, 2008, BA Organizational Leadership, St. Thomas University, FL 2007, BA Special Education, Florida International University, FL 1998
Ineris Davila Villanueva	MBA Management Universidad del Turabo, PR BBA Administrative Assistant minor Management Universidad del Este, PR
Ines B. Velez Torres	PhD History of PR and the Caribbean Center for Advanced Studies of Puerto Rico and the Caribbean, PR MA History Pontifical Catholic University of Puerto Rico, PR BA Education University of Puerto Rico, PR
Irina Mendez	Master of Liberal Arts in Extension Studies-Finance Harvard University Massachusetts, 2021
Iris E. Rosa Torres	MEd Special Education Universidad Metropolitana, PR BEd Special Education Universidad del Puerto Rico, PR
Iris M. Rios Soto	EdD Educational Administration Dowling College, NY
Irma L. Alvarado Zayas	PhD Entrepren Mgmt Dev Int Business Universidad Interamericana de Puerto Rico, PR MBA Human Resources Interamerican University of Puerto Rico, PR BBA Marketing Pontifical Catholic University of Puerto Rico, PR
Irma Matos	Master of Business Administration-Management Keiser University FL, 2016
Irma Ortiz Torres	M.Ed. Curriculum Instruction: Reading, TESL Grand Canyon University, 2006
Irma Zender	Masters in Educational Technology National University of California 2003/ B.A. Business Administration, EAFIT, Colombia 1979
Irvin E. Cintron Ortiz	JD Hostos School of Law, PR BA Social Sciences University of Puerto Rico, PR
Irvyn E. Nieves Rolon	PhD Social Work Universidad de Puerto Rico, PR MSW Social Work Universidad de Puerto Rico, PR BA Psychology Universidad Central de Bayamón
Isaac Kravetz	Master of Business Administration in Management, University of Phoenix 2004. Doctor of Medicine Autonomous University of Mexico, 1982
Isabel C. Shehadeh Micolta	MS Public Health Universidad de Puerto Rico, PR BS Home Economics Universidad del Puerto Rico, PR
Isaura Rodriguez Castillo	MSS Criminology Pontifical Catholic University of Puerto Rico, PR JD Pontifical Catholic University of Puerto Rico, PR BSS Political Science Pontifical Catholic University of Puerto Rico, PR
Ivan J. Escalante Claudio	MBA Management & Strategic Leadership, Universidad Metropolitana, PR MA Science Teaching and Curriculum Interamerican University of Puerto Rico, PR BA Science Education University of Puerto Rico, PR
Ivan M. Borja Borja	PhD International Development Texas A&M University, TX MS Agricultural Economics Texas A&M University, TX BS Agricultural Economics Zamorano University, Honduras
Ivette Bossolo Pérez	Juris Doctor / Florida State University, Tallahassee, FL, 2005

Faculty name	Faculty Degree Held
Ivette M. Soto Velez	PhD Organizational Studies Universidad de Malaga, Spain MA Communication Universidad de Puerto Rico, PR BA Communication Universidad de Puerto Rico, PR
Jack Catheline Galarza	MBA Computerized Information System Universidad Ana G. Méndez, PR BBA Information Systems Universidad Ana G. Méndez, PR
Jacqueline Figueroa Lozada	Master's in Education Universidad Ana G. Méndez, PR BBA Computerized Information Systems Universidad Ana G. Mendez, PR
Jacqueline Saldaña	Doctor of Management in Organizational Leadership University of Phoenix, Phoenix AZ 2014
Jadyrah Escobar Garcia	MBA Human Resources, InterAmerican University of PR, 1994
Jaime Espinoza Ferrando	Master en Métodos de Analisis de Sistemas de Salud, Universidad Claude Bernard Lyon, Francia 1990 Médico y Cirujano, Instituto Politécnico Nacional, México 1979
Jaime L. Torres George	PhD Entrepren Mgmt Dev Int Business Universidad Interamericana de Puerto Rico, PR MBA Finance Universidad Interamericana de Puerto Rico, PR BBA Finance Universidad Interamericana de Puerto Rico, PR
Jaime Santiago Roman	PhD Administration Ecommerce Northcentral University, CA MBA E-Business University of Phoenix BA Psychology Interamerican University of Puerto Rico, PR
James Baldone	1966 BS Mathematics, University of Alabama, Member, Phi Eta Sigma Freshman Honorary 1974 MS Biostatistics, University of Alabama (UAB) 1984 Juris Doctor, Birmingham School of Law 1999 MS, Samford University's Master of Science in Environmental Management Program (Top 10% of the Graduate School, Member of Phi Kappa Phi Honorary)
James Clayton	Troy University Bachelor of Science Computer Information Systems, December 2006 Dothan, Alabama, Auburn University Master of Science in Education, August 1991 Auburn, Alabama, Auburn University Bachelor of Science Education, June 1984 Auburn, Alabama
Jane Holbrook Murphy	MBA, Virginia, college, AL, 2005, BA, Teaching Mathematics, Sam Houston State University, TX, 1991
Janet Carrasquillo Aguayo	PhD Social Work Universidad of Puerto Rico, PR MSW Social Work Universidad of Puerto Rico, PR MRC Rehabilitation Counseling Universidad of Puerto Rico, PR BA Social Welfare Universidad of Puerto Rico, PR
Janice A. Martinez Bezares	DBA Management Universidad Ana G. Méndez, PR MBA Human Resources Universidad Ana G. Méndez, PR BBA Office Systems Administration Universidad de Puerto Rico, PR
Janny Gonzalez	Doctor of Nursing Practice Barry University FL, 2019
Jaqueline Viera	Dual Master of Arts Degree, Human Resources Management, Human Resources Development, Webster University, 2011
Jason Dragoni Rosado	MS Environmental Science Interamerican University of Puerto Rico, PR MSc Food Science Universidad of Puerto Rico, PR BS Microbiology Interamerican University of Puerto Rico, PR
Javier A. Aleman Iglesias	PhD History Inter American University of Puerto Rico, PR BA Education Universidad of Puerto Rico, PR
Javier Ramos	Master of Science in Mathematics. NOVA Southeastern University, FL, 2006. Master of Education In Special Education San Buenaventura University, Colombia 1992
Jayleen Gorritz Perez	MA Counseling Psychology Interamerican University of Puerto Rico, PR BA Psychology Interamerican University of Puerto Rico, PR

Faculty name	Faculty Degree Held
Jeannette Alvarado Agosto	MBA Human Resources Universidad del Turabo, PR BA Office Systems Administration Interamerican University of Puerto Rico, PR
Jenkins Velez Melendez	MBA Info Security Universidad del Este, PR BS Electrical Engineering/ Computer Speacialized Universidad Politécnica de Puerto Rico, PR
Jeriel Ortiz	Doctor of Education, Concentration Instructional Leadership, Nova Southeastern University, 2013 Master of Education in Curriculum & Instruction: Instructional Technology, Grand Canyon University, AZ, 2008
Jesenia Sánchez	BS Nursing, Universidad del Turabo-Ana G. Méndez University, 2015 Medical Assistant, Career Training Institute, 2001
Jesse Harding	MA Holistic Counseling, Salve Regina, RI, 1999, BA Psychology, Salve Regina, RI, 1996, Master Of Medical Qigong (M.M.Q.) (2021) Qigong Learning Institute, C.A.G.S. in Expressive Art Therapy (02).
Jessica B. Matos	Master Degree in Clinical Nurse Leadership University of South Florida, Tampa, FL 2012
Jessica Mendez Peña	Galiano Career Academy-Medical Assistant, 2005 A.R.M.A. Medical Assistant Certificate MedCA Phlebotomy Tech Certified, 2022
Jessica Molina Cruz	EdD Education Nova Southeastern University, FL MA Commercial Education Inter American University of Puerto Rico, PR BA Office Systems Inter American University of Puerto Rico, PR
Jessika N. Olivo Maldonado	MBA Global Management University of Phoenix Bachelor's in Communications Universidad Sagrado Corazón, PR
Jessika Olivo	Global Management (MBA) Phoenix University, 2000 Bachelor in Communication, Universidad del Sagrado Corazon,1995
Jesus Garcia Oliveras	MC Mental Health Counseling University of Phoenix BSS Criminal Justice Universidad del Este
Jesus M. Quiñones Sanchez	PhD History of America Inter American University of Puerto Rico, PR MA History Inter American University of Puerto Rico, PR BA Secondary Education Inter American University of Puerto Rico, PR
Joanne Muniz	DBA, Advanced Accounting, Northcentral University, San Diego, CA, 2019 MAcc, Keller Graduate School of Management, Miami, FL, 2015 BS, Accounting, Elizabethtown College, Elizabethtown, PA, 1990
Joan- Veronika Valedón	Juris Doctor, University of Florida, Gainesville, FL 2002
Joel U. Sevilla Palma	PhD Social Sciences, Communications and Economics Universidad Rey Juan Carlos, Spain PhD Economics and Business Universidad Europea de Madrid, Spain MBA Business Administration Monterrey Technological Institute/Centro American Technological University- Monterrey Mexico/ Tegucigalpa Honduras BS Agricultural Business, Louisiana State University, LA
Johannes Abreu	Ph. In Economic University of Havana Cuba, 2013 Master of Accounting and Financial Keller of DeVry University Illinois 2018 Master's in business administration University of Havana Cuba, 2008
John Contreras	New York Institute of Technology, New York, New York M.A. in Communication Arts with specialization in Graphic Design
John Powers	UNIVERSITY OF ALABAMA, BIRMINGHAM Master of Arts in Education, Concentration in Economics & Political Science, GPA: 3.5 (1996), UNIVERSITY OF ALABAMA, BIRMINGHAM Bachelor of Science in Education, Concentration in Economics & Political Science (1993), PROJECT MANAGEMENT INSTITUTE Project Management Professional – PMP Certification (2004-2009, 2016 to Present)
Johanna Vivoni Suarez	PhD Curriculum and Teaching/ English University of Puerto Rico, PR MEd TESOL/ English University of Puerto Rico, PR BA English as a Second Language University of Puerto Rico, PR

Faculty name	Faculty Degree Held
Jorge Guadalupe	Master Business Administration in Accounting Universidad Metropolitana, FL, 2014
Jose Alvarez	Master Business Administration in Accounting Carolina University FL, 2020
Jose A. Flecha Ortiz	DBA Marketing Argosy University, AZ MS-Web Analytics Universidad de Barcelona, Spain MBA International Trade Universidad Ana G. Méndez, PR BBA Marketing Universidad Ana G. Méndez, PR
Jose A. Guzman Tavaréz	MD Medical Science Universidad Iberoamericana, Dominican Republic MPH Epidemiology University of Puerto Rico, PR BS Microbiology University of Puerto Rico, PR
Jose A. Rivera Jimenez	EdD Curriculum and Teaching Pontifical Catholic University of Puerto Rico, PR MEd Curriculum Spanish Instruction University of Phoenix, PR BA Spanish Teaching Education University of Puerto Rico, PR
Jose A. Lopez Martinez	PhD Management/ Human Resources Walden University- MN MPhil Management/ Human Resource Walden University, MN MBA Human Resource Management Universidad del Turabo, PR BBA Management Columbia Central University, PR
Jose A. Valdes Rijos	MBA Accounting Inter American University of Puerto Rico, PR MBA Finance Inter American University of Puerto Rico, PR BBA Accounting Inter American University of Puerto Rico, PR
Jose C. Roman Rodriguez	PhD Marketing and Management Universidad Alas Peruanas, Perú MBA Marketing Universidad Central de Bayamón, PR BBA Purchasing Management, American University of Puerto Rico, PR
Jose Colón Figueroa	PhD History of Americas Inter American University of Puerto Rico, PR
Jose D. Guadalupe Torres	PhD Clinical Psychology Pontifical Catholic University of Puerto Rico, PR MS Counseling University of Phoenix BA Mental Health and Psychology University of Puerto Rico, PR
Jose E. Maldonado Rojas	EdD Curriculum & Teaching Interamerican University of Puerto Rico, PR MEd Educational Management and Leadership Interamerican University of Puerto Rico, PR BS Biology Sagrado Corazon University, PR
Jose E. Penso Arcieri	MS Communication Florida International University, FL MA Marketing Webster University, FL BBA Business Universidad Autónoma, Colombia
José Fabian Muñoz	Master of Business Administration, Major in Accounting, Universidad Ana G. Méndez, Tampa FL, 2021
Jose H. Massari Hance	MBA Information Systems Electronic Data Processing College of Puerto Rico, PR BBA Computer Information Systems Universidad de Puerto Rico, PR
Jose L. Bernuil Quintanar	Doctor in Medicine, Universidad Autónoma de México, Guadalajara, México, 1979
Jose L. Cruz Caliz	PhD Human Resources and Management Pontifical Catholic Univ of Puerto Rico, PR MBA International Business Administration Specialization Human Resources Interamerican University of Puerto Rico, PR BBA Marketing and Management University of Puerto Rico, PR
Jose L. Jimenez Negron	EdD Educational Management Pontifical Catholic University of Puerto Rico, PR MBA Project Management Universidad Ana G. Méndez, PR MEd Special Education Caribbean University, PR BEducation K-6 University of Puerto Rico, PR
Jose L. Marchant Melendez	EdD Management and Leadership Interamerican University of Puerto Rico, PR MA Educ Teaching of Science Interamerican University of Puerto Rico, PR MA School administration University of Phoenix BS Biology Interamerican University of Puerto Rico, PR
Jose L. Pacheco Velazquez	MEM Engineering Universidad Politécnica de Puerto Rico, PR MBA Accountability University of Phoenix BS Electric Engineering, Universidad Politécnica Puerto Rico, PR

Faculty name	Faculty Degree Held
Jose Luis Mercader	Master of Business Administration- Business Administration University of South Carolina, Columbia, 1985
Jose M. Rodriguez	Master of Divinity, Pastoral Studies, Southern Baptist Theological Seminary, KY 2009
Jose Martínez	Master of Business Administration in Finance Wake Forest University, North Carolina, 1994
Jose Nieves Moya	EdD Higher Education Inter American University of Puerto Rico, PR MBA Human Resources Inter American University of Puerto Rico, PR MEd Teach Curriculum Mathematics Inter American University of Puerto Rico, PR Bachelor's in Office Systems University of Puerto Rico, PR
Jose Torres	MS in Strategic Leadership, Mountain State University, WV, 2007, BA Business Management, University of Houston, TX 1998
Jose O. Cruz Rodriguez	PhD Business Management and Management Development Universidad Internacional Iberoamericana (UNINI), MX
Jose R. Vega Rivera	EdD Inst Tech and Distance Education Nova Southeastern University, FL ISA in Information Systems Auditing EDP University of Puerto Rico, PR MIS Management Information Systems EDP University of Puerto Rico, PR BS Science University of Puerto Rico, PR
Jose Rosa Rivera	MBA IT Security/ Accounting Universidad Ana G. Méndez, PR BBA Accounting/Finance University of Puerto Rico, PR
Joshua Torres	Master in Social Work, Social Work Direct Services, Inter American University, 2016
Josue E. Ortiz Cintron	PhD Health Science Alas Peruanas University, Peru MS Environmental Health University of Puerto Rico, PR BS Biology University of Puerto Rico, PR
Jovennes R. Louis	MBA Accounting Universidad Ana G. Méndez, PR MBA Human Resources Universidad Ana G. Méndez, PR BBA Finances University of Puerto Rico, PR
Juan Arroyo	Master of Arts in Labor Relations, Universidad Interamericana, Puerto Rico 2006
Juan B. Valera Marquez	PhD Computer Science University of Puerto Rico, PR MSc. Electrical Engineering Universidad de Carabobo, Venezuela
Juan Collado	Doctor of Education in Organizational Leadership Nova Southeastern University, FL 2010 Master of Science – TESOL Nova Southeastern University, FL 2006
Juan C. Rivera Diaz	PhD Accounting/Management of Engineering Technology Northcentral University, AZ MBA Accounting University of Phoenix BS Mechanical Engineering Interamerican University of Puerto Rico, PR
Juan C. Musa Wasil	PhD Marine Science University of Puerto Rico, PR MS Biology University of Puerto Rico, PR BA Forestry Engineering Universidad Nacional de Santiago del Estero, Argentina
Juan Fret	Master of Business Administration in Accounting, Universidad Interamericana, Puerto Rico 1980
Juan G. Rivera Ortiz	DBA Management Universidad del Turabo, PR MBA Human Resources Universidad del Turabo, PR BA Physical Educ Secondary, Universidad del Turabo, PR
Juan Mauricio Moreno	Diploma Massage Therapy, World of Beauty Academy, 2015
Juan Quintana Quintana	PhD Counseling Psychology Newport University, CA MA Instructional Systems and Educational Technology Sagrado Corazón University, PR MA Education/Counseling University of Puerto Rico, PR BA Psychology University of Puerto Rico, PR
Juanita Rodriguez Betancourt	PhD Puerto Rican and Caribbean Literature Centro de Estudios Avanzados de Puerto Rico y El Caribe, PR MA in Teaching English as a Second Language Interamerican University of Puerto Rico BAEd English University of Puerto Rico

Faculty name	Faculty Degree Held
Judy Ann Melendez Sanchez	MPH Forensic Sciences Universidad Del Turabo, PR BS Cell & Molecular Biology Universidad Metropolitana, PR
Julio C. Hernandez Correa	PhD Applied Economics Western Michigan University, MI MA Economics University of Puerto Rico, PR BA Economics University of Puerto Rico, PR
Karola P. Ramirez Arango	MA Instructional System and Educational Technology Sagrado Corazon University, PR BA Educational Psychology Pontificia Universidad Catolica del Ecuador, Ecuador
Kathalin Carvalho	Juris Doctor, Stetson University School of Law, Tampa FL. Master of Arts in Criminology, University of South Florida, Tampa FL 2001
Katia Gil De Lamadrid	PhD History Centro De Estudios Avanzados, PR MA Geography Universidad de la Habana, Cuba
Kayra Delgado Baerga	PhD Global Business Keiser University, FL MBA Business Administration University of Phoenix BBA Finance University of Puerto Rico, PR
Kelvin Merced Vega	EdD Guidance and Counseling Inter American University of Puerto Rico, PR MA Guidance and Counseling Inter American University of Puerto Rico, PR BA Sociology Catholic University of Puerto Rico, PR
Kemberly King	PhD, Administration of Higher Education, University of Alabama, AL, 1994; EdS, Human Resources, University of Alabama, AL, 1990; MBA, East Tennessee State University, TN, 1984; BBA, Mississippi State University, MS, 1982
Kevin Negron Vazquez	EdD Education Leadership & Intr Online Inter American University, PR
Keren Canales Quiles	MIT Education EDP University of Puerto Rico, PR BS Biology Universidad Metropolitana, PR
Laguinot Santiago	Master of Social Work, Major in Clinical Social Work, Universidad del Este, Carolina, Puerto Rico, 2020
Laylannie Torres Gonzalez	EdD Inst Tech and Distance Education Nova Southeastern University, FL MA Educational Computing Interamerican University of Puerto Rico
Lelis Maldonado	Master of Public Health, Grand Canyon University, Phoenix, AZ 2019
Leonardo Torres Pagan	PhD Curriculum & Teaching Capella University, MN MA Mathematics Curriculum University of Phoenix BA History and Mathematics University of Puerto Rico, PR
Leonides Perez Martinez	PhD Education Nova Southeastern University, FL MA Library Science University of Puerto Rico, PR MA Music Lynn University, FL BA Music Puerto Rico Conservatory of Music, PR
Leslie Dominguez	MA with Industrial/Organizational Psychology, Interamerican University, 2000
Lester Gonzalez Torres	Master's in Health Administration, Universidad del Este PR, 2017 Doctor of Education, Nova Southeastern University, 2022
Lester I. Lopez Nieves	PhD Puerto Rican and Caribbean History Centro de Estudios Avanzados de Puerto Rico y el Caribe, PR MA History Centro de Estudios Avanzados de Puerto Rico y el Caribe, PR BA Liberal Arts State University of New York, NY
Leticia Abraham	MS Spanish Language Education, Nova Southeastern University, 2014
Lilliam Cedeno Marcial	MBA Accounting Universidad Ana G. Méndez, PR BBA Accounting Universidad de Puerto Rico, PR
Liliana Ponce	Master of Science, Fischer School of Education and Human Resources, Spanish Language Education Nova University, Florida, 2009 Master of Arts Social Anthropology In the Faculty of Social Science University of Kent at Canterbury, 1983
Lillianie T. Millán Nieves	PhD Curriculum, Instruction and Assessment Walden University, MN MA Curriculum Instruction and English Universidad del Este, PR BA Teaching English as a Second Language University of Puerto Rico, PR BA Social Science and Investigation University of Puerto Rico, PR

Faculty name	Faculty Degree Held
Lindsay Nesmoe	Rasmussen College Accounting A.A.S. October 2016 – May 2018, Project Management Certificate November 2019, U.S. Health Delivery & Policy Certificate February 2020, Healthcare Management Certificate May 2020, Northwestern Health Sciences University Doctorate of Chiropractic & Human Biology B.S. September 2007 – December 2010, University of Hawaii & University of Minnesota Human Physiology prerequisite study September 2004 – August 2007
Lisette Bedu	Doctor of Business Administration Argosy University FL. 2010 Master of Administration Marketing, Jacksonville University FL. 1993
Lisette Hernandez Negron	PhD Education, Nova Southeastern, FL MA Early Childhood Education University of Phoenix BA Elementary Education University of Puerto Rico
Lisette Ocasio	Master of Business Administration in Accounting, Ana G. Mendez University System, FL. 2012
Litza G. Melendez Ramos	DBA Business Administration and International Trade Universidad de Extremadura, Spain MBA Operations Management University of Puerto Rico, PR BBA Management University of Puerto Rico, PR
Liznerie Floran	MSS Rehabilitation Counseling University of Puerto Rico, PR BA Sociology University of Puerto Rico, PR
Lizannette Morales Crespo	JD Inter American University of Puerto Rico, PR BS Natural Science University of Puerto Rico, PR
Lizeth Hoepf	Bachelor in Pharmacy, Santa Maria University, 2004
Lizzette Bermudez Melendez	MAEd Curriculum & Mathematics University of Phoenix BA Mathematics University of Puerto Rico, PR
Lorna Martinez Toledo	PhD Educational Leadership Universidad del Turabo, PR MA Administration and Educational Supervision Universidad Metropolitana, PR BA Hispanic Studies/ Liberal Arts and Humanities University of Puerto Rico, PR
Lorraine M. Carmona Torres	MA Curriculum and Instruction of English Universidad del Este, PR BA Early Childhood and Primary Education Universidad del Este, PR
Lourdes del C. Morales Figueroa	DBA Leadership Studies Pontifical Catholic University of Puerto Rico, PR MBA Industrial Management Interamerican University of Puerto Rico, PR
Lourdes Echevarria Garcia	PhD Environmental Science Universidad Del Turabo, PR MS Science Environmental Management Specialty Handling and Evaluated Risk Universidad Ana G. Méndez, PR BS Biology minor in Chemistry Pontifical Catholic University of Puerto Rico, PR
Lourdes M. Baez Rosario	PhD Puerto Rican & Caribbean Literature Centro De Estudios Avanzados de Puerto Rico y el Caribe, PR Post Doctoral-High Performance Sports Specialist Universidad de Castilla de la Mancha, España MEd Teaching of Fine Arts, Universidad del Turabo, PR BA Physical Education, University of Puerto Rico, PR
Loyda Lopez Rosario	MA Educational Computing Inter American University of Puerto Rico, PR Bachelor's in Computer Programming Science University of Puerto Rico, PR
Lucia Martinez	Masters in Education in Curriculum & Teaching Universidad Autónoma Latino Americana, 2009 Specialist in Software Engineering, Universidad Distrital Francisco Jose de Caldas, Bogota Colombia, 2001
Luis A. Reyes Rosario	Master's in Information Systems Program EDP University of Puerto Rico, PR
Luis A. Rosario Arroyo	EdD Educational Leadership Universidad Del Turabo, PR MPHE Public Health Education, University of Puerto Rico, PR BA Humanities/ Philosophy Universidad Central de Bayamon, PR

Faculty name	Faculty Degree Held
Luis Alicea Perez	EdD Education Nova Southeastern University, FL MA Education/Mathematics, Interamerican University of Puerto Rico, PR MBA Human Resources Management Universidad del Turabo, PR BA Education/Mathematics, University of Puerto Rico, PR
Luis Burgos	Doctor in Education Educational Administration, Interamerican University, 1996
Luis Concha	BS Technical Management DeVry University, 2010
Luis E. Aldana	Master of Science in Math Education Nova University FL 2010
Luis Gonzalez	Master of Science Broadcasting Boston University, Boston 1987
Luis M. Cabret Rios	DNP Nursing Science University of Alabama, AL MSN Universidad del Turabo, PR BSN Universidad Metropolitana, PR
Luis M. Colón Colón	DBA Economics Universidad CEU San Pablo, Spain MBA Human Resources Pontifical Catholic University of Puerto Rico, PR BBA Management Pontifical Catholic University of Puerto Rico, PR
Luis R. Rivera Valentin	PhD Accounting Northcentral University, CA MBA Operations Management Universidad Ana G. Méndez, PR BBA Accounting University of Puerto Rico, PR
Luis Roqueta	Doctor of Medicine Higher Institute of Medical Science of Villa Clara Cuba, 1983 Master of Business Administration-Leadership for Manager Keiser University, FL 2016
Luz Boyonas	DNP, Doctor of Nursing Practice, Grand Canyon University, 2022, MSN/Ed, Master of Science in Nursing/ Healthcare Education, University of Phoenix, 2015, BSN, Bachelor of Science in Nursing, Remedios Trinidad Romualdez Medical Foundation, 1992
Luz D. Miranda Vazquez	MA Clinical Social Work Interamerican University of Puerto Rico, PR BA Social Work University of Puerto Rico, PR
Luz Elena Arango	Master of Social Work Barry University, FL 2018
Luz E. Nieves	PhD Public Health Epidemiology, Walden University, Minneapolis, Minnesota, 2019 Master of Public Health in Epidemiology, University of Puerto Rico, 1992
Luz E. Rodriguez Irene	MA Curriculum & Instruction Spanish Universidad Del Este, PR BA Education/ Spanish, University of Puerto Rico, PR
Lydia Perez Vega	EdD Teaching Universidad Ana G. Méndez, PR
Lylinette Rivera	Master Degree in Arts, General Science Education, Cambridge College, Boston Bachelor Degree in Secondary Education in Chemistry, Interamerican University of Puerto Rico
Lynn Desjarlais	Ed. D Educational Leadership, Capella University, MN, 2018, MA Management and Leadership, Webster University, FL, 2014, BS Hospitality Management, The Rosen College of Hospitality Management University of Central Florida, FL, 2011
Madeline Carrero Nieves	PhD Clinical Psychology Carlos Albizu University of Puerto Rico, PR MS Clinical Psychology Carlos Albizu University of Puerto Rico, PR MA Organizational Industrial Psychology Centro Caribeño, PR BA Communications/Advertising Universidad Sagrado Corazón, PR
Magaly Mojica Rohena	PhD Management of Health and Nursing Education Universitam University of Technology, MX EdD Education Nova Southeastern University, FL MSN Nursing University of Puerto Rico, PR
Magaly Pacheco	Doctorate of Education in Counseling and Guidance, Universidad Interamericana, Puerto Rico, 1994 Master of Public Administration, Universidad de Puerto Rico, 1982
Magda Demerritt	Doctorate in Social Work, Walden University, FL, 2021, master's in social work, Florida International University, FL 2006, Bachelor of Social Work, Florida International University, FL 2005

Faculty name	Faculty Degree Held
Manuel Perez Muñiz	JD Law University of Puerto Rico, PR MS Demography University of Puerto Rico, PR BA Sociology University of Puerto Rico, PR
Manuel Robayna	Master of Business Administration in Management and Strategic Leadership, Universidad Metropolitana 2012, Tampa FL
Marangellie A. Arroyo Ramos	MA Inst Syst and Tech Education Universidad Sagrado Corazon, PR BA Secondary Education, English Teaching for Spanish speaking students University of Puerto Rico, PR
Marcel Andino	Doctor of Philosophy and Information in Technology Universidad De La Habana Cuba 1981 Máster of Automatic Control Universidad De La Habana, Cuba 1974
Marcelo Torres	Doctor of Medicine Catholic University of Santiago de Chile Guayaquil, 1992
Marcos A. Velez Rivera	PhD History of Americas Interamerican University of Puerto Rico, PR
Marco Eguia	Master of Science in Computing in Open Information, Universidad Interamericana, Puerto Rico, 2007
Mareyka Estrada	MBA Human Resources Management Universidad Metropolitana, PR BBA Management Universidad Metropolitana, PR
Marga Bolivar	MS Engineering Management University of South Florida, FL BS Industrial Engineering Universidad de Carabobo, Venezuela
Margie L. Alvarez Rivera	EdD Curriculum & Teaching University of Puerto Rico, PR MIST Information Science and Technologies University of Puerto Rico, PR BA Art History University of Puerto Rico, PR
Maria A. Carioni	PhD Management/Leadership Barry University, FL MS TESOL and Technology Barry University, FL BA Journalism Colegio Universitario de Periodismo, Argentina
Maria A. Capecchi	Master of Science in Nursing Family, Miami Regional University, Miami FL 2020
María Castillo	BA Health Sciences Management, Webster University, 1998 Cert Pharmacy Tech
Maria De Los A. Talavera Hernandez	PhD Literature of Puerto Rico and the Caribbean Centro de Estudios Avanzados de PR y el Caribe, PR MA Hispanic Studies University of Puerto Rico, PR BA Hispanic Studies University of Puerto Rico, PR
Maria De Los M. Santos Corrada	PhD Business Universidad Complutense de Madrid, España
Maria De Lourdes Rolon	Master in Social Work InterAmerican University, San Juan, PR, 2007
Maria Del C. Harper	Master of Media Design Management, Sanford Brown College, Tampa FL, 2010
Maria Del C. Rios Camacho	MA Business Education Interamerican University of Puerto Rico, PR BA Office Systems University of Puerto Rico, PR
Maria Del M. Pacheco Velazquez	PhD Public Health Ponce Health Sciences University, PR MPH Public Health Ponce Health Sciences University, PR BS Sciences Pontifical Catholic University of Puerto Rico, PR
Maria Del Negro	Physician Surgeon Universidad Central de Venezuela Venezuela, 1985. Master of Science Degree in Medical Science Universidad Central de Venezuela Venezuela, 1991
Maria C. Fleitas	Bachelor of Science in Biological Health Sciences and Health Management, University of South Florida, Tampa FL 2021
María E. Vázquez	MBA, Major: Materials Management and Production Control, Univ. del Turabo, PR 2000. MBA Business Administration, Catholic Univ. PR, 1987
Maria E. Veguilla	Doctor in Business Administration (In Progress), Keiser University, Master Degree in Business Administration, Universidad del Turabo (ACCSB Accredited), Bachelor Degree in Science of Industrial Engineering, Universidad del Turabo (ABET Accredited), Six Sigma Yellow Belt Certificate, Advanced MS Office Excel Program, 40 Contact Hours Project Management

Faculty name	Faculty Degree Held
Maria Elena Tudela	Master of Science in Spanish Language Education Nova Southeastern University, FL 2008
Maria Francis	Master of Linguistics & Master online in ESOL and Spanish, University of Basque County, Spain 1993 Master Degree in Psychology Universidad de Barcelona, Barcelona 1990
Maria I. Ortiz Rosado	EdD Curriculum & Teaching Pontifical Catholic University of Puerto Rico, PR MA School Administration Caribbean University, PR MA English as a second language Findlay University, OH BA Elementary School Teacher Interamerican University of Puerto Rico, PR
Maria I. Puerta Riera	PhD Social Sciences Universidad De Carabobo, Venezuela MA Political Science Universidad De Carabobo, Venezuela BA Political Science Universidad Fermin Toro, Venezuela
Maria Landaeta	Master in Business Administration, Instituto de Estudios Superiores en Administración, Venezuela, 2005 Juris Doctor Universidad Rafael Belloso Chacín, Venezuela 2002
Maria Lopez	Doctorate in Educational Technology and Distance Education, Nova Southeastern University, PR, 2018, Master in Curriculum and Instruction with a major in History. Pontificia Universidad Catolica Ponce, PR, 2015, Bachelor in Secondary Education with a major in History, University of Puerto Rico, PR 1995
Maria I. Rivera Fraticelly	MSN Medical-Surgical and role in Education National University College, PR BSN John Dewey, PR
Maria M. Alonso Alonso	Post- Doc Educational Investigation Instituto Universitario Internacional de Toluca, Mexico DSc Social Communications Universidad De La Habana, Cuba BA Psychology Universidad De La Habana, Cuba
Maria M. Velez Velazquez	DBA Management Pontifical Catholic University of Puerto Rico, PR MBA Management Pontifical Catholic University of Puerto Rico, PR BBA Management Interamerican University of Puerto Rico, PR
Maria Neuman	PhD Human Science, Universidad del Zulia, Venezuela, 2008 / MS Technology Management, Universidad del Zulia, Venezuela, 1995
Maria Puerta Riera	Doctor of Philosophy in Social Sciences, Universidad Carobobo, Venezuela, 2012 Master in Political Sciences, Universidad Central de Venezuela, 2002
Maria R. Davila Macias	MBA Marketing American Intercontinental University, FL BBA Business Administration Universidad de Valle, Bolivia
Maria Ruiz	Doctor in Psychology, Carlos Albizu University, 2006
Maria Useche Araujo	Doctor in Sciences, Law, Universidad Central de Venezuela, 2005-equivalent to Ph.D in Law Attorney, Universidad Catolica Andres Bello, 1974-equivalent to Bachelor
Maribel Ortiz Soto	PhD Entrepreneurship Development and International Business Interamerican University of Puerto Rico, PR MBA Marketing Universidad del Turabo, PR BA Pedagogy and Social Worker University of Puerto Rico, PR
Maricel Whelan	Registered Medical Assistant American Medical Technologists, Rosemont IL, 2005
Maricelly Alomar	Master of Arts in Education Guidance & Counseling, Universidad Interamericana de Puerto Rico, 1992
Maribel Castellanos	Master's in Education-Counseling Ana G Mendez University, 2019
Marieli Rios Perez	PhD Industrial Psychology Pontifical Catholic University of Puerto Rico, PR MS Industrial Psychology Pontifical Catholic University of Puerto Rico, PR BA Social Science University of Puerto Rico, PR
Marisel Pacheco Schweitzer	Doctor of Education, Educational Leadship, Northern Arizona University, 2016
Marielis E. Rivera Ruiz	Post-Doctoral Research University of Puerto Rico, PR PhD Biochemistry and Nutrition University of Puerto Rico, PR BS Microbiology University of Puerto Rico, PR

Faculty name	Faculty Degree Held
Marimer Martinez Aponte	MA Museum Studies Caribbean University, PR BBA Management University of Puerto Rico, PR
Marisol Batiz Cartagena	EdD Inst Tech and Distance Education Nova Southeastern University, FL MEd Commercial Education and Office Systems Pontifical Catholic University of Puerto Rico, PR BA Secretarial Sciences Interamerican University of Puerto Rico, PR
Maritza Centeno	Master in Education, Counseling, Universidad del Turabo, 2018
Maritza Sostre Rodriguez	PhD Curriculum & Teaching major in English University of Puerto Rico, PR MA Bilingual Education University of Phoenix BAEd English Universidad Central, PR
Mario Villalobos	Doctor of Philosophy in BA/Spec. Financial Management, Northcentral University, 2017 Master of Business Administration, Spec. Financial Management, Rutgers University, NJ 1983
Marta E. Castillo	Master of Education, English Second Language Minor in Counseling, Ana G Mendez University, Orlando FL 2019
Martha Landron	PhD Research Universidad Internacional Iberoamericana de Puerto Rico, PR MEd Education Universidad de León, Spain BA Modern Languages Universidad Santiago de Cali, Colombia
Mary A. Toledo Pitre	EdD Education Technology Argosy University Online, AZ MEd Curriculum and Teaching/ English Caribbean University, PR BA English University of Puerto Rico, PR
Mary Jane Zaborsky	Master of Science in Nursing, Universidad de Puerto Rico, 1983
May Li Pena	Master of Science in Psychology Carlos Albizu University FL, 2018
Marylind Arroyo	Doctorate in Education Teaching Universidad Ana G. Mendez, PR 2014 Master Arts Education Curriculum English Caribbean University PR, 2003
Mayra M. Aguilar Perez	PhD History Centro de Estudios Avanzados de Puerto Rico y el Caribe, PR MA History Centro de Estudios Avanzados de Puerto Rico y el Caribe, PR BA Psychology University of Puerto Rico, PR
Mayra Morales Rivera	Educational Specialist – School Psychology UCF, 2002 Master of Education, Educational Media & Technology, Boston University, 1992
Melissa Lamboy Diaz	MBA Marketing, UAGM- Gurabo Campus BBA Marketing, University of Puerto Rico- Rio Piedras Campus
Melissa Morrow	Diploma Massage Therapy Lorenzo Walker Technical College, Naples FL, 2020
Melissa M. Rivera Suarez	BBA Office Technology Management Universidad Ana G. Méndez, PR
Melissa Villafane	MA Counseling, School Counseling, Caldwell University, NJ, 2016, BA Psychology, Caldwell University, NJ, 2014, AA Psychology, Hudson County Community College, NJ, 2012
Meliza Guilliani Jimenez	Master's Personnel Administration University of Puerto Rico, PR BA Psychology University of Puerto Rico- Rio Piedras Campus
Mely Z. Gonzalez Madera	DSW Clinical Social Work Inter American University of Puerto Rico, PR Master's in Social Work University of Puerto Rico, PR
Mercedes Chaves	Bachelor of Business Administration Universidad Laica Vicente Rocafuerte, Guayaquil, Ecuador 1992
Mercedes D. Ruiz	EdD Leadership in Higher Education Gwynedd Mercy University, PA MAEd Education Capella University, MN MBA Global Management University of Phoenix MA Organizational Management University of Phoenix
Michael McCarthy	Master of Business Administration in Management, Central Institute of Business Administration (INCAE) Managua, Nicaragua 1977
Michelle Velez	Master in Business Administration-Finance University of Puerto Rico, PR, 2003
Miguel A. Delgado Fernandez	MA Teaching Mathematics Interamerican University of Puerto Rico, PR MA Criminal Justice Interamerican University of Puerto Rico, PR BA Criminal Justice Interamerican University of Puerto Rico, PR

Faculty name	Faculty Degree Held
Miguel A. Rivera Rivera	MA Teaching/ Mathematics Cambridge College, PR MA Material Management Universidad Ana G. Méndez, PR BS Industrial Engineering Universidad Politécnica de Puerto Rico, PR
Miguel Herrera	Master of Arts in Social Administration in Social Work, Temple University, Pennsylvania, 2004
Miguel Hurtado	Doctorate in Medicine University of Sciences, Arts & Technology Montserrat, 2018 Master in Public Health in Medical Sciences, School of Public Health, 2017 Pharmacy Technician Certificate Ponce Paramedical College, PR, 2008
Miguel Melendez	Master of Arts in English. Universidad de Puerto Rico, San Juan, PR 2019
Miguel Sosa Jimenez	DBA Finance University of Puerto Rico, PR MBA Finance University of Puerto Rico, PR BBA Management University of Puerto Rico, PR
Miguel Torres	Ph.D., Doctor of Philosophy in Clinical Psychology Carlos Albizu University, 2020 M.S., Industrial Organizational Psychology, Carlos Albizu University, 2008
Milagros M. Colon Amaro	MS University of Puerto Rico- Medical Science Campus BSN University of Puerto Rico, PR
Milca V. Martinez Vazquez	MBA Human Resources Universidad Ana G. Méndez, PR
Milton Guzman	M.A. in Public Management (Summa Cum Laude), Johns Hopkins University. Washington D.C. MSc. in Economics, Pompeu Fabra University (Universitat Pompeu Fabra). Barcelona, Spain. Bachelor's Degree in Economics, Universidad Central de Venezuela. Caracas, Venezuela. (Full five-year program in economics).
Monica Kinney	MBA Management, Strayer University, MD, 2005, BS Organizational Management, Columbia Union College, MD, 2002, (working on Doctorate in International Business at Walden university)
Moraima Colon Ruiz	EdD Inst Tech and Distance Education Nova Southeastern University, FL MBA Human Resources, Universidad Metropolitana, PR BBA Office Administration Universidad Metropolitana, PR
Myra Velez	Master of Arts in English University of Central Florida, FL 1993
Myriam Medina Miranda	EdD Education/ Teaching Universidad Ana G. Méndez, PR MS Biology Curriculum and Teaching University of Phoenix BS Biology Teaching University of Puerto Rico, PR
Myrna Y. Gonzalez Crespo	PhD Puerto Rican and Caribbean Literatures, Centro De Estudios Avanzados de Puerto Rico y el Caribe- San Juan PR MPhil Hispanic and Luzo-Brasilian Literatures and Languages, The Graduate Center City University of New York- NY MA Spanish Literatures, Arizona State University- Tempe AZ BA Humanities/ Modern Languages, University of Puerto Rico- Rio Piedras Campus
Naida Cruz	DSW, Capella University, MN 2021, MSW, Florida International University, FL 2005, BA, Stetson University, FL 2005
Nancy Arcelay Vargas	Doctor of Health Science Keiser University, FL 2014 Doctor of Education Argosy University, CA 2014 Master of Education in Instructional Technology American Intercontinental University Florida 2004 Master of Public Health in Maternal and Child Health Universidad de Puerto Rico, 1994
Nancy C. Woelki	DNP (Doctor of Nursing Practice), Chamberlain College of Nursing – Downers Grove, IL MSN (Master of Science Nursing), Universidad del Turabo- South Florida Campus- Miramar FL BSN (Bachelor of Sciences in Nursing), Sagrado Corazón University of PR- Santurce PR Associate Nursing, Sagrado Corazón University of PR- Santurce PR

Faculty name	Faculty Degree Held
Nancy Sharifi	Master of Public Administration, University of Central Florida, FL, 1992
Nayeli Gonzalez	MBA Finances, Universidad Ana G Mendez, PR, 2021 BBA Accounting, Universidad Ana G Mendez, 2019
Naylu Martinez Nuñez	MSW Clinical Social Work Universidad Ana G. Méndez, PR
Nelson Fred Ramos	PhD History, Interamerican University of Puerto Rico – Metro Campus M.Ed. Education, University of Phoenix- Guaynabo PR
Nelson Mena	Master of Arts in Computer Science, Queens College, Queens NY, 2001
Nelson Torres	Doctor of Educational Leadership, Univey of Central Florida, FL, 2006 Master of Education in Elementary Education, Marymount University, VA 1994 Master Business Administration in Logistics Management, Florida Institute of Technology, 1980 Master of Arts in Educational Psychology, Ball State University, IN 1977
Nichole Figueroa	Doctorate of Chiropractic, Palmer College of Chiropractic, 2019 Master in Public Health, Universidad de Puerto Rico, PR, 2016
Nicholas Natalizio Manzano	MBA Logistics, Universidad del Turabo- Gurabo PR BBA Management and Research, Universidad del Turabo- Gurabo PR
Nollyris Algarin	PhD Inst Design and Tech Education, Nova Southeastern University- Fort Lauderdale, FL MA Library and Information Sciences, University of Puerto Rico- Rio Piedras Campus BA Hispanic Studies, University of Puerto Rico- Rio Piedras Campus
Nora Colon	Educational Specialist in Bilingual and Bicultural Education, Seton Hall University, NJ 1997 Master of Education in Teaching, Curriculum and Learning Environment, Harvard University, MA 1991
Olga Jacome Utreras	Doctorate in Education Science, Major in Spanish and Literature, Universidad de Guayaquil, Ecuador, 2004
Omar Alas	Bachelor of Science in Industrial Engineering and Management Systems, University of Central Florida Orlando, FL, 2022
Omar Rosa Lopez	Master of Management, Major in Health Services Management, Universidad Ana G. Mendez FL, 2017
Omar Villafane Carrión	JD: Law, University of PR, 2016
Omayra Borrero	Pharmacy Technician, Centro de Estudios Multidisciplinarios, Humacao, PR, 1983
Oribel Estevez	Doctor of Education in Higher Education Leadership, Nova Southeastern University, Tampa FL 2016
Orlando Felix Rodriguez	DBA Management, Universidad del Turabo- Gurabo PR MBA Technology Management, Accounting and Human Resources Management, University of Phoenix- Guaynabo PR BBA Computerized Information Systems and Accounting, Universidad del Este-Carolina PR Technical Grade Data Entry, MBTI Business Training Institute, PR
Orlando Lugo	Master of Project Management, DeVry University, Tampa FL 2003.
Oscar Cruz	Master in Business Administration in Accounting, Interamerican University, PR, 2015
Oscar E. Pena Morillo	MBA Business Administration, UAGM- Cupey Campus BS Industrial Engineering, Universidad del Zulia- Maracaibo, Venezuela
Oscar J. Torres Blay	DBA Business Administration, Pontifical Catholic University of PR- Ponce Campus MBA Management, UAGM – San Juan PR BBA Marketing, Interamerican University of PR- Metro Campus
Osvany Caro	Diploma Massage Therapy Life-Line Med Training Miami, FL 2016
Pablo L. Rivera Rivera	PhD Philosophy/ History of Puerto Rico and Caribbean, Center for Advance Study of Puerto Rico and the Caribbean- San Juan PR MBA Human Resources Management, University of Phoenix- San Juan PR BBA Management, University of Puerto Rico- Carolina PR

Faculty name	Faculty Degree Held
Pablo Puello Diaz	Doctor of Philosophy in History, Inter American University, San Juan, PR, 2018
Pablo L. Martinez	Doctor of Education in Educational Leadership, Florida Southern College, Lakeland, FL 2022
Pablo Paez	Master Of Business Administration, University of Pennsylvania, PA 1975
Paola Masmela-Muccio	Master in Education, Universidad Sergio Arboleda, 2013
Pedro Alvarez	Master of Science, Spanish Language Nova Southeastern University, Florida, 2014
Pedro L. Vizcarrondo Nazario	MBA Human Resources Universidad Interamericana de Puerto Rico
Radaisa B. Flores Medina	MBA Management, Universidad del Turabo-Gurabo PR BS Chemical Engineering, University of Puerto Rico- Mayaguez Campus
Rafael Del Río	Master in Global Management, University of Phoenix, 2011 Master Marketing, University of Phoenix, PR, 2012
Rafael E. Padilla Vega	DBA Information Systems, Universidad del Turabo- Gurabo PR MBA Marketing, Universidad del Turabo- Gurabo PR BS Mathematics- University of Puerto Rico- Rio Piedras Campus
Rafael I. Salas Seguin	MRP Regional Planning, Cornell University- Ithaca, NY BA Economics, University of Maryland at College Park- College Park, MD AA Business Administration, Montgomery College- Rockville, MD
Rafael Matos Rodriguez	MBA Global Management, University of Phoenix- Phoenix AZ MAC Public Relations, Sagrado Corazón University of PR- Santurce PR BA Public Communications, University of Puerto Rico- Rio Piedras Campus
Rafael Mercado Jimenez	PhD Criminal Justice Southwest University- New Orleans, Louisiana MA Criminal Justice, Interamerican University of Puerto Rico- Metro Campus BA Criminal Justice with specialization in Criminal Investigation, Interamerican University of Puerto Rico- Aguadilla Campus
Rafael Ortiz Vega	Master in Math Education, Inter American University, 2006
Rafael Perez Ortiz	MBA Management, Universidad del Turabo- Gurabo PR BBA Marketing, Universidad Metropolitana- San Juan PR
Rafael Rios McConnell	Master of Sciences in Public Health, Health Systems Administration, UPR, 2019 Doctor of Medicine Iberoamerican University School of Medicine, DR.,2011
Raphael Del Rio	Ana G. Méndez University Logistics and Supply Chain Master January 2018 – In Process, University of Phoenix, Carolina, PR Doctor of Management in Organizational Leadership/Information Systems and Technology 24 credits approved 3.53 GPA – December 2014 – May 2017, Global Management Master March 2010 - December 2011, Marketing Master February 2012 – June 2012, Sacred Heart University, San Juan, PR Bachelor’s Degree in Management with a minor in Computer Programming August 1984 – May 1990
Ramon J. Pagan Mercado	MEd Curriculum & Teaching Universidad Del Turabo, Gurabo PR BA Education, Interamerican University of Puerto Rico- Ponce Campus Associate Degree Criminal Justice, Police Academy of PR
Ramon Roman	DNP Miami Regional University FL, 2018 Master in Science of Nursing-FNP Gurabo University FL 2014
Ramon Torres	MS Psychology, Purdue University, 2018
Ramon Torres Morales	DBA Business Administration, Pontifical Catholic University of Puerto Rico, Ponce PR MBA Logistics, Florida Institute of Tech- Melbourne, FL MSE Industrial Engineering, California State University- Northridge, CA BS Physics, Pontifical Catholic University of Puerto Rico, Ponce PR
Randolph Shane Creel	PhD, Organization and Management, Leadership, Capella University, MN, 2007, MS Counseling Psychology, Counseling Psychology, Texas A&M, TX, 1995, BS Psychology, Excelsior College, NY, 1995, AS, Social Psychology, Park University, Parkville, MO, 1994

Faculty name	Faculty Degree Held
Raquel Cabrero Torres	DBA Business Administration, Pontifical Catholic University of Puerto Rico, Ponce PR MBA Industrial Management and Human Resources, Interamerican University of PR- San German Campus BBA Management, University of Puerto Rico- Aguadilla Campus
Raquel Marrero Torres	MA Mathematics Caribbean University, Bayamon PR BS Natural Science, University of Puerto Rico- Cayey Campus
Raquel Ralat Martínez	Master in Clinical Social Work Universidad del Este, Orlando, Florida, 2020
Rebecca Martinez Ruiz	EdD, Educational Leadership, UAGM PR, 2014, MA Elementary Education, Caribbean University, 2011, MA, Educational Administration, Caribbean University, 2011, BA Elementary Education. InterAmerican University of PR, PR 2009
Rebecca Martínez Ruiz	Doctorate of Education in Educational Leadership Universidad del Turabo - PR, 2014
Reinaldo E. Gonzalez Blanco	MA History, Pontifical Catholic University of Puerto Rico, PR BA History, Pontifical Catholic University of Puerto Rico, PR
Rene R. Barguez Perez	DBA Administration, Pontifical Catholic University of Puerto Rico- Ponce PR MBA Marketing, Pontifical Catholic University of Puerto Rico- Ponce PR BBA Advertising, Pontifical Catholic University of Puerto Rico- Ponce PR BBA Business Communications with a Minor in Publics Relations, Pontifical Catholic University of Puerto Rico- Ponce PR
René Reyes Santos	Master of Arts in History Education, Universidad De Puerto Rico, PR 1992
Ricardo Araujo	Master of Business Administration-International Business University of Miami, FL 2007
Ricardo Torres Muñoz	DHSc Global Health, Nova Southeastern University- Fort Lauderdale, FL University of Miami, FL 2007 MIHMEP (MHA) Global Health Management, Economics and Policy, Bocconi University- Milan, Italy JD Law, University of Puerto Rico School of Law
Rich Huebner	Ph. D Information Technology, Capella University, 2017, M.S., Information Systems, Nova Southeastern University, 2012, graduate Certificate, information Security and Assurance, nova Southeastern university, April 2005, M.S., Management, Concentration in IT Management, Eastern Nazarene College, 2001, B.S., Business Administration, Eastern Nazarene College, 1999
Richard L. McElroy	Ph.D., Human and Organization Systems Fielding Graduate University, Santa Barbara, CA 2009, MA, Human and Organizational Systems, Fielding Graduate University, Santa Barbara, CA 2005, MA, Organizational Design and Effectiveness, The Fielding Institute, Santa Barbara, CA, 1999, BS, Nuclear Engineering Technology, Excelsior College, Albany, NY 1996, BS, Organization Management Bethel College, Mishawaka, IN 1995, Merit Scholar, Demonstrated Excellence in Business Curriculum, Bethel College, Mishawaka, IN 1995
Roberto C. Ledesma Santiago	MS Programming of Interactive Technologies, Atlantic University College- Guaynabo PR BS Networking Technologies and Software Development, NUC University- Bayamon PR Technical Certificate Computer Programming, Universal Career College- Manatí PR Technical Certificate Computer Repair and Maintenance, Universal Career College- Manatí PR
Roberto L. Diaz Diaz	MEd Teaching/ Mathematics, Interamerican University of Puerto Rico- San Juan Campus BA Pure Mathematics, University of Puerto Rico- Mayaguez Campus
Rocio Del Mar Tonos	Doctorate College Education, UPR 2020 Master General Education, University of Massachusetts, 2009

Faculty name	Faculty Degree Held
Rodney McIver	DBA, Information Systems Management- Walden University, 2018, MS, Technology Systems-Cybersecurity- ECU, 2009, BS, CIS, NC Wesleyan College, 2002
Rolando Frometa	Master Business Administration, UCF 2020
Rolando Rivera Guevarez	PhD Business and Economics Law, Universidad Internacional Iberoamericana- Campeche, Mexico JD Law, Interamerican University of Puerto Rico- San Juan Campus MA Criminal Justice, University of Puerto Rico- San Juan Campus BBA Business Administration, University of Puerto Rico- Mayaguez Campus
Romelis A. Guzman Lima	EdD Inst Tech and Distance Educ, Nova Southeastern University- Fort Lauderdale FL MIS Management Information Systems, EDP University- San Juan PR ISA Information Systems Audit Certificate, EDP University- San Juan PR BS Computer Engineering, Pontifica Universidad Catolica Madre y Maestra- Santiago, Dominican Republic
Rosa Berlingeri Bruno	MA Labor Relations Economics, Interamerican University of PR- San Juan Campus BA Politics Sciences, University of Puerto Rico- Rio Piedras Campus
Rosa D. Guzman Martinez	EdD Inst Tech and Distance Educ, Nova Southeastern University- Orlando, Florida MBA Management Information Systems, UAGM Gurabo PR Campus BS Computer Programming, UAGM Carolina PR Campus
Rosaliz Santiago Ortega	DBA Management, UAGM Gurabo Campus MBA Human Resources, University of Puerto Rico- Rio Piedras Campus BA Communications, Sagrado Corazón University of PR- Santurce PR
Rosaluz Molina Carrasquillo	MA Community Social Psychology, University of Puerto Rico- Rio Piedras Campus BA Psychology, University of Puerto Rico- Rio Piedras Campus
Rosmer Mena	Master of Social Work University of South Florida, Tampa, FL 2011
Roxana Cevallos	Master of Social Work Southern Connecticut State University, CT 2013
Ruben De Jesus Liriano	EdD Inst Tech and Distance Educ Nova Southeastern University MEd TESOL BC Programing
Saidi Porta	Master of Business Administration in Management, NOVA University, FL 2004 Doctor of Philosophy Entrepreneurial-Management Interamerican University-PR 2022
Samir Saleh	Doctor in Pharmacy,
Samuel Matos	Doctor of Medicine, Venezuela Doctor of Philosophy in Public Health, University of South Florida, Tampa FL 2020
Sandra Fonseca Lind	Cybersecurity Best Practices Graduate Certificate, University of Fairfax- Virginia USA DBA Mgmt. Information Systems, Universidad del Turabo- Gurabo PR IT Audit Graduate Certificate, EDP University- San Juan PR Master of Information System, EDP University- San Juan PR BBA Computer Information Systems, University of Puerto Rico- Rio Piedras Campus
Sandra Mena Candelaria	PhD Finance PhD Accounting, Universidad de León, Spain MBA Accounting with an additional Specialization in Human Resources and Technology Management, University of Phoenix BS Computer Science, University of Puerto Rico- Arecibo Campus
Sandra Ruiz Correa	PhD English/ Linguistics, University of Puerto Rico- Rio Piedras Campus MA English/ Linguistics, University of Puerto Rico- Rio Piedras Campus BA Teaching English as a Second Language for Elementary and Secondary Levels, American University, PR
Sandra Torres	Master's in Finance Universidad Metropolitana PR, 2016 Pharmacy Technician Centro de Estudios Multidisciplinarios PR, 2006
Sandra Urbina Rodriguez	EdD Guidance and Counseling University of Puerto Rico, PR MEd Guidance and Counseling University of Puerto Rico, PR BA Secondary Education University of Puerto Rico, PR

Faculty name	Faculty Degree Held
Santiago Lazo Vilella	DBA Management Information Systems, Universidad del Turabo- Gurabo PR MBA Management Information Systems, Pontifical Catholic University of PR- Ponce PR BBA Information Systems, Universidad del Turabo- Gurabo PR
Sarita Rodriguez Carreras	PhD Industrial Psychology, Pontifical Catholic University of PR- Ponce Campus MBA Human Resources, Interamerican University of PR- San German Campus BA Bussiness Communication, Pontifical Catholic University of PR- Mayaguez Campus
Sergio Asturias	Master of Business Administration in Health Care. St. Leo University, FL 2013
Selina Conwell	Master of Science in Clinical Mental Health Counseling, Walden University, 2021, Bachelor's in Science, Major Psychology, minor English, University of Montevallo, Montevallo, Alabama 2014
Sharon L. Diaz Ruiz	PhD Instructional Design, University of West Florida- Pensacola, FL MAEE English, University of Puerto Rico- Mayaguez Campus BA English/Linguistics, University of Puerto Rico- Rio Piedras Campus
Sherly Soto	Master of Education in ESOL, Universidad del Turabo, PR, 2004
Shelye Mishler	Master of Business Administration-Executive Management, Ashland University, Ashland, Ohio, 2000, Bachelor of Science-Medical Record Administration, Ohio State University, Columbus, Ohio, 1990, Associate of Applied Science- Medical Record Technology, Stark State College, Canton, Ohio, 1982
Sigrid E. Vazquez Tirado	PhD Psychology (Forensic), Walden University- Minneapolis, MN MA Forensic Psychology, Marymount University- Arlington VA BA Communications, Universidad Metropolitana- Cupey Campus
Silvia Gutierrez	Master of Social Work Florida International University, FL 2019
Silvia X. Perez	Master of Social Work, University of Nebraska NE, 2016
Silvio Tracanelli	Doctor of Management Sciences Rafael Belloso Chacin Private University Cuba, 2007
Simon E. Ramos	EdD/DBA Nova Southeastern University Ft. Lauderdale, FL 2005
Solangel Miranda	EdD Guidance and Counseling University of Puerto Rico- Rio Piedras Campus MEd Guidance and Counseling, Universidad del Turabo, Gurabo PR BA Secondary Education in Spanish, University of Puerto Rico- Rio Piedras Campus
Sonia Abele Cisneros	MEd Curriculum Development for Teaching English as a Second Language, Interamerican University of Puerto Rico BA Teaching of English Secondary Level, Interamerican University of Puerto Rico BA Elementary Education, Instituto Nacional de Profesorado Alejandro Carbó- República de Argentina
Sonia Bruno	Master of Arts in Education, Major in Bilingual Education Elementary and 2ND, Ana G. Mendez University, Miami FL 2011
Sonia Crespo	Master of Chemistry, Universidad Central De Quito, Quito, Ecuador 2006
Sonia Rivera	Registered Pharmacy Technician, Med Tech College, San Juan PR 1997
Stacey Schultze	2021-23 EdD Candidate, Trevecca Nazarene University, Nashville, TN, 2017 MFA, Visual Arts, Lesley University College of Art and Design, now known as LA+D, Cambridge, MA, 2002 BA, Visual Arts, Gordon College, Wenham, MA, 2002 Montserrat College of Art, Beverly, MA
Stephanie Jimenez Torres	EdD Leadership and Instruction in Distance Education, Interamerican University of PR- Ponce Campus MBA Marketing, UAGM Cupey Campus BA Communications, Sagrado Corazon University, PR
Stephanie Smith	RN License: State of Alabama at Huntsville, Huntsville, Alabama, Doctor of Nursing Practice, 2010, Post-Master's Certificate: Family Nurse Practitioner, 2002, Master's Degree: Nursing Administration, 1997, Bachelor of Science: Nursing, 1996

Faculty name	Faculty Degree Held
Steven Diaz	Master of Science in Mathematics Education, Nova Southeastern University, 2004 Bachelor of Science in Mathematics, University of Puerto Rico, 1995
Steven Lopez	Master of Business Administration in Management, Southern New Hampshire University, Manchester NH 1996
Sue Ellen Cabrera Camacho	CLSW (MSW), Pontifical Catholic University of PR- Arecibo Campus BA Social Work
Suheily Fontanez	Bachelor's in business administration Interamerican University, PR 2007 Diploma Medical Billing and Coding, NUC Florida Technical College, 2016
Sulynet Torres Santiago	EdD Inst Tech and Distance Educ, Nova Southeastern University MEd Scholastic's Library Administration, UAGM Gurabo PR Campus BA Political Science, Interamerican University of Puerto Rico- San German Campus
Sylvia Esquilin Rivera	EdD Inst Tech and Distance Educ, Nova Southeastern University- Fort Lauderdale, Florida MBA Human Resources, Universidad Metropolitana- Cupey Campus BBA Computerized Information, Universidad del Este PR
Sylvia Y. Cosme Montalvo	MBA Statistics Economics, University of Puerto Rico- Rio Piedras Campus MS Mathematics/ courses approved, University of Puerto Rico- Rio Piedras Campus BS Mathematics, University of Puerto Rico- Rio Piedras Campus
Tamara Salgado	Master of Education, Interdisciplinary Studies, National Louis University. IL, 2001
Tanya I. Ayala Rivera	MEd Teaching English Second Language Universidad Ana G. Méndez, PR BA Education University of Puerto Rico, PR
Tatiana Gonzalez	Diploma Massage Therapy Florida Massage & Beauty Institute, Tampa, FL 2017
Teresita Rodríguez Báez	Master of Arts in Education Governors State University, IL, 1986
Thalia Rydz	PhD in Family Therapy, Nova Southeastern University, Florida 2020 MSW Social Work Barry University, FL Bachelors of Science (Major: psychology Minor: Sociology) 2012, Florida
Tina Callaway	EdD Professional Leadership, Inquiry, and Transformation, Concordia University, OR, 2020 MBA, Liberty University, VA, 2012 Master in Human Environmental of Science, The University of Alabama, AL 2005 Bachelor of Science in Business Management, University of Phoenix, NM 1996
Travis Bangerter	Master of Business Administration, University of Phoenix, 2016
Ulises J. Mendez Vega	DBA Global Business, Keiser University- Fort Lauderdale, FL Graduate Certificate in Community Development Public Administration, Rutgers University- Camden NJ MBA Global Management, University of Phoenix- Guaynabo Campus BA Journalism, Sagrado Corazon University- San Juan PR
Vanessa Santiago Rios	PhD Human Resources / Business Development and Management, Interamerican University of Puerto Rico MBA Human Resources, Pontifical Catholic University of Puerto Rico- Arecibo Campus BBA Business Administration, University of Puerto Rico – Arecibo Campus
Vanessa Guzman Torres	MA Business Education, Univ Interamericana PR BBA Business Administration, University of Puerto Rico Rio Piedras Campus
Vanessa S. Rawlins Castro	MEd Curriculum & Teaching UAGM Cupey Campus BA Secondary Spanish, Interamerican University of Puerto Rico- Fajardo Campus
Velia V. Cardona Pantojas	MBA Finance Inter American University of Puerto Rico, PR BBA Accounting/Marketing Bayamon Central University
Veronica Cruz-Monge	Master of Education in English Curriculum, Caribbean University, Puerto Rico 2010

Faculty name	Faculty Degree Held
Veronica Guzman Correa	MBA Human Resources, UAGM- Cupey Campus Graduate Certificate Document and Archive Manager, University of Puerto Rico- Rio Piedras Campus BA Education/ History and Geography, University of Puerto Rico- Rio Piedras Campus
Veronica Santiago Beauchamp	EdD Teaching and Curriculum Interamerican University, San German PR Campus MPHE Public Health Education, University of Puerto Rico, Rio Piedras Campus BA Secondary Education in Family Ecology and Nutrition, University of Puerto Rico, Rio Piedras Campus
Vielka Buchanan	Master of Business Administration in Management, Kaplan University FL 2008
Victor A. Colon Arvelo	PhD Entrepren Mgmt Dev Int Business, Interamerican University of Puerto Rico- San German PR Campus MBA Finance, Interamerican University of Puerto Rico- San Juan Campus PR BBA Accounting, Interamerican University of Puerto Rico- San Juan Campus PR
Victor A. Menendez Bruno	EdD Education/ Organizational Leadership, Nova Southeastern University- San Juan PR Campus MPHE Public Health Education, University of Puerto Rico- Medical Sciences Campus BSPH Public Health, Universidad del Este- Carolina PR Campus Associate Degree Plant Protection and Integrated Pest Management, University of Puerto Rico- Utuado PR Campus
Victor M. Garcia Suarez	Post Doc Research in Education, Instituto Universitario Internacional de Toluca, México PhD Social Communication Sciences, Universidad De La Habana, Cuba MA Communication and Marketing, Universidad De La Habana, Cuba MA Business Administration and Marketing, Escuela Superior de Estudios de Marketing de Madrid- Madrid, España BA Information Sciences, Universidad De La Habana, Cuba
Victor Penna	Doctor in Medicine Universidad Central del Este San Pedro de Macorís, República Dominicana 1985
Vilma Petrash	Master of Public & International Affairs University of Pittsburg Pennsylvania, 1988
Virgin A. Dones Gonzalez	PhD International Business, Interamerican University- San German Campus PR MBA Marketing, Universidad del Turabo, Gurabo PR BBA Marketing, Universidad del Turabo, Gurabo PR
Vittoria Cianciulli	Master of Science Psychology & Mental Health Counseling Nova Southeastern University Fort Lauderdale, 2017
Viviana Barrabia Terrero	EdD Educational Leadership Universidad del Turabo, Gurabo PR MA Administration and Educational Supervision, Universidad Metropolitana Cupey Campus PR BA Education, Universidad del Este, Carolina Campus PR
Waldemar Torres Santiago	MD General Medicine and Surgery, Autonomous University of Guadalajara BS Molecular and Cell Biology, Interamerican University San German Campus PR
Walter A. Plaza Rey	MBA Information Systems, Universidad del Turabo, Gurabo PR BBA Information Systems, Universidad del Turabo, Gurabo PR
Wanda Caballero	Master of Education in Guidance and Counseling, Universidad del Turabo, 2012, Tampa FL
Wanda I. Santana Monserrate	MBA Business Administration Universidad del Turabo, Gurabo PR AFAMEP MEMBERSHIP BBA Business Administration with Secretarial Science
Wanda Martinez Lozada	MA University Teaching Internet Interamerican University of Puerto Rico
William Lynch	MS, Quality Systems and Improvement Management, Cambridge College, MA, 2020, BA, History, Worcester State University, MA, 2006

Faculty name	Faculty Degree Held
Wilma Zapata Ramirez	Ed.D Curriculum and Instruction, Interamerican University MA Science Teaching BA Biology
Yadira Guilliani Jimenez	MC / MFCC Couseling, Marriage and Family Counseling, University of Phoenix BA Psychology
Yajayra Valentin	Doctor of Ministry, Vision International University, CA, 2012, MBA, Metropolitan University, PR, 2003, BA, Interamerican University, PR, 2001
Yasmin Fonseca Fontanez	MS Mathematics, University of Puerto Rico, Rio Piedras Campus BS Mathematics, University of Puerto Rico, Rio Piedras Campus
Yeralyn D. Yan Cornelio	MD Medicine Univ Central Del Este -Dominican Republic
Yessicca Fargas Gonzalez	E. D. Inst Tech and Distance Educ, Nova Southeastern Univ MCEA Comercial Education, Interamerican University of Puerto Rico BBA Office Systems, University of Puerto Rico Bayamon Campus
Yohanis Carrera	Ph.D TESLA (Technology in Education and Second Language Acquisition), University of South Florida- Main Campus ABD (All but Dissertation), University of South Florida- Tampa, FL MA Spanish Literature and Culture, University of South Florida- Tampa, FL MA Education, University of Tampa BA English Language and Literature, University of Havana- Havana City, Cuba
Yohiris Martin	Ed.D Comm Care & Coun (Continuing) BA Humanity in Interdisciplinary Study and Foreign Languages
Yoniel Arroyo Muñiz	PhD Enterprise and Mgmt Development, Interamerican University of PR MBA Human Resources
Zaylee Otero	Doctor of Psychology, Pedro Albizu University, 2014, Puerto Rico
Zitszurie Nieves	Masters Degree, Polythecnic University of Puerto Rico Major in Finance, 2020
Zoraida Santiago	Doctor of Education in Special Education Interamerican University of Puerto Rico, PR, 2009. Master of Arts in Special Education Interamerican University of Puerto Rico, PR, 2001
Zoraida Santiago Rios	Ed.D. Education Administration Inter American University MA Teaching Spanish Language & Culture MA Special Education & Vocational Evaluator BS Special Education and a Certification in Communication, Certifications – Professional Certificate Exceptional Student Education K-12/Autism/Spanish K-12/Educational Leadership, ESOL Endorsement (all levels), BS Arts, Special Education, Concentration in Special Education and Certification in Communication, Universidad del Turabo, Gurabo PR
Zuania Pagán Franceschi	MA Communications, Universidad Sagrado Corazón BA Communication
Zulma A. Martell Rodriguez	MBA Accounting with a second in Finance, Pontifical Catholic University of Puerto Rico Mayaguez Campus BBA Accounting, Pontifical Catholic University of Puerto Rico Mayaguez Campus

***The listed faculty are subject to change based on the needs of AGM University.**

Course Descriptions

ACCO 111 Introduction to Accounting I

Credits – 4

This course introduces the basic principles of accounting theory and practice, emphasizing the sole-proprietorship form of business. Primary areas of study include nature of a business, the accounting equation, the theory of debit and credit, preparation of financial statements, adjusting process, the accounting cycle, special journals, accounting for merchandise business, inventory, internal control for cash procedures, and receivables.

Prerequisites: none

ACCO 112 Introduction to Accounting II

Credits – 4

Study the accounting for fixed assets and intangible assets, current liabilities, with an emphasis in payroll accounting system. The course discusses how partnerships and corporations are structured and formed. Describe the cash flow activities reported in the statement of cash flows.

Prerequisites: ACCO 111

ACCO 113 Introduction to Accounting I

Credits – 3

Fundamentals of accounting. Analyzing and recording business transactions, the accounting cycle and preparation of Financial Statements. Includes accounting for cash, accounts receivable and inventories.

Prerequisites: none

ACCO 114 Introduction to Accounting II

Credits – 3

Tangible and intangible assets, current liabilities and the payroll system, application of accounting principles to partnerships and corporations, investments and bonds.

Prerequisites: ACCO 113

ACCO 201 Intermediate Accounting I

Credits – 4

The accounting process and a review of the accounting cycle. Development of accounting

theory and practice, preparation of financial statements including Statement of Cash Flows. Problems related to the control, valuation, presentation, and recording of cash; accounts receivable; Cost flow and special valuation methods of inventories.

Prerequisites: ACCO 112

ACCO 202 Intermediate Accounting II

Credits – 4

Control methods, valuation, income determination, record and presentation of assets classified as property, physical plant, equipment, intangible assets, short and long-term investments and short and long-term debt. The course includes the study of the characteristics of a corporation, record, presentation and analysis of shareholders' equity, paid capital and retained earnings.

Prerequisites: ACCO 201

ACCO 203 Cost Accounting

Credits – 4

Fundamentals and basic concepts of cost accounting systems for the accumulation of costs, job costing, procedural cost, joint costs and standard cost. It includes the discussion of the nature of quantitative aspects of indirect costs of the departmental overhead, and the relationship of the accounting systems with the decision-making process.

Prerequisites: ACCO 202

ACCO 205 Taxes of Puerto Rico

Credits – 3

The history and the purpose of income tax; concepts and methods to determine the net taxable income of individuals and corporations, and the preparation of income tax returns according to the Internal Revenue Code of Puerto Rico as amended.

Prerequisites: ACCO 112

ACCO 250 Computerized Accounting

Credits – 3

The use of accounting software to record business transactions and operational data to generate accounting records, financial statements and other reports. It includes the generally accepted accounting principles and emphasis on the use of electronic sheets is reinforced.

Prerequisites: ACCO 112, COIS 101

ACCO 295 Managerial Accounting

Credits – 3

Use of accounting information in the managerial functions of planning, control and decision-making. Includes funds analysis, cost ratio, volume, budget preparation and standard costs, analysis of short-term decisions and capital budget.

Prerequisites: ACCO 112

ACCO 297 Funds and Government Accounting

Credits – 3

The accounting principles applicable to the control, registration, and presentation of the financial information of the government and non-profit institutions, as well as preparation of the required financial statements. The principles that apply to the accounting of the different government funds, universities, and voluntary health and charity entities.

Prerequisites: ACCO 112

ACCO 304 Auditing

Credits – 3

Generally Accepted Auditing Standards (GAAS). Includes the external auditor's reports, internal controls, ethical and legal responsibility, evidence, planning and audit documentation, audit program, sampling techniques and internal controls of the accounting systems.

Prerequisites: ACCO 202

ACCO 306 Accounting Information Systems

Credits – 3

This course covers the most recent updates in Accounting Information Systems (AIS). It includes how developments in IT affect business processes and control and the effect of recent regulatory developments on the design and

operation of accounting systems. AIS concepts consist of the knowledge that accountants need for understanding and using information technologies and for knowing how an accounting information system gathers and transforms data into useful decision-making information.

Prerequisites: ACCO 112

ACCO 308 Contemporary Accounting

Credits – 3

Analysis and interpretation of generally accepted accounting principles (GAAP). The conceptual framework that provides the basis for the preparation and presentation of financial statements. Develop and review current status of financial accounting theories and analysis of the Financial Accounting Standards Board (FASB) Statements and Accounting Principles Board (APB) opinions.

Prerequisites: ACCO 202

ACCO 320 Federal Income Tax

Credits – 3

Study of the historical development and purpose of the federal tax system, basic tax concepts, types of income, determination of taxable income, and preparation of the federal income tax return for individuals, partnerships, and corporations.

Prerequisites: ACCO 112

ACCO 402 Advanced Cost Accounting

Credits – 3

The course includes the importance of costs and the decision-making process in a manufacturing company. Also, it covers different strategies to measure the cost-benefit of an operation.

Prerequisites: ACCO 203

ACCO 450 Advanced Accounting

Credits – 4

Generally accepted accounting principles as applied to business combinations, Investment in Common Stock, partnerships, and consolidated financial statements. Overview of the accounting principles that apply to government funds. Control, recording process, and reporting of financial information of government units.

Prerequisites: ACCO 308

ACCO 500 Financial Accounting

Credits – 3

This course is an introduction to financial and managerial accounting for non-business graduate students. It gives the student an overview of transaction analysis and basic elements of the accounting cycle for service and merchandising business. It also covers the preparation of financial elements: income statement, balance sheet, cost of manufacturing and cash flows, and inventory costing methods.

Prerequisites: none

ACCO 503 Managerial and Financial Accounting

Credits – 3

This course covers accounting concepts and techniques. The course focuses on the use of accounting in the preparation and analysis of financial statements, management decision-making with an emphasis on planning, and performance evaluation. It includes the following topics: accounting as an information system, fundamentals of financial accounting and analysis of financial information, costing methods for products and services, budget control and analysis, inventory control and valuation. It also covers the study of cost behavior, cost-volume-profit relationships, job order, process and activity-based costing, short-run and long-run decisions, budget, and variance analysis. This course includes the use of electronic spreadsheets.

Prerequisites: none

ACCO 504 Accounting for Decision Making

Credits – 3

The course studies the accounting of the managerial processes of planning, control, and decision making, financial requirements in businesses and the analysis of financial statements and decisions related to investments. Special topics in cost accounting, capital investments, budget formulation, benefit controls, taxes, and inventory will be examined.

Prerequisites: none

ACCO 505 Accounting Information Systems

Credits – 3

This course is designed to present an understanding of accounting information systems and their role in the accounting environment. Topics to be covered include the software development life cycle, contemporary technology and applications, control concepts and procedures, auditing of information systems, internets, intranets, electronic commerce, and the role of information systems in a business enterprise. This course will cover accounting information systems—both computerized and non-computerized—with particular emphasis on internal controls.

Prerequisites: none

ACCO 602 Taxation

Credits – 3

Students will be exposed to the various types of federal taxes and learn the basics of federal income taxation as it applies to businesses and individuals. Emphasis is placed on the study of the basic income tax formula, including income inclusions, exclusions, deductions, and the tax consequences of property transactions.

Prerequisites: none

ACCO 612 Fraud and Forensic Accounting

Credits – 3

Students will identify the resources for detecting fraud, evaluate the conditions that encourage fraud, and design effective fraud detection and prevention plans. Focus is on the perspectives of public, internal, and private accountants. Discussion covers the principles and standards for proactive and reactive investigation, as well as detection and control of fraud.

Prerequisites: none

ACCO 613 International Accounting

Credits – 3

This course deals with a comparative analysis of accounting concepts and practices in different countries and the convergence of international accounting standards. It focuses on the problems associated with accounting in multinational corporations, including the transfer of funds and

income measurements, consolidation problems, issues in transfer pricing, and policies appropriate for international mergers and company valuation for acquisitions.

Prerequisites: INBU 610, ACCO 504

ACCO 615 Corporate Financial Reporting:

Operations

Credits – 3

This course focuses on financial accounting rules for corporations. It includes application and use of financial accounting in a decision-making framework and emphasizes corporate financial reporting strategies, preparation of financial statements, and interpretation of financial statements by external users. The course examines issues related to the environment and theoretical structure of accounting, the accounting cycle, financial statements and disclosures, income determination, valuation and accounting for current and non-current assets, and current liabilities and contingencies. Within these content areas, the course also explores the differences between financial statements prepared in accordance with U.S. Generally Accepted Accounting Principles (GAAP), and those prepared in accordance with International Financial Reporting Standards (IFRS).

Prerequisites: ACCO 503

ACCO 616 Corporate Financial Reporting:

Financial Transactions

Credits – 3

This course focuses on financial accounting rules for corporations. It includes application and use of financial accounting in a decision-making framework and emphasizes corporate financial reporting strategies, preparation of financial statements, and interpretation of financial statements by external users. The course examines issues related to investments, non-current liabilities, equities, the statements of cash flows, and the accounting for changes and error corrections. Within these content areas, the course also explores the differences between financial statements prepared in accordance with U.S. Generally Accepted Accounting Principles (GAAP), and those prepared in accordance with

International Financial Reporting Standards (IFRS).

Prerequisites: ACCO 503

ACCO 702 Financial Accounting and Reporting I

Credits – 3

The content of the course will cover the basic theory of accounting and practice, as well as the discussion of standard procedures established in the accounting profession. Study of the bodies that produce the generally accepted accounting principles (GAAP), the regulations of the Securities and Exchange Commission (SEC), the Public Company Accounting Oversight Board (PCAOB) and other governmental entities that establish procedures and reports. The course will emphasize the understanding and preparation of financial statements. In addition, it will include a detailed analysis of assets, liabilities, income, expense and capital accounts; as well as: cash and cash equivalents, accounts receivable, inventory, property, plant and equipment, investments, intangible assets, goodwill, current liabilities, long-term debt, capital accounts, income and expense recognition, compensation and benefits and accounting for income taxes.

Prerequisites: none

ACCO 703 Financial Accounting and Reporting II

Credits – 3

The course will cover complex accounting transactions, the difference between accounting principles generally accepted in the United States and international financial reporting standards. The rules and principles of government accounting and non-profit institutions will be discussed. On the other hand, complex accounting transactions will be studied like accounting changes and error corrections, business combinations, contingencies, derivatives and hedge accounting, international monetary exchanges, leases, research and development, programming costs, subsequent events and fair market value.

Prerequisites: ACCO 702

ACCO 706 Auditing and Attestation

Credits – 3

In the course, the processes of planning and risk assessment will be discussed. It will include the study and evaluation of the internal control structure, how the audit will be conducted, and how the auditor obtains and documents the evidence. The formation of the auditor's opinion will be analyzed, according to the different types of reports required. The aspects of professional ethics will be discussed.

Prerequisites: none

ACCO 707 Federal Income Tax

Credits – 3

Discussion and analysis of the federal income tax law and the practices of the federal Internal Revenue Service and its procedures. Discussion of income tax principles for individuals and business entities. Application of legal provisions to prepare tax returns and how to represent clients before the Federal Internal Revenue System.

Prerequisites: none

ACCO 711 Forensic Accounting and Fraud

Examination

Credits – 3

Includes the study of investigative accounting procedures and techniques used in litigation support. Covers the basic theories and principles of forensic accounting and their application. Topics to be covered include financial reporting fraud, employee fraud, income reconstruction methods, testifying as an expert witness, evidence management, cybercrime, and business valuations. Forensic accountants help prevent and investigate corporate fraud. From tracking terrorist funding, to helping organizations stay compliant with Sarbanes-Oxley, to exposing money laundering, tax evasion and embezzlement.

Prerequisites: none

ACCO 711-O Contemporary Assurances and Audit Services

Credits – 3

This course defines and discusses the role of the audit and assurance services in financial markets. It focuses on the ethical and legal obligations of audit professionals, practice standards, risk

assessment and the evaluation of internal controls, audit evidence, levels of assurance, attestation requirements, and the impact of information technology on audit practice.

Prerequisites: ACCO 503

ACCO 712 IFRS and Governmental Non-profit Entities

Credits – 3

This course introduces core concepts and tools of IFRS and accounting and financial reporting including governmental and nonprofit organizations. Topics include transaction analysis, financial statement analysis and interpretation, compliance issues, and operational and cash budgeting. In addition, the impact of standards such as those promulgated by the IASB, GASB, and the Federal Accounting Standards Advisory Board (FASAB) are investigated and evaluated.

Prerequisites: none

ACCO 720 Accounting Capstone

Credits – 2

This content area capstone course applies advanced accounting concepts to improve organizational effectiveness within the framework of financial and accounting regulations. Students apply existing professional standards and theories to an applied topic.

Prerequisites: ACCO 503

ACCO 724 Accounting Research and Communication

Credits – 3

Discussion and analysis of the techniques, strategies and basic tools of investigation in the area of accounting, auditing and taxes. Development of oral and written communication skills in the business environment.

Prerequisites: 27 credits

ACCO 728 Business Environment and Concepts

Credits – 3

This course provides an overview of all the knowledge and skill that a professional accountant and auditor must demonstrate when performing professional services. This course will present five diverse subject areas. These content

areas are corporate governance, economic concepts and analysis, financial management, information technology, operations and cost management.

Prerequisites: none

ACCO 730 Business Law and Regulations

Credits – 3

Discussion of legal aspects of the business including the effect and implications of the principal and agent, contracts, relationship of debtor and creditor, business regulations and the different legal alternatives of the business structure. In addition, the principles of ethics and the duties of the accountant will be discussed.

Prerequisites: none

ACCO 731 Internal Auditing

Credits – 3

The course will introduce students to the field of internal auditing. They will be able to understand the internal auditor's role as a trusted advisor to management as well as a compliance professional. The course will discuss in detail the International Professional Practice Framework (IPPF) of the Institute of Internal Auditors, the Internal Control Integrated Framework and the Enterprise Risk Management Integrated Framework of the Committee of Sponsoring Organizations of the Treadway Commission (COSO).

Prerequisites: none

ACCO 733 Information Systems Auditing

Credits – 3

The course covers management's role in controlling information technology and addressing the major risks related to technology. Topics include information security, contingency planning, desktop computer controls, systems development controls, computer center operation controls, assurance of information related to on-line, client-server, web-based, internet, and other advanced computer systems. Students will learn approaches to evaluating and addressing technology risk throughout the organization from the perspective of internal and

external auditing in addition to the view of every end user.

Prerequisites: none

ACCT 101 Principles of Managerial Accounting

Credits – 3

Accounting for business information requirements with cost accounting concepts and relationships, statement of cash flows, financial statement analysis, cost-volume-profit analysis, variance analysis, budgeting, pricing decisions, capital expenditure decisions, and managerial accounting analysis for decision-making.

Prerequisites: MATH 101

ACCT 110 Computer Systems Applied to

Accounting I

Credits – 3

Introduction to use of computers to process and organize accounting information. Includes analysis of transactions, data entry, and preparation and analysis of computer-generated financial statements and reports.

Prerequisites: ACCT 101, COIC 111

ACCT 111 Computer Systems Applied to

Accounting II

Credits – 3

Introduction to use of spreadsheets in accounting. Students use spreadsheets to complete the accounting cycle, prepare financial statements and reports, and perform financial analysis.

Prerequisites: ACCT 110

ADMI 500 Managing Organizations

Credits – 3

This course studies the evolution of diverse perspectives on management and introduces the student to basic philosophies, techniques, policies, structures and operations of businesses. The course emphasizes the dynamics and complexity of establishing, handling and developing a competitive business.

Prerequisites: none

ADMI 506 Business Ethics

Credits – 3

The course Ethics in Business Administration discusses the ethical values that should guide management. It explains how ethics impacts the planning, organization and management processes of a company, and in turn the environment in which it is located. It presents management cases with the purpose of developing the student's analysis and decision-making skills.

Prerequisites: none

ADMI 595 Knowledge Integration in Business Administration

Credits – 3

This course is designed to provide students the opportunity to review the approaches, practices, and trends used in the formulation, establishment, evaluation and control of the actions needed to develop and sustain the competitive advantage of an organization. Practical, interdisciplinary and integrated application of business concepts using case studies and other research methods that allow the integration of knowledge of functional areas of the company. The student will have the opportunity to develop leadership, decision making, and teamwork skills in a multidisciplinary and multicultural environment with a strategic vision. Will use research techniques developed through the program to analyze complex situations that enable the organization to maintain a competitive stance.

Prerequisites: 30 credits or more

ADMI 598 Knowledge Integration in Hispanic Marketing

Credits – 3

This course will help students contextualize all of their learning throughout the program, offering students a practical overview of marketing to Hispanics. Participants will deepen their analytical skills by applying the knowledge acquired in previous courses, skills and values to specific business topics.

Prerequisites: 30 credits or more

BIOL 103 Biology for Health Sciences

Credits – 3

This course prepares the student with the fundamental concepts of Biological Sciences. The characteristics of matter, cell, tissues, Human Anatomy and Physiology and the fundamental concepts of genetics are discussed. The student is made aware of ethical behavior in relation to respect for physical and psychological integrity of the human being. This course is offered to student as a general introduction of sciences for multiple careers.

Prerequisites: none

BIOL 105 Microbiology

Credits – 3

This course emphasizes the fundamental concepts of microbiology such as: bacteriology, mycology, virology, parasitology and immunology. The course discusses and analyzes a variety of topics about pathogenic microorganisms, signs, symptoms, diagnosis of infectious disorders and basic treatment. This course also analyzes the capacity of microorganisms that cause diseases, prevent diseases, and their economic importance in human societies.

Prerequisites: none; **Co-requisites:** BIOL 105L

BIOL 105L Microbiology Lab

Credits – 1

Students will be exposed to the microbial world and the techniques for their study from the human and environmental health perspectives. During the course students will learn fundamental techniques for the study of microorganisms and their manipulation. Each laboratory experience and other activities have been chosen to encourage students to think for themselves, take initiative, and be responsible in their work as part of the ethical principles.

Prerequisites: none; **Co-requisites:** BIOL 105

BIOL 116 Anatomy and Physiology I

Credits – 3

This course is an in-depth study of the structures, functions and interrelationships of human systems. Course content will include discussion of the biological levels of cellular organization of the human body, and the structures and

functions of the systems involved in support and movement, and integration and coordination. In the inquiry-based laboratory portion of this course, students will investigate, through hands on and simulated laboratory experiences, the histology, structures and functions of these systems.

Prerequisites: none; **Co-requisites:** BIOL 116L

BIOL 116L Anatomy and Physiology I Lab

Credits – 1

In the inquiry-based laboratory portion of Anatomy and Physiology I course, students will investigate, through hands on and simulated laboratory experiences, the histology, structures and functions of these systems.

Prerequisites: none; **Co-requisites:** BIOL 116

BIOL 117 Anatomy and Physiology II

Credits – 3

This course is a continuation of the study of the structure, functions and interrelationships of human body systems. Course content will include discussion of the digestive, respiratory and genitourinary systems as well as the transport function of the cardiovascular and lymphatic systems. Concepts related to human growth and development will also be addressed.

Prerequisites: BIOL 116; **Co-requisites:** BIOL 117L

BIOL 117L Anatomy and Physiology II Lab

Credits – 1

In the inquiry-based laboratory course, students will investigate, through hands on and simulated laboratory experiences, the histology, structures and functions of the digestive, respiratory and genitourinary systems as well as the transport function of the cardiovascular and lymphatic systems.

Prerequisites: BIOL 116; **Co-requisites:** BIOL 117

BIOL 150 General Biology I

Credits – 3

An introductory survey of current biological concepts for undergraduate students. Emphasis will be placed on topics which include characteristics of living things, scientific method,

biologically important compounds and molecules, cells, energy and metabolism, genetics, evolution and ethical aspects related to technology and scientific research.

Prerequisites: none

BIOL 151 General Biology II

Credits – 3

This course includes the following topics: biodiversity, basic concepts of anatomy and physiology of plants and animals, ecology and ethical aspects related to technology and scientific research.

Prerequisites: BIOL 150

BIOL 153 General Biology I

Credits – 4

An introductory survey of current biological concepts for undergraduate students. Emphasis will be placed on topics which include characteristics of living things, scientific method, biologically important compounds and molecules, cells, energy and metabolism, genetics, evolution and ethical aspects related to technology and scientific research. Includes a documentary research lab component.

Prerequisites: none

BIOL 154 General Biology II

Credits – 4

This course includes the following topics: biodiversity, basic concepts of anatomy and physiology of plants and animals, ecology and ethical aspects related to technology and scientific research. Includes a documentary research lab component.

Prerequisites: BIOL 153

BIOL 191 General Biology I

Credits – 3

An introductory survey of current biological concepts for students majoring in the sciences. Emphasis will be placed on topics which include characteristics of living things, scientific method, biologically important compounds and molecules, cells, energy and metabolism, genetics, evolution and ethical aspects related to technology and scientific research.

Prerequisites: none

BIOL 192 General Biology II

Credits – 3

General biology course for natural sciences students. Include the following topics: biodiversity, basic concepts of anatomy and physiology of plants and animals, ecology and ethical aspects related to technology and scientific research.

Prerequisites: BIOL 191

BIOL 300 Microbiology

Credits – 3

Fundamental concepts of microbiology such as: bacteriology, mycology, virology, parasitology and immunology. Emphasis in pathogenic microorganisms and diagnosis of infectious disorders.

Prerequisites: none

BIOL 303 Human Biology I

Credits – 3

The course integrates the study of the structure of the human organism, its development and histology, with the function of organs and systems. Also, issues related to health are discussed. Study of the cellular concepts, histological structures, and of osteoarticular, muscle and nerve systems, emphasizing the value of life, human dignity, respect, integrity, justice and responsibility of every human being.

Prerequisites: BIOL 103; **Co-requisites:** BIOL 303L

BIOL 303L Human Biology Laboratory I

Credit – 1

The laboratory experiments were design to enable students to learn human anatomy and physiology in a whole manner. Each laboratory experience and other activities were chosen to encourage students to think for themselves, take initiative and be responsible in their work. Focus on the ethics principles involved in the study of human biology.

Prerequisites: BIOL 103; **Co-requisites:** BIOL 303

BIOL 320 Microbiology

Credits – 3

In this introductory course students will study the morphology, taxonomy, ecology and the fundamental characteristics of microorganisms (e.g., bacteria, fungi, algae, protozoa and viruses) physiology. It also explores the basic techniques of enrichment, selection, isolation, enumeration and identification of microorganisms. Also, ethical issues will be discussed and analyzed regarding the management, handling of microorganisms and the application of modern techniques and their impact on health, the environment and the economy.

Prerequisites: BIOL 192

BIOL 340 Genetics

Credits – 3

Study the principles of genetics at the molecular, cytological, organismal and population level. Study of the structure, function and composition of the genetic material and how it is expressed. Also, the study of the factors responsible for genetic variability and how this promotes evolution. Emphasis in the ethical aspects related to the Human Genome Project, clonation, transgenic research and genetic engineering.

Prerequisites: BIOL 192, CHEM 192

BIOL 350 Biochemistry

Credits – 3

Systematic discussion of biological molecules, such as amino acids, proteins, nucleic acids, carbohydrates, and lipid structures. Characterization, physical properties, and method of isolation of these molecules are studied. The pathways for the degradation and biosynthesis of the major class of biological molecules will be discussed. The bioenergetics aspects of metabolism will be discussed first within the context of the whole catabolism and anabolism, individual pathways and enzymatic reactions.

Prerequisites: BIOL 192, CHEM 192

BIOT 106 Anatomy and Physiology

Credits – 4

This course enables students to acquire the fundamentals of the Biological Sciences focused on the characteristics of matter, the cell, the introduction to human anatomy and physiology and genetics.

Prerequisites: none

BUSI 204 Business Law

Credits – 4

Introduction to legal system. History of law. The Constitution of USA. Origin and development of business law. Sources of legal obligations between parties. Civil, business, and criminal cases. Includes the study of civil and business contracts, their formation and validity. Guarantee contracts, such as: mortgages, bonds, guarantees, pound shops contracts, and conditional sales. Business organizations, such as sole proprietorships, partnerships, and corporations. Introduction to negotiable instruments', bankruptcy, patents, and copy rights laws. Applicable laws on contracts performed via Internet, the long arm statutes, the digital signature and obligations between parties. Proceedings of federal cases to sue of citizens of other states.

Prerequisites: none

CHEM 191 General Chemistry I

Credits – 3

Emphasis in this course is aimed to the study of the states of the matter, atomic and molecular structures, nomenclature of inorganic compounds, classification of elements in the periodic table, chemical bond, chemical equations and reactions, stoichiometry. The students will learn the basic knowledge of how to maintain safety procedures. The course also includes simulations of laboratory techniques.

Prerequisites: MATH 112

CHEM 192 General Chemistry II

Credits – 3

Emphasis in this course is aimed to the study of intermolecular forces, properties of solids and liquids, solutions: types and properties, way to express concentration of solutions, chemical kinetics, chemical equilibrium, acid-base

reactions, thermodynamics and electrochemistry including discussion of oxidation-reduction reactions. The course also includes simulations of laboratory techniques.

Prerequisites: CHEM 191

CHEM 224 Fundamentals of General Chemistry Credits – 3

The course promotes the study of the principles of General Chemistry, designed for students of health-related professions. It includes topics about measurement systems, matter and energy, chemical reactions, atomic and molecular structure, chemical bonds, radioactivity, stoichiometry, solutions, liquid and gas states, chemical equilibrium, chemical kinetics, acids, and bases, organic chemistry, biochemistry, and their application to physiological functions.

Prerequisites: MATH 112; **Co-requisites:** CHEM 224L

CHEM 224L Fundamentals of General Chemistry Lab

Credits – 1

The knowledge of this course contributes to ensure that the student interprets and verifies the main definitions, laws and theories of the general chemistry (matter, properties of matter, elements and compounds, chemical reactions, solutions, acids and bases, and radiations) and in its practical application. To achieve essential experimental techniques, students will work with measuring instruments as they develop experimental skills that allow them to acquire new knowledge.

Prerequisites: BIOL 117; **Co-requisites:** CHEM 224

CMHC 600 Introduction to Mental Health Counseling

Credits – 3

This course is an introduction to current practices and trends in the clinical mental health counseling profession. Learners analyze the effects of current issues and public policy on the practice of clinical mental health counseling. The

students examine professional counselors' roles in a variety of health service delivery modalities within the continuum of care. In addition, the students review models and strategies of professional consultation and supervision.

Prerequisites: COUN 500, COUN 501, COUN 502, COUN 504, COUN 505, COUN 506, COUN 507, COUN 509

CMHC 601 Psychopathology and Diagnosis

Credits – 3

This course is a study of abnormal psychological processes across the lifespan including behavior, etiology, symptomology, diagnosis, assessment, and treatment planning. The students are prepared to use the DSM-5 and other appraisal measures and tools for understanding and responding to client needs in varying settings.

Prerequisites: COUN 500, COUN 502, COUN 504, COUN 507, CMHC 600, CMHC 602

CMHC 602 Advanced Mental Health

Counseling Approaches and Interventions

Credits – 3

This course provides advanced study in the use of empirically supported counseling techniques and interventions used in the treatment of diverse pathologies. Students will learn how to synthesize diagnostic, case conceptualization, and treatment planning skills while also becoming familiar with best practices for measuring client outcomes. Digital recordings of practice counseling sessions with “volunteer clinics” will be used to monitor student progress. Learners engage to prepare themselves for the residency experience.

Prerequisites: COUN 500, COUN 501, COUN 502, COUN 504, COUN 505, COUN 506, COUN 507, COUN 509

CMHC 603-A Applied Neuroscience and Psychopharmacology for Counselors

Credits – 3

This overview and introduction to the role and function of the central nervous system in psychopathology, and its pharmaceutical

treatment, prepare the mental health professional to both have a basic understanding of psychopharmacology, and to work with prescribing physicians to maximize the effectiveness of medication, and to quickly detect adverse effects.

Prerequisites: COUN 502, COUN 504, COUN 507, CMHC 600, CMHC 602

CMHC 603-B Human Sexuality

Credits – 3

This course study sexuality within the broad context of human experience. The student examines a systemic psychosexual approach to development across the lifespan and evaluate the functionality of sexual behavior in individuals, couples, and families. In addition, student explores theory, assessment, treatments, and interventions for various issues associated with sexuality, as well as sexuality-related concerns of diverse populations. Throughout the course, the student is challenged to expand personal awareness of limitations and biases that could impact the therapeutic relationship.

Prerequisites: COUN 501, COUN 502, COUN 504, COUN 505, CMHC 600

CMHC 604 Counseling Children and Adolescents

Credits – 3

The course is designed to address both theoretical and practice aspects of counseling children. The course will synthesize concepts from research and practice and will involve students in current methods for helping children and adolescents with specific developmental, social, or behavioral problems. Special issues relative to counseling exceptional children, as well as children attempting to contend with divorce, death, abuse, homelessness, alcoholism, and AIDS will also be addressed.

Prerequisites: COUN 500, COUN 501, COUN 502, COUN 504, COUN 505, COUN 507, CMHC 600, CMHC 601, CMHC 602

CMHC 605 Couples and Family Counseling

Credits – 3

The course introduces to the principles of family systems theory and their applications in family therapy practice. Included are family life cycle development, stages of relationships, premarital assessment, marriage enrichment, intervention strategies, divorce adjustment, and issues such as codependency, single-parent families, and child, spouse, and elderly abuse. Specific techniques for conducting marriage and family therapy will be presented along with considerations of current issues and ethical practices.

Prerequisites: COUN 500, COUN 501, COUN 502, COUN 504, COUN 505, COUN 507, CMHC 600, CMHC 601, CMHC 602

CMHC 606 Addictions Counseling

Credits – 3

The course provides an overview of the strategies, methods, and knowledge necessary for the effective identification and treatment of a broad range of addictive behaviors. The course will examine the biological, psychological, sociological, and behavioral components of addiction. As such, the course will focus on such issues as drug effects, assessment and diagnosis, counseling interventions, effects on family functioning and family interventions, relapse prevention, change maintenance strategies, primary prevention programming, and the related research.

Prerequisites: COUN 507, CMHC 601

CMHC 607 Practicum in Clinical Mental Health Counseling

Credits – 3 (100 hours)

The Practicum in Clinical Mental Health Counseling is designed to function as the student's first clinical skills-building experience with particular emphasis on helping each student develop his/her therapeutic skills with a range of client presenting concerns within a clinical mental health setting. Candidates are

required to complete a supervised clinical experience that totals a minimum of 200 clock hours, including 80 hours of direct client contact.

Prerequisites: COUN 500, COUN 501, COUN 502, COUN 504, COUN 505, COUN 506, COUN 507, COUN 509, CMHC 600, CMHC 602

CMHC 608 Internship I in Clinical Mental Health Counseling

Credits – 3 (300 hours)

Internship I in Clinical Mental Health Counseling is a tutorial form of instruction designed to be completed in a counseling facility outside of the university. The internship provides an opportunity for the candidate to perform, within a clinical mental health setting, a variety of professional counseling activities that a regularly employed staff member in the setting would be expected to perform. This class requires completion of a 300 hour clinically supervised internship.

Prerequisites: COUN 500, COUN 501, COUN 502, COUN 504, COUN 505, COUN 506, COUN 507, COUN 509, CMHC 600, CMHC 601, CMHC 602, CMHC 607

CMHC 609 Internship II in Clinical Mental Health Counseling

Credits – 3 (300 hours)

Internship II in Clinical Mental Health Counseling is a tutorial form of instruction designed to be completed in a counseling facility outside of the university. The internship provides an opportunity for the candidate to perform, within a clinical mental health setting, a variety of professional counseling activities that a regularly employed staff member in the setting would be expected to perform. This class requires completion of a 300 hour clinically supervised internship.

Prerequisites: CMHC 608

Counselor Preparation Comprehensive Exam (CCPE)

Credits – 0

The Comprehensive Counselor Preparation Examination (CCPE) is an evaluation of the knowledge acquired by the student during professional studies in the Mental Health Clinical Counseling Program. The exam will contain the content of the core and specialty courses learned by the student during the professional academic experience. The student may choose to take the exam twice during the specific period established at the curriculum. The grade obtained must be Pass. The exam is a graduation requirement.

Prerequisites: 1st Time- All Core Professional Courses and CMHC 600, CMHC 601, CMHC 602, CMHC 607, CMHC 608

2nd Time- All previous courses except CMHC 609

COHE 201 Healthcare Systems, Policy, & Politics

Credits – 3

In this course, students study U.S. health care systems, health policies, health reforms and implications to infrastructure and in the delivery of health care services. Emphasis is placed on the Affordable Care Act, access to health care, health advocacy, and child health policy.

Prerequisites: none

COHE 202 Health Law and Ethics

Credits – 3

This course explores ethical and legal issues in health care and emphasizes frameworks for conducting ethical analysis (on what basis can you say that a course of action is or is not ethical), the analysis of ethical dilemmas (how do you think about situations in which different ethical precepts collide), and how to deal on a day-to-day basis with the practical issues of ethical behavior. Students will explore compliance, confidentiality, and best practices in health care services; HIPAA and protected health information (PHI); an introduction to electronic medical records, and reporting child abuse and human trafficking.

Prerequisites: none

COHE 203 Introduction to Public and Community Health

Credits – 3

This course covers the foundations of public health and education, including factors associated to health and disease. Emphasis includes the current technical issues and practical obstacles facing community health practitioners and policymakers; surveillance systems and their contribution to disease control; the continuum of individual and community health prevention to intervention in controlling disease, and the role and interactions of biological, psychological, social, and systems factors that affect public health.

Prerequisites: COHE 201

COHE 204 Infectious Disease Epidemiology and Prevention

Credits – 3

In this course, students will explore infectious disease epidemiology and its relation to health prevention for control and eradication of diseases from a public health framework. Emphasis is on terminology and application of epidemiology and demography; sources and usage of population data; types of epidemiologic studies; risk assessment; sources of bias in population studies; screening; classification of disease; methods of disease control; outbreak investigation; immunization, and reportable diseases.

Prerequisites: COHE 203, HESC 201

COHE 205 Health Disparities

Credits – 3

This course explores health care disparities and related topics such as minority health; access to health services; health disparities research; strategies for Hispanic health engagement and empowerment; community-based participatory research; educational efforts and health equity, and methods for benchmarking progress in minority health.

Prerequisites: COHE 203, HESC 201

COHE 206 Community Health Work, Education, and Communications

Credits – 3

In this course, students will review major health education campaigns and develop professional health education skills and frameworks for addressing community assets; patient referrals and resources; community health advocacy; health communication barriers with Hispanic clients; adolescent health programs; best practices for talking with children and teens about health and sexuality; work with children and families with special needs; community outreach; communication techniques; social marketing, and culturally sensitive health issues.

Prerequisites: COHE 202, COHE 203

COHE 207 Community Health Education

Credits - 3

This course introduces students to public health and education theories that are applied in health promotion activities, including culturally relevant techniques and strategies. Emphasis is placed on education design; effective health communications; identification and evaluation of local, state, and national resources; community health field methods such as group facilitation; organizing and conducting peer-to-peer dialogues and Spanish language "Platicas"; computer applications in health education, and Hispanic health literacy and strategies for behavioral change at group and community level.

Prerequisites: COHE 202, COHE 205

COHE 301 Community Health Leadership

Credits – 3

This course will prepare students for the management and communication challenges of the health education workplace and development of future leadership styles. Emphasis includes creative problem solving; emotional intelligence; diversity; customer service; negotiation; interpersonal communication; conflict resolution; leadership, and influence.

Prerequisites: none

COHE 302 Behavioral Health Education

Credits – 3

This course is designed to introduce students to behavioral health as a foundation for program work and development. Emphasis spans mental health; depression, substance abuse, including drugs, alcohol, and tobacco; the role of culture and mental health; relapse prevention programs; domestic and other types of violence; mandatory domestic violence reporting; psychosocial, environmental, and biological influences on violent behaviors; youth gangs and intervention programs; interactions among drugs, alcohol, and violence; family violence; violence prevention and intervention strategies; infant and early childhood mental health issues, and human stress management.

Prerequisites: COHE 207, PSYC 123

COHE 303 Trauma and Psychological

Perspectives

Credits – 4

In this course, students examine the fundamentals of trauma and psychological perspectives in the field of public health, health education and wellness promotion. Emphasis is placed on epidemiology; Post-Traumatic Stress Disorder (PTSD) and other anxiety disorders; emotional and psychological trauma; eating disorders; Dissociative Disorders (DD), as well as the interrelationship between culture and victims of violence.

Prerequisites: COHE 302

COHE 304 Instructional Methods and Culturally Competent Community Health Work

Credits – 3

This course will offer students an overview of different types of instructional methods and cultural values, beliefs, and issues that enhance and affect diverse group communications. Emphasis is placed on culturally competent client-centered health education communications; assessment of needs, assets, and available resources for effective interventions and health program design; the relationship that culture plays in the health and wellness of individuals and the community in

which they live; fundamentals for developing linguistically and culturally relevant health education and prevention information and programs, and identification and evaluation of Internet resources that intersect with culture and health.

Prerequisites: COHE 207

COHE 305 Assessment, Planning, and Evaluation of Health Programs

Credits – 3

In this course, students are exposed to the substantive and procedural aspects of assessment, planning, and evaluation for health program management. Emphasis is placed on community needs assessment; barriers, beliefs, and values impacting health programs in specific populations; development, coordination, and evaluation of health programs; collection and analysis of data for research, reporting, and continuous learning; PDCA; adaptation of health education programs for specific populations, and evaluation of program outcomes in minority communities.

Prerequisites: COHE 304, HESC 201

COHE 306 Human Sexuality and Reproductive Health

Credits – 4

In this course, students will examine the fundamentals of sexuality and reproductive health within the context of public health as a key area in the protection of individual health status as well as society. The course will focus on basic aspects of human sexuality, reproductive health, teen pregnancy, violence and abuse in humans, maternal mortality related to pregnancy and childbirth, contraception and abortion, sexually transmitted infections (STI), cancer associated with STI, and prostitution and pornography. The course also highlights the role of the community specialist and his value as a leader in the search, together with communities, of solutions on important aspects of sexuality and reproductive health.

Prerequisites: COHE 204, BIOL 303, PSYC 123

COHE 401 Health Promotion and Disease Prevention I

Credits – 3

This course exposes students to the contributions of health promotion to a healthy life; the different models and approaches to health promotion; the relationship between health promotion and health education; explore the Ethical and political values in health promotion; strategies and interventions to promote health and different settings in which health promotion interventions take place towards positive health and well-being.

Prerequisites: COHE 301, COHE 302, COHE 303, COHE 304, COHE 305, COHE 306

COHE 402 Health Promotion and Disease Prevention II

Credits – 3

This course is the continuation of the Health Promotion and Disease Prevention I course. In this course, we will study the process of diseases and chronic diseases that prevail in communities. We will also use the different models, approaches to health promotion as well as the strategies and interventions learned previously, and we will use them as tools in health education activities for the prevention of diseases in communities.

Prerequisites: COHE 401

COHE 403 Community Health Research Design

Credits – 3

Community health professionals require a sophisticated understanding of research design in public health. The Community Health Research Design course is focused on integration knowledge through the development of an individual student research project proposal spanning design, data collection, analysis, and reporting components.

Prerequisites: COHE 402

COHE 404 Field Experience Community Health Services

Credits – 6 Credits

This is an integrative field experience course, which helps to fulfill the student's academic

performance as a Community Health professional; it also provides a combination of work experience and an opportunity for the application of classroom theories based on health education core competencies. The student is required to work as an intern for 160 hours at a health care organization directed by an approved site supervisor, who as a capable practitioner, will engage the student in preventive health activities and health management in order to gain experience and exposure in the community health field. This experience is designed so that the student can be able to put into practice application of core health education skills, tools, knowledge to the workplace and to test their understanding of core community health program competencies. The field experience hours may be earned in a number of ways, including substantive contributions to projects, community health interventions, observations of the practice, group initiatives and off-site planning and preparation as approved by the site supervisor, field experience facilitator and coordinator. The student is expected to be trained in core competencies during this field experience.

Prerequisites: COHE 403

COHE 405 Certified Health Education Specialist (CHES) Certification Preparation

Credits – 3

The Certified Health Education Specialist Certification Preparation course offers students a general review the NCHEC Framework: Seven Areas of Responsibility to guide them in preparing for the CHES certification examination.

Prerequisites: COHE 403

COIC 101 Introduction to Computers

Credits – 3

In this course, the student will gain knowledge of computer uses, concepts and terminology. Students will explore the role of computers in different settings, professional ethics, hardware, software and fields. The course will cover computer applications such as file management,

Microsoft Office Suite, Internet research and email.

Prerequisites: none

COIC 111 Software Applications for Business Administration

Credits – 3

This course develops productivity levels in the use of computers, necessary to perform effectively in a student personal and work environment. Throughout the course, the student will acquire the competencies of a beginner level user, while being exposed to the most recent technological developments. The student will learn applications used to create documents, spreadsheets, audiovisual presentations, electronic mail, and internet searches.

Prerequisites: none

COIS 101 Introduction to Computers

Credits – 3

In this course, the student will gain knowledge of computer uses, concepts and terminology. Students will explore the role of computers in different settings, professional ethics, hardware, software and fields. The course will cover computer applications such as file management, Microsoft Office Suite, Internet research and email.

Prerequisites: none

COIS 110 Introduction to Information Systems

Credits – 4

Introduction to system concepts, information technology and DBMS software. It covers how information is used in organizations and how information technology improves the operations of the organization. Students are provided with solid grounding in business uses of information technology in a rapidly changing environment, and discussion about critical issues surrounding the use of IT in organizations is provided.

Prerequisites: COIS 101

COIS 111 Software Applications for Business Administration

Credits – 3

Study of the fundamental concepts and applications of information systems relating to business. Integration of application programs for business productivity such as: database management system (DBMS), statistical and graphical functions in spreadsheets.

Prerequisites: none

COIS 112 Information System Concepts

Credits – 3

Introduction to system, information technology and DMNS software. It covers how information is used in organizations and how information technology improves the operations of the organization.

Prerequisites: none

COIS 201 Data Processing Principles

Credits – 3

Introduction to computerized systems, its uses, and benefits in Business Administration. Study of the basic concepts and technical terms in the field of information systems. The course also provides the opportunity for using applications in word processing, spreadsheets and graphics.

Prerequisites: none

COIS 215 Introduction to Application Development

Credits – 3

This course develops the skills necessary to create software. It includes software design and the use of a programming language.

Prerequisites: COIS 110

COIS 216 Design and Implementation of Desktop Applications

Credits – 4

Teaches Microsoft Visual Basic programmers, the skills to successfully create and deploy applications and components.

Prerequisites: COIS 215

COIS 221 Data Analysis Tools

Credits – 3

This course is designed to developed skills intermediate-advance skills in the use of spreadsheets for management and data analysis.

A spreadsheet lets you work with data tables, graphics, databases, macros, and other advanced applications.

Prerequisites: none

COIS 304 Concepts of Hardware and Software

Credits – 3

A survey of technical topics related to computer systems with emphasis on the relationships between hardware architecture, system software and applications software. Explores the architecture of processors and storage systems and its implications for systems software design are covered including their impact on the development of application programs in the business environment.

Prerequisites: COIS 110

COIS 312 Design and Implementation of Distributed Applications

Credits – 3

Basic principles of how to build three-tier client/server solutions. Designed for Microsoft Visual Basic programmers, who currently build distributed applications that access corporate databases.

Prerequisites: COIS 216, COIS 304

COIS 320 Architecture Solutions

Credits – 3

This course provides the student with the basic skills necessary for the analysis, design and development of information systems. The students will learn how to develop logical and physical database models. It includes database modeling, Structured Query Language (SQL), and database administration. It also includes basic concepts on project management.

Prerequisites: COIS 312

COIS 408 Topics in Information Systems

Credits – 3

This course provides students with previous programming language knowledge, tools to develop desktop applications in C++ language with an emphasis on programs that solve problems in the business world.

Prerequisites: COIS 216

COIS 411 Database Development**Credits – 3**

It provides basic skills relating to the design and development of database systems. Students will learn about database system analysis, modeling techniques and database development strategies.

Prerequisites: COIS 110

COIS 412 Networking**Credits – 3**

Provides the background necessary to understand technology for local area networks (LANs), wide area networks (WANs), and the Internet.

Prerequisites: COIS 312, COIS 304

COIS 424 Web pages and E-Commerce**Credits – 3**

This course develops the skills necessary to design, create, implement and maintain electronic web pages. Include experiences with web page designing tools, database management, and transactions processing.

Prerequisites: COIS 412

COMM 140 Effective Communications**Credits – 3**

Effective Communications is designed to help students develop communication skills necessary for the workforce. Through case studies, students will analyze and discuss the appropriate methods of communicating based on the situation. Students will be required to utilize presentation software to communicate a topic to the class.

Prerequisites: none

COMM 141 Effective Communications**Credit – 4**

Effective Communications is designed to help students develop communication skills necessary for the workforce. Through case studies, students will analyze and discuss the appropriate methods of communicating based on the situation. Students will be required to

utilize presentation software to communicate a topic to the class. Include a presentation lab.

Prerequisites: none

COMM 205 Communication Theory**Credits – 3**

Study of the communication concept, paradigms of human communication and functions of so-called media. Study and analysis of media effects theories and mass communication theories. In addition, analysis of organizational communication, its features, functions and key components, as well as contemporary theories of the New Technologies of Information and Communication (NTIC).

Prerequisites: none

COMM 206 Communication Theory**Credits – 4**

Study of the communication concept, paradigms of human communication and functions of so-called media. Study and analysis of media effects theories and mass communication theories. In addition, analysis of organizational communication, its features, functions and key components, as well as contemporary theories of the New Technologies of Information and Communication (NTIC). 15 hours of research lab are required.

Prerequisites: none

COMM 210 Legal and Ethical Aspects of Communications**Credits – 3**

This course places emphasis on the analysis of the legislation, regulation and jurisprudence applicable to the communications medium of the country. This course also focuses on the professional responsibility of communications.

Prerequisites: COMM 205

COMM 211 Legal and Ethical Aspects of Communications**Credits – 4**

This course places emphasis on the analysis of the legislation, regulation and jurisprudence applicable to the communications medium of the country. This course also focuses on the

professional responsibility of communications. 15 hours of research lab are required.

Prerequisites: COMM 206

COMM 212 Development and Management of Media Enterprises

Credits – 3

This course provides students basic skills in the development and management of a company in the field of communications. Historical and theoretical aspects are studied, and the development of strategies for the audiovisual industries.

Prerequisites: COMM 205

COMM 230 Fundamentals of Journalism

Credits – 3

The course studies the main theories about the origins of journalism, its current concepts and purposes. The essential elements of codes of ethics, law and media, digital journalism, as well as different journalistic genres are also addressed.

Prerequisites: COMM 205

COMM 240 Interpersonal and Organizational Communications

Credits – 3

Interpersonal and organization communications examine perception, interactions and stereotypes found in daily business communications. Students will learn how to assess communication by separating fact and myth statements as well as how to communicate across gender, race, culture and modality.

Prerequisites: COMM 140

COMM 250 Digital Journalism

Credits – 3

In this course, students will develop their skills and knowledge of how to write correctly and journalistically for digital media. The first part of the course teaching conceived changes that digital advances have brought about in journalism. The second part provides a broad writing exercise of writing for digital media, which aims to take the lessons learned from the elaboration, discussion and analysis of

journalism texts produced by students and the press and put them into practice.

Prerequisites: COMM 230

COMM 305 Writing and Style in Journalism

Credits – 3

The course studies the definition and structure of the news story, and its value and importance. The basic techniques for writing, interviewing and editing are also addressed.

Prerequisites: COMM 230

COMM 307 Writing for Communication's Media

Credits – 3

Study of the theoretical principles and the technique of scriptwriting for radio, television and cinema. Emphasis on television programs, television spots and dramatic scriptwriting by considering the structure and format of the script. Writing of scripts for short films, spots, documentaries and other communication devices. CELTX will be used for the correct script format for applications pertaining to the cinema and WORD for other media (as television, documentaries and spots).

Prerequisites: COMM 230

COMM 311 Photojournalism

Credits – 3

Study of the digital still photography camera and introduction to the digital moving image camera. Presentations of the technical aspects of photography. Technical consideration of depth of field, composition and perspective in the construction of the photograph. Introduction of the principles still photography and those of the moving image camera. Study of the main areas of photojournalism. Introduction of the technical aspects of data transference from the digital camera (of the still and moving image camera) to the computer. Presentation of basic skills of photographic retouching and study of the principles of a photographer's ethic in relation to photojournalism.

Prerequisites: COMM 230

COMM 320 Introduction to Public Relations

Credits – 3

The study of concepts, features, functions and other components of the public relations as well as their interrelations with the media and other communication disciplines and / or marketing. Ethics and social responsibility and the main concepts of public relations in organizations are discussed, including crisis management and resolution and public relations planning.

Prerequisites: COMM 205

COMM 325 Introduction to Advertising**Credits – 3**

The study of advertising concepts, functions and other components, ethics and social responsibility, and the relationship between advertising and other communication and/or marketing disciplines. Critical analysis, planning and creation for advertising is addressed including Internet advertising as well.

Prerequisites: COMM 205

COMM 330 Design and Publishing of Electronic Pages**Credits – 3**

In this course, students will develop the appropriate skills and knowledge to design and publish web pages. The first part of the course will teach the nature of the cyber network and its interaction with the world of communications, especially journalism. The second part foresees an ample exercise of design and publishing web pages on the internet, and the discussion and analysis of the publications made by students and digital media.

Prerequisites: COMM 311, COMM 325, COMM 230, COIS 101

COMM 380 Principles of Radio**Credits – 3**

This course will study the radio as a social communication medium: its social and historical context, and the theoretical and practical aspects. Radio programming, strategies for programming and the basic equipment for radio broadcasting are also addressed.

Prerequisites: COMM 205

COMM 385 Radio Production and Direction**Credits – 3**

This course develops knowledge in the use of audio equipment. Concepts such as: recording and mixing music, multi-level recordings, the creation of scripts for educational, news, and variety programs; and the preparation of commercial and public service announcements and advertising- will be presented and analyzed in class.

Prerequisites: COMM 380, COMU 203, COMM 205

COMM 390 Strategic Media Planning**Credits – 3**

Theoretical and methodological foundations of strategic media planning in advertising are studied as well as the market and its components. Students will elaborate, with the guidance of the professor, a strategic media plan for advertising presenting at least one of the methodologies used for design, implementation and evaluation.

Prerequisites: COMM 320

COMM 400 T.V. Principles**Credits – 3**

Study of television as a means of communication. Study of the basic concepts of "Television Studies" as are the television text, the nature of televisual language, the televisual sign, television audiences and the history of television as a communication means. Introduction of television production basic concepts in and/or outside the studio. Basic study of the computer in the process of television production. Basic Study of television locution and speech. Study of the skills for the creation of televisual scripts and proposals.

Prerequisites: COMM 205

COMM 420 Writing for Public Relations**Credits – 3**

The course studies the definition and structure of the most used texts in the field of public relations, including press releases, blogs, speeches, social networking, press kits and handbook for crisis management. The basic

techniques for writing and editing are also addressed.

Prerequisites: COMM 230, COMM 307

COMM 430 Journalism Workshop

Credits – 3

This course comprises an advanced journalism workshop. At the end of the course, students will be able to understand the meaning and be able to write news articles, investigative reports, chronicles, and conduct interviews.

Prerequisites: COMM 311

COMM 435 Crisis Communication in Public Relations

Credits – 3

Study of fundamental theories of crisis communication as well as the essential elements and the relationship between organizational crisis and media and leadership in crisis management. They will also study historically relevant cases, the communication management of organizational crisis and crisis management of these different types of responses. A plan of prevention and crisis communication in organizations is developed.

Prerequisites: COMM 230, COMM 420, COMM 390, COMM 307, COMM 320

COMM 440 Public Relations Campaigns

Credits – 3

Analysis of cases of public relations in organizations. Diagnosis of public relations in organizations, and using this as a basis, students will undertake the design, implementation and evaluation of Public Relations campaigns, with the advice of the professor.

Prerequisites: COMM 435

COMM 445 Advertising Campaigns

Credits – 3

Analysis of cases of advertising in organizations. Diagnosis of advertising in organizations, and using this as a basis, students will undertake the design, implementation and evaluation of advertising campaigns, with the advice of the Professor.

Prerequisites: COMM 435

COMM 455 Integration Seminar

Credits – 3

Comprehensive, theoretical, conceptual and communicational analysis approach from the perspective of public relations and advertising. This course allows application of knowledge, skills and abilities acquired in previous courses in order to improve the effectiveness and efficiency of communication plan or strategy. Emphasis is placed on research as an essential element, linked to new trends in the discipline of study. The course is based on the analysis of case studies and research.

Prerequisites: All major and professional courses

COMM 510 Contemporary Theories of Communication

Credits – 3

Study of concepts, models and communication epistemology and the history of the theories of communication as foundations of contemporary communication. Application of contemporary paradigms of theories of communication to the communication disciplines. Study of the principal theories of communication in organizations and analysis of applications of the theories studied in multimedia journalism and / or public relations.

Prerequisites: none

COMM 511 Development and Management of Media Enterprise

Credits – 3

The course provides students with the theoretical frameworks on management of mass media; organization and behavior of firms (newspapers, magazines, radio, television, film, music); industry analysis and market structure, and business challenges presented by the Internet and media convergence.

Prerequisites: none

COMM 512 Legal and Ethics Aspects of Communications

Credits – 3

The course addresses the relationship between law, ethics and communications in the context of the Information Society. The course presents the

theory about information rights, intellectual property and communication rights.

Prerequisites: COMM 510

COMM 515 Research Methods in Communication

Credits – 3

Study of scientific knowledge and research and its applications to communication sciences. Analysis and application of different types of communication research. Development of the theoretical framework for communication research. Study of the quantitative and qualitative communication research, and the design and implementation of these techniques. Analysis of the concepts of universe, reliability and representativeness of the samples. Application of different methodologies to conduct communications research. Design of communication research projects, principally in multimedia journalism and public relations.

Prerequisites: COMM 510

COMM 517 Communications and New Media

Credits – 3

Study of the concepts of globalization, the information society and that of the postindustrial society as the social context of the new media. Study of the INTERNET as a communication's new media and of postmodernism as the cultural logic of the information society, its postindustrial expression, globalization and the new media. Presentation of the history of the society of information and the turn of the XX Century as the catalytic of the new media and its cultural and social logics.

Prerequisites: none

COMM 520 Advanced Writing for the Media

Credits – 3

The course studies the particularities of traditional and new media and its impact on writing for the media. The new demands in the digital era are also explored. The course studies the structures for news, press releases, speeches and messages for social networking. It also discusses the changes in the distribution and consumption of these products by the audience.

Prerequisites: COMM 511

COMM 530 Identity and Corporate Image

Credits – 3

The course studies the components of identity and corporate image, as well as steps for the development of the brand that distinguishes the organization. The socio-historical development of the image, identity, and reputation is analyzed, as well as its evolution in the digital age. The interaction of the different disciplines that impact and collaborate in the process of building corporate identity and image is studied.

Prerequisites: COMM 511, COMM 510

COMM 531 Strategies for Public Relations

Credits – 3

The course studies the strategies and techniques for public communication. Also analyzes the platforms that exist to disseminate and project messages and efforts of the organizations, their advantages and disadvantages.

Prerequisites: COMM 537, COMM 538

COMM 535 Crisis Communication

Credits – 3

The course studies the public relations crisis experienced by organizations. Also, analyze the causes and steps to create a communication plan to run during crisis and how to learn from past crisis. The course also studies strategies to prevent crisis, including the use of digital platforms as part of the plan.

Prerequisites: COMM 510, COMM 517, COMM 520

COMM 537 Strategic Communication in Public Relations

Credits – 3

The course studies the components for the development of a strategic communications plan for an organization, using research and selecting targets and precise tactics to various audiences, including the media. Also studies how to identify a spokesperson for the organization as well as the skills necessary to be an effective communicator for the entity.

Prerequisites: COMM 510, COMM 517, COMM 520

COMM 538 Strategic Management of Public Relations and Digital Convergence

Credits – 3

Study of the components of public relations and digital convergence. Audits of public relations as a basis for conventional and digital strategic direction. Application of digital techniques and traditional communication in public relations. Design and development of a strategic public relations plan, with emphasis on digital convergence.

Prerequisites: COMM 535, COMM 537

COMM 543 Journalism and Public Affairs

Credits – 3

This course studies the media coverage of public policies of the government. Also studies the Constitution and the political and democratic development. Explore the current challenges for the reporter who covers government sources.

Prerequisites: COMM 510

COMM 550 Project

Credits – 3

In the course, students will conduct a research project according to their specialty area (Multimedia Journalism or Public Relations), integrating the knowledge, abilities and skills acquired at the University during their graduate studies.

Prerequisites: All courses

COMP 110 Computer and Software

Credits – 3

This course introduces students to the current technologies so that they become technologically competent and computer literate. Emphasis is placed on fundamentals and terminology to provide students with working knowledge of operating system use, file management, and security. Students will use the internet as a research and communication tool and apply software to demonstrate fundamental computer skills for personal, academic, and business use.

Prerequisites: none

COMU 203 Audiovisual Communications Media I

Credits – 3

Study of film language as the principal instrument of the communicative expression of cinema, video and multimedia. Study of the major film language categories as they are related to narrative, style, film form and meaning. Study of the history of film language in relation to the idea of film as art and those of poetic and prose expression in film, video and multimedia. Presentation of postmodernism as a context in which the nature of film language ought to be contemporarily thought. Understanding of the role of professional communications personnel within the history of the language of cinema.

Prerequisites: COMM 205

COMU 307 Writing for Communication's Media

Credits – 3

Study of the theoretical principles and the technique of scriptwriting for radio, television and cinema. Emphasis on television programs, television spots and dramatic scriptwriting by considering the structure and format of the script. Writing of scripts for short films, spots, documentaries and other communication devices. CELTX will be used for the correct script format for applications pertaining to the cinema and WORD for other media (as television, documentaries and spots).

Prerequisites: COMM 205

COMU 308 Writing and Style for Audiovisual Communication

Credits – 3

Teaching of writing and style for the script used in cinematographic communication. Study of the structural dimension of script used in cinematographic communication in its classical, post-classical and experimental expressions. Presentation of the concept of poetics in relation to the script used in cinematographic communication and its structure. Study of the mechanism and practice of the script used in

cinematographic communication through the means provided by the software for its writing which are standard in the world cinema industry. Study of the role of scriptwriter as a communications professional as part of a recognition of the impact of communications media in the development of a global world and the social and cultural development of cinema and audiovisual media.

Prerequisites: COMM 305, COMM 250, COMM 311

COMU 313 Cinematography and Camera Operation

Credits – 3

Introduction to the theory of digital cinematography in the "RAW" format for the moving image camera. Study and application of the principal concepts of illumination, composition, depth of field, perspective and lenses for digital cinematography. Study of the concept of plane for thinking the moving image. Study of the instrument of the technical script as part of the role and function of communication professionals within a global world. Study of the creative process as an independent endeavor of communication professionals.

Prerequisites: COMM 400, PROD 205

COUN 500 The Counseling Profession

Credits – 3

Overview of the philosophy, basic historical foundations, organization, administration, roles, and specific traits of counselors in various work settings.

Pre-Requisite: None

COUN 501 Ethical, Legal, and Professional Issues in Counseling

Credits – 3

In this course, the student will examine the application of ethical standards and legal issues in the Mental Health Counseling profession as well as other counseling professional activities.

Prerequisite: none

COUN 502 Theories of Counseling and Psychotherapy

Credits – 3

The purpose of the theories and psychotherapy course is to provide the student with a general perspective on the basic therapeutic differences. During the course, the essential theories of counseling practice will be analyzed on with a focus in general, practical, and ethical areas. At the end of the course, the student will be able to apply a case based on the theories: Psychoanalytic, Adlerian, Existential, Person-Centered, Behavioral, Cognitive-Behavioral, Reality Therapy, Family Systems, Feminist and Postmodern. The theoretical basis will help the student to develop different perspectives when choosing the best therapeutic decision according to the need of his client.

Prerequisites: none

COUN 503 Research Methods and Statistics

Credits – 3

This course introduces applied research methods including qualitative, quantitative, and mixed-methods research designs. Students will develop skills related to formulating research questions, program evaluation, and utilizing research professionally. This course addresses knowledge and skills for becoming critical consumers of research in educational and clinical mental health settings and clinical counseling setting.

Prerequisites: COUN 500, COUN 501, COUN 502, COUN 504, COUN 505, COUN 506, COUN 507, COUN 509, CMHC 600, CMHC 601, CMHC 602

COUN 504 Human Growth and Development

Credits – 3

The course is designed to broaden understanding of human growth and development across the life span with emphasis on the interwoven domains of development (biological, neurological, physical, cognitive, social, and emotional) and the contextual factors influencing each. Theoretical, practical, and

research perspectives will be examined as they apply to the profession of counseling.

Prerequisites: none

COUN 505 Counseling and Advocacy with Diverse Populations

Credits – 3

This course introduces the theory, research, and models that inform ethical and culturally competent counseling and social justice advocacy in various settings. The students assess how biopsychosocial characteristics and concerns of diverse populations impact access to and utilization of community-based resources, optimal development across the lifespan, and equity. The students also present strategies to address their heritage, attitudes, beliefs, and acculturative experiences in the counseling process. In addition, students identify effective counseling and advocacy strategies with diverse individuals, couples, families, and groups and explore the role of the counselor and advocate in promoting social justice at multiple levels.

Prerequisites: COUN 500, COUN 502

COUN 506 Theories and Counseling in Career Development

Credits – 3

This course introduces theory, research, and models of career development, methods of developing a career information program; and procedures for providing personal, social, educational, and vocational information through career counseling.

Prerequisites: COUN 500, COUN 502

COUN 507 Comprehensive Assessment in Counseling

Credits – 3

This course will introduce the use of comprehensive assessment in counseling. Students will become familiar with various approaches used when conducting comprehensive assessments including, but not limited to- standardized tests, projective methods, self-report, behavioral observation,

and clinical interviews. Students will also learn how to select, administer, score, interpret, report, and utilize assessment data in a variety of counseling settings.

Prerequisites: COUN 500, COUN 501, COUN 502, COUN 504, COUN 505, COUN 506

COUN 508 Communication Skills, Consultation and Collaboration in Counseling

Credits – 3

This course study the core dimensions of counseling practice that include verbal and non-verbal skills aimed at establishing an empathic relationship that facilitates the client's exploration of developmental problems and assists the client's transition to awareness and initiating steps toward cognitive/behavioral change. The theory and practice concerning consultation and management is covered to provide the skills needed for clinical consultation to schools, community agencies, and organizations.

Prerequisites: COUN 500, COUN 501, COUN 502, COUN 505

COUN 509 Group Counseling: Dynamics and Practice

Credits – 3

Examines theories of small-group dynamics and membership, and the various roles counselors play in diverse group models, according to the makeup of the group, its setting, and its goals/purposes. Topics include group structure, development of norms, conflict resolution, roles, therapeutic factors and dimensions of group leadership. A significant aspect of this course is found in students' ongoing participation in a group experience. Additional experiential exercises in which students learn group leadership skills are conducted throughout the course.

Pre-Requisites: COUN 500, COUN 501, COUN 502, COUN 504, COUN 505, COUN 506

COUN 510 Crisis Intervention Counseling

Credits – 3

This course is designed to prepare students to respond effectively in critical situations, and to help individuals, groups, and/or families who are experiencing crisis or traumatic events in their lives. Students will learn that crises interventions are founded on theory and be able to apply that theory to crisis intervention techniques. Special attention will be paid to counseling approaches for use with circumstantial and developmental life crisis in the context of recovery orientation.
Prerequisites: COUN 500, COUN 501, COUN 502, COUN 504, COUN 505, COUN 506, COUN 509, CMHC 600

**CPST 400 General Education Capstone
Credits – 3**

This course allows application of competencies acquired in general education courses. Students apply concepts and theories into the construction of a research project as the culminating summative evaluation of General Education Learning Outcomes achievement. This course is based on the analysis of case studies and research.
Prerequisites: 36 credits of General Education

**CPST 401 Program Capstone Course
Credits – 3**

Liberal Arts Capstone provides students with the opportunity to summarize, synthesize, and build upon course work in their undergraduate major area, resulting in a research project. Students in this course will demonstrate their achievement of learning outcomes associated with their major area of study as well as the general outcomes of the Bachelor of Arts degree.
Prerequisites: Pass CPST 400 and 21 credits on minor courses

**CRIM 100 Criminal Law
Credits – 3**

Students study and analyze the origin, concepts, source, and characteristics of Criminal Law. The course examines Criminal Law as a complex socio-legal phenomenon. The course specifically studies the relevant general principles in the application of current criminal law.
Prerequisites: none

**CRIM 101 Constitutional Protections and Civil Rights
Credits – 3**

This course examines the legal, constitutional, and judicial protections and guarantees of citizens, in accordance with Supreme Court decisions. Emphasis will be given to civil rights, the Bill of Rights, and the origins and development of the Constitution of the United States and the corresponding state.
Prerequisites: none

**CRIM 102 Criminal Procedures
Credits – 3**

The course is an introduction to the understanding and application of criminal procedures and case law, the beginning of judicial action and its development by stages. Emphasis is giving on the rights of the accused.
Prerequisites: CRIM 100

**CRIM 103 Evidence, Case Preparation and Testimony
Credits – 3**

This course covers the rules of the law of evidence and the trial process and starts with a description of the basic elements of civil and criminal litigation. It includes an overview of the Federal Rules of Evidence and the Florida Evidence Code. It illustrates how the rules of evidence are applied in actual civil and criminal practice. The student of Criminal Justice will acquire the basic knowledge about the rules of evidence and how they are applied in the trial process.
Prerequisites: CRIM 100, CRIM 101, CRIM 102

**CRIM 104 Evidence
Credits – 3**

Study of the evidence rules and their application in criminal cases. Analysis of the evidence presentation's techniques in criminal cases and court testimony. Study of judicial interpretations of the rules.
Prerequisites: CRIM 102

**CRIM 107 Introduction to Criminal Justice
Credits – 3**

This is an introductory course to the field of criminal justice with an emphasis on studying the origins and the development of the schools of thought in the field of criminology throughout history. The course will provide ample discussion of the various theories that contributed to the development of the scientific field of criminology. The course also focuses on the structure, institutions and basic functions of the criminal justice system. The course provides an opportunity for the study and analysis of crime in our society identifying its causes and available options.

Prerequisites: SOSC 112

CRIM 200 Constitutional Protections and Civil Rights

Credits – 3

This course examines the legal, constitutional, and judicial protections and guarantees of citizens, in accordance with Supreme Court decisions. Emphasis will be given to civil rights, the Bill of Rights, and the origins and development of the Constitution of the United States and the corresponding state.

Prerequisites: SOSC 112

CRIM 205 Introduction to Criminology

Credits – 3

Study of the criminology field, its development, current status, and areas of specializations. Study of the crime, the offender, and the victims. Study and research of crime statistics.

Prerequisites: SOSC 102

CRIM 300 Criminal Law

Credits – 3

The course deals with general practices of the criminal code. Topics include types of crimes, penalties, and security measures, as well as comparative study of cases to analyze the elements of crime.

Prerequisites: CRIM 205

CRIM 300-O General Principles of Penal Law

Credits – 3

Students study and analyze the origin, concepts, source, and characteristics of Criminal Law. The

course examines Criminal Law as a complex socio-legal phenomenon. The course specifically studies the relevant general principles in the application of current criminal law.

Prerequisites: CRIM 107

CRIM 301 Special Laws in Criminal Legislation

Credits – 3

This course examines and analyzes special criminal laws, for example, legislation on minors, domestic violence, and legislation on controlled substances and others. The latter will focus on public health perspectives to the controlled substances abuse problems. Also, the course will review the general principles of criminal law.

Prerequisites: CRIM 300

CRIM 302 Criminal Procedure

Credits – 3

The course provides an opportunity for the analysis of the various procedural laws that regulate the application of criminal law. Also, the course covers the criminal law judicial process and its stages. Finally, the student has an opportunity to study the constitutional rights available to the accused through criminal investigation and the judicial process.

Prerequisites: CRIM 300

CRIM 305 Criminal Justice System

Credits – 3

The course is an overview of the criminal justice system. Topics include a comparative approach to the legal framework, the system's structures, functions, procedures, relations to the other institutions, and its role in democracy.

Prerequisites: CRIM 205

CRIM 306 Comparative Criminal Justice

Systems

Credits – 3

This course focuses on the comparative analysis of different legal traditions such as civil law and common law. It looks at similarities and differences of legal, correctional, and penal systems throughout the world. Different philosophies of justice, equality, punishment,

crime, and crime prevention will be discussed in comparison to those of the United States.

Prerequisites: CRIM 107

CRIM 310 Photography and Forensic

Planimetry

Credits – 3

Study and application of methods and photography techniques from a forensic perspective. The study of photography as a graphic objective of the condition in which the crime scene is developed. Study of the crime scene with the purpose of establishing conditions for the evidence found. Study of the diagram or sketch that is elaborated in the crime scene. The course also provides an establishment of specific crime motives where the results become favorable to solve criminal cases.

Prerequisites: CRIM 205

CRIM 320 Criminal Investigation Techniques

Credits – 3

The course centers on scientific methods of investigation within a legal framework. Case studies are thoroughly analyzed. Observation techniques and evaluation of relevant information will be discussed. Modern methods of locating, obtaining and interpreting information will be presented.

Prerequisites: SOSC 320, CRIM 205

CRIM 325 Juvenile Delinquency

Credits – 3

The course centers on the definition of the problems of juvenile delinquency. Topics include social, cultural, psychological and legal aspects; causes and prevention; prosecution and treatment of the juvenile delinquent.

Prerequisites: SOCI 325, SOCI 358

CRIM 327 Correctional Programs:

Administration Principles

Credits – 3

The course deals with the principles of the correctional system: philosophy, legal framework and regulations. Topics include structures, functions and procedures in the

administration of penal institutions, the parole program, the adult probation system, the classification program, the diagnosis and treatment of inmates. The area of custody programs and treatment of minors is also discussed.

Prerequisites: CRIM 205

CRIM 335 Ethical Aspects of Justice

Credits – 3

This course studies the principles and ethical theories that guide the individual decision-making process within the Criminal Justice System. The laws that regulate individual and professional ethical behavior are discussed. This course is carried out by use of conferences and research in jurisprudence.

Prerequisites: CRIM 107

CRIM 350 The Correctional System

Credits – 3

This course is aimed to study and analyze the Correctional System of Florida. The students will be exposed to the analysis of the philosophy of society protection and rehabilitation of law offenders. In addition, participants will review the legal foundations, the organization and management of the Correctional System. The study of the main components of the Correctional System will also include the analysis of the penal institutions of the state, and all programs related to the correctional system.

Prerequisites: CRIM 107

CRIM 360 Criminal Investigation Techniques

Credits - 3

This course consists of the study, description, and analysis of criminal investigation techniques, including the collection, identification and preservation of evidence at the crime scene, as well as crime solving methodology and procedures. Students will also explore a variety of prevention strategies through the application of the constitutional rights during the investigations.

Prerequisites: CRIM 300, CRIM 302, SOSC 258

CRIM 370 Law of Evidence

Credits – 3

This course covers the rules of the law of evidence and the trial process and starts with a description of the basic elements of civil and criminal litigation. It includes an overview of the Federal Rules of Evidence and the Florida Evidence Code. It illustrates how the rules of evidence are applied in actual civil and criminal practice. The student of Criminal Justice will acquire basic knowledge about the rules of evidence and how they are applied in the trial process.

Prerequisites: CRIM 302

CRIM 380 Criminalistics**Credits – 3**

An introductory course to forensic science which consists of the study of the most recent scientific techniques for the collection, identification, treatment, and preservation of evidence used in a criminal investigation, as well as the constitutional principles that guarantee due process to an individual in the handling of the various types of evidence during a criminal investigation. Strong emphasis will be given to the importance and use of evidence in a judicial proceeding and in crime solving.

Prerequisites: CRIM 432

CRIM 400 Criminal Procedure**Credits – 3**

Study of the criminal procedure rules and its application in the judicial process. Analysis of the criminal procedure rules and its relationship with the constitutional rights of the accused. Study of the judicial interpretation of the rules by the Supreme Court of the United States of America.

Prerequisites: CRIM 305, POSC 380

CRIM 400-O Human Rights in the Contemporary World**Credits – 3**

This course emphasizes the study of the development of the Human Rights concept. It focuses on the knowledge of human rights and their relation to dignity of the human being.

Prerequisites: SOSC 112

CRIM 405 Multiculturalism and Crime**Credits – 3**

The primary focus of this course is the interrelation between diversity and crime. It focuses on the impact of culture on human behavior and the interpretation of right and wrong. In addition, the course analyzes how gender, race, nationality, ethnic origin, religion, and other factors that affects the criminal justice system and the distribution of justice in the United States.

Prerequisites: CRIM 200, SOCI 325, SOCI 203

CRIM 415 Evidence**Credits – 3**

Study of the evidence rules and their application in criminal cases. Analysis of the evidence presentation's techniques in criminal cases and court testimony. Study of judicial interpretations of the rules.

Prerequisites: CRIM 400

CRIM 415-O Evidence, Case Preparation and Testimony**Credits – 3**

A study of the rules of evidence relating to the judicial process, with emphasis on hearsay and its exception. Students will learn how to prepare an effective presentation of a case before a court, and how to present evidence. Special emphasis will be given to report writing, analysis of legal documents, presentation of testimony, and submission of documents as evidence.

Prerequisites: CRIM 370, CRIM 360, CRIM 432

CRIM 427 Therapeutic Jurisprudence and Restorative Justice**Credits – 3**

This course studies the impact that laws and legal processes have on the emotional, social, and psychological well-being of offenders and victims. It focuses on alternative methods that help solve legal problems creatively and effectively. Emphasis is given to alternative methods for dispute resolution, restorative justice, drug courts, specialized courts, among other topics. Readings draw from sociology,

psychology, criminal justice, counseling, among other disciplines.

Prerequisites: CRIM 360, CRIM 432, CRIM 301, CRIM 200, SOCI 325, SOCI 203

CRIM 432 Criminal Technology, Fraud, and Cyber Crimes

Credits – 3

This course aims to familiarize students with the term fraud and its definition in the Penal Code, and offenses in which the term applies to fraud in our criminal justice system. Also, consider the terms for the inhabitants of Cyberspace. Students will learn to apply the form of search and tracking of evidence on computers and digital equipment. The students will learn how to properly identify, preserve, package and present such evidence in a legal setting in consideration of the "Chain of Evidence". It Includes the study of Federal, State and International law applied to digital computer fraud.

Prerequisites: CRIM 302

CRIM 434 Forensic Psychology in the Criminal Justice System

Credits – 3

This course studies the application of psychology to legal proceedings. Integrates different types of psychological analyses to the evaluation of witnesses, evidence, and presentation of evidence in court. Students will learn to use modern techniques of interrogation and psychological interview. They will also apply theoretical knowledge to the evaluation of both victims and offenders.

Prerequisites: CRIM 370, PSYC 123, SOCI 325, CRIM 415

CRIM 435 Preparation of Cases and Testimonies before the Court

Credits – 3

Study and analysis of procedures stages in the evidence collection process for preparing cases, reports, and presentation of testimony in courts.

Prerequisites: CRIM 300, CRIM 415, CRIM 400

CRIM 450 Legal Medicine

Credits – 3

Study of the legal and medical concepts of criminology in the criminal investigation process. Analysis of the forensic and criminological aspects in the legal medicine. Study of cases, theories, and techniques.

Prerequisites: CRIM 300, CRIM 310, CRIM 320, CRIM 400

CRIM 476 Seminar

Credits – 3

This course is an integration of theory and knowledge and provides an opportunity for students to integrate and apply, laws, methods, principles and procedures of criminal justice through research and analysis of case studies.

Prerequisites: All professional and major courses

CRJU 500 Foundations, Practice and Changes in the Administration of the Criminal Justice System

Credits – 3

Theoretical, judicial and practical principles inherent in the criminal justice system. Students will be involved in problem-solving situations which will permit them to analyze, evaluate and propose alternative solutions to practical administrative problems.

Prerequisites: MSPA 500

CRJU 520 Philosophy of Punishment

Credits – 3

Meaning on punishment throughout history, theories on its origin, its cultural relativity and dominant philosophies. Students will view the different arguments proposed historically to defend or reject punishment, social protection and rehabilitation, among others, and the alternative methods of punishment.

Prerequisites: MSPA 500

CRJU 565 Seminar: Program Design and Evaluation in the Criminal Justice Systems

Credits – 3

Various aspects of administrative programming and evaluation will be examined. The course involves theoretical and research concepts and problems analysis related to programming and program evaluation in the criminal justice system.

It also includes design and study of evaluation instruments for police, correctional and criminal justice administration programs. Students will engage in analysis and management of strategies for operationalizing objectives, decision-making and problem-solving.

Prerequisites: MSPA 530

CRJU 575 Criminal Treatment and Rehabilitation Programs

Credits – 3

Analysis of the corrective philosophy and existing public policy regarding the rehabilitation of criminals and the relevant legal and constitutional dispositions. It will also analyze the different treatment and rehabilitation programs currently in effects at the various penal institutions in response to public policy. Treatment and rehabilitation models proposed and or currently operating in the United States and other countries; their expectations, findings, and scientific groundings. Students will also look at trends and reforms in rehabilitation programs for inmates.

Prerequisites: MSPA 500

CRJU 600 Seminar: Crime, Victims and Society

Credits – 3

Analysis of the responsibility of the state in protecting the life and property of its citizens. It will examine the possibility of the state compensating the victim of a crime for damages resulting from the criminal act. It will also look at the doctrine of restitution, compensation for damages by the offender, as part of a sentence intended to alleviate the impact of the damages and as part of the rehabilitation process of the criminal. Policies and practices regarding this issue in other jurisdictions will be comparatively analyzed.

Prerequisites: MSPA 500

CRJU 630 Organization and Administrative Techniques of the Police System

Credits – 3

Study of the organization and administration of the n police force. Emphasis is given to organizational theory, administrative techniques,

procedures, and police administration and supervision programs. It analyzes the alternative objectives, strategies, programs, institutional approaches, roles, perspectives and interagency relations of the police.

Prerequisites: MSPA 500

CRJU 640 Addiction: Legal and Psycho-Social Aspects

Credits – 3

Study of the medical-legal aspects of drug addiction and alcohol abuse. It includes an analysis of the legal structure, from the framework of state and federal laws in the use and abuse of drugs and alcohol. It also discusses legislation, treatment and prevention programs.

Prerequisites: MSPA 500

CRJU 715 Seminar: Special Situations in the Administration of Correctional Programs

Credits – 3

The course focuses on an analysis of the correctional scenario including the psychological, administrative, and disciplinary perspectives. Students will explore the subculture of the penitentiary and how it is manifested. This course will focus on themes, situations, controversies, and problems inherent in this scenario, scientific findings, programs dynamics and decisions and legislation which impacts the correctional system.

Prerequisites: CRJU 500

CRJU 730 Criminality, Crime Control and Criminal Justice

Credits – 3

Critical analysis of criminality from a sociological perspective. Emphasis is placed on the relationship of public policy, the criminal justice administration decision-making process, programs implementation, and evaluation of police participation. Students discuss different strategies and models to reduce crime as well as the new tendencies toward privatization of criminal justice services.

Prerequisites: MSPA 500

CTEC 210 Operating Systems, Installation & Configuration

Credits – 3

This course covers all software components comprising a PC. It provides an introduction to every component and analyses its functionalities and weaknesses. It analyses the role of each component in supporting an application and the user functional goal. It presents the PC as a package of matched components and dissects all of its internals individually and integrally. Some of the software components are the operating system and its sub-components, data communications software components, DOS components, peripheral administration components, Windows Systems architecture, disk operating software, essential user applications, memory management software, software upgrades management. It covers in detail software problems.

Prerequisites: none

CTEC 220 Fundamentals of Computer, Peripherals and Operating Systems**Credits – 3**

This course covers all components and ancillary systems comprising a personal computer. It introduces every component and analyses its functionalities and weaknesses. It presents the PC as a package of matched components and dissects all its internals individually and integrally. Also, this course covers all software components comprising a PC. It analyses the role of each component in supporting an application and the user functional goal. Some of the software components are the operating system and its subcomponents. It covers in detail software problems.

Prerequisites: none; **Co-requisites:** CTEC 220L

CTEC 220L Fundamentals of Computer, Peripherals and Operating Systems Laboratory
Credits – 1

This laboratory course provides students with theoretical concepts and practical skills in using personal computers and peripherals. It discusses the concepts of "motherboard", input and output ports, power supplier, update, and preventive maintenance, among others. The issues are addressed to the operating principles,

selection and specifications for personal computers.

Prerequisites: none; **Co-requisites:** CTEC 220

CTEC 230 Fundamentals of Intermediate Programming**Credits – 3**

This is an intermediate-level course in computer programming. It provides a wealth of current, real-world applications, and examples drawn from the scientific and engineering fields. It allows students to fully exploit the potential uses of C and C++ programming languages. This course includes problem analysis and design of algorithms, programming structures, modular programming, sorting, searching, pointers, multidimensional arrays, string processing, structures, and file processing.

Prerequisites: MATH 152, ENGI 122, TCOM 335, TCOM 335L, TCOM 350, TCOM 350L

CTEC 240 Programming for the Web**Credits – 3**

This course provides the student with a basic understanding and skills to program for Web Sites. It covers the basics of Data Base manipulation techniques using MySQL and PHP. It covers matters such as configuration for DBA systems on the Web, PHP scripts, performance and error handling. Finally, the students are presented with a live example of a simple Web Based DBA control application. The course then focuses on one of the most important suite development suite/environments today. The Macromedia Dreamweaver. It covers the complete development cycle using these tools from plan to publish and maintenance. Matters such as DreamWeaver workflow, formatting for the Web, cascading style sheets, dimensional tables, forms, frames, templates, layers, animation and others are covered. It also covers Fireworks image and text manipulations, working with objects, effects, creating buttons, backgrounds, hotspots, sliced images, rollovers, integrating Fireworks images with HTML applications and finally auditing and publishing your website and the post-publishing practices.

Prerequisites: CTEC 210, GRAD 105, WEDE 260, DESI 285, GRAD 130

CYBR 501 Network Security I

Credits – 3

Introduces basic concepts of network security with a strong emphasis on cryptography and cryptographic techniques. Topics to be covered include classical encryption, data encryption standard, advanced encryption standard, symmetric key ciphers, public and private key cryptography and key management. Introduction to number theory concepts needed to understand public key cryptography.

Prerequisites: none

CYBR 502 Computer Security I

Credits – 3

The fundamental tools and techniques for computer security are discussed in the context of the pervasive role and impact that computer technology has over the individual, the enterprise and on society-at-large. Topics covered include computer viruses, operating systems, program security, database security, legal, privacy and ethical issues.

Prerequisites: none

CYBR 521 Network Security II

Credits – 3

Introduces advanced concepts of network security with an emphasis on hashing functions and algorithms and their applications to network security. Topics to be covered include message authentication, digital signatures, kerberos, electronic mail security, pretty good privacy, s/mime, IP security (IPSEC), secure socket layer (SSL), transport layer security (TLS), wireless security (WEP,WPA,WPA2), intrusion detection systems (IDS), intrusion prevention systems (IPS) and firewalls.

Prerequisites: CYBR 501

CYBR 522 Computer Security II

Credits – 3

Selected advanced topics in computer security are discussed in the context of the pervasive role and impact that computer technology has over

the individual, the enterprise and on society-at-large. Core topics to be covered include penetration testing with Kali Linux which will take up the first half of the course. Other selected topics will vary from time to time and will typically include information assurance, data backup and redundancy, digital rights management, botnets, risk analysis and identity theft.

Prerequisites: CYBR 502

CYBR 600 Cyber Security Forensics

Credits – 3

Introduction to computer forensics. Overview of evidence acquisition and archiving. Locard's Exchange Principle and the order of volatility (rfc 3227). Preservation of volatile and non-volatile data. Analysis of data files including graphics files, email, executable and non-executable files. Report writing, expert testimony and ethics. Case studies and forensic software tools. Overview of DOS File System.

Prerequisites: CYBR 502

CYBS 101 Computer Hardware and Networks

Credits – 3

The computer hardware course is designed to introduce the student to the operation, support, and troubleshooting of PCs, laptops, peripherals, and network connectivity issues. Major terms covered in this course are hardware concepts, troubleshooting, repair, maintenance and technical support. It covers CISCO Router Technology and the beginning router configurations, routed and routing protocols, and an introduction to LAN switching. Discusses different LAN and WAN techniques and matches merits of user's requirements to meet business needs.

Prerequisites: none

CYBS 102 Installing and Configuring Windows Server

Credits – 3

This course provides the student with the knowledge and skills necessary for installing, configuring, managing, and supporting the latest Microsoft network infrastructure. Major focus would be on the network technologies most

commonly used with Windows Server and IP-enabled networks. This course provides the skills and knowledge necessary to implement a core Windows Server infrastructure in an existing enterprise environment.

Prerequisites: none

CYBS 103 Network Infrastructure Security

Credits – 3

A proper network security posture must be comprised of multiple layers. This course provides a comprehensive analysis of a wide breadth of network security technologies that could be deployed to harden a network infrastructure against various attacks. The course covers the installation, and security configurations of various network devices including switches, access points, routers, proxy servers, firewalls, intrusion detection systems, intrusion prevention systems and other security and network appliances at different layers of the OSI model.

Prerequisites: CYBS 101, CYBS 102

CYBS 104 Introduction to Cyber Security Management and Digital Crime

Credits – 3

Foundation knowledge and essentials skills in all security domains in the cyber world - information security, systems security, network security, mobile security, physical security, ethics and laws, related technologies, defense and mitigation techniques used in protecting businesses. This course covers the technical and managerial knowledge required to effectively manage the overall security posture of an organization. Topics include: Security and risk management, asset security, communication and network security, identity and access management, security assessment and testing, security operations, software development security.

Prerequisites: CYBS 101, CYBS 102

CYBS 105 Cybersecurity Operation-Identity and Information Security

Credits – 3

This course provides an overview of information security. This course is designed to prepare

students for the challenges facing network security. Students will learn information security terminology, principles of security, and basic types of intrusions. Students are also introduced to various ways to secure systems that store, process, and transport information. Also provides an introductory overview to identity management and security by presenting working definitions of Personal Identifiable Information (PII); identity management and security challenges and best practices; and the combined people, processes, policies, and technology required to manage and secure PII for a number of different market sectors.

Prerequisites: CYBS 103, CYBS 104

CYBS 106 Linux Networking and Security

Credits – 3

This course provides an essential foundation for students requiring the Linux operating system to perform cyber security related operations. The course engages the student with numerous network security and digital forensics-related labs designed to introduce concepts and develop techniques essential for success in cyber security field. Emphasis is made in the use of both open-source software and security-related utilities.

Prerequisites: CYBS 103, CYBS 104

CYBS 107 Digital Forensics and Investigation

Credits – 3

This course provides an overview of cybercrime and its investigation. A foundational understanding of the criminal justice system, including laws specific to cybercrime investigation. Students will learn about the variety of crimes occurring, how the investigative process is applied for each type of crime, and problems that are unique to cyber investigation. Also, introduce students to acquire and analyze digital evidence. The course covers tools and techniques and explains topics such as file structure, data recovery, e-mail and network investigations, and expert witness testimony. In addition, the student will gain practical knowledge in conducting digital investigations and preserving digital evidence that maybe used in court or corporate inquiries.

Prerequisites: CYBS 105, CYBS 106

CYBS 108 Penetration Testing and Legal-Ethical Hacking

Credits – 3

This course covers the process and methods for assessing the security posture of information systems. It reviews in depth the phases of penetration testing to include but not limited to: planning, reconnaissance, scanning, exploiting, post-exploitation and reporting. Tools techniques and procedures for each of the phases will be discussed. The overarching objective of this course is to arm the student with the practical knowledge necessary to integrate the defense-in-depth strategy, as detailed by the National Security Agency (NSA), in deploying, hardening, monitoring, and defending critical information infrastructure in accordance with legal and ethical guidelines of the profession. The class must develop a cybersecurity activity, which they can present their group project and or the best practices of cybersecurity in organizations.

Prerequisites: CYBS 105, CYBS 106

DESI 121 Drawing I

Credits – 3

In this studio course students will be introduced to the basic drawing skills required for the representation of objects, figures and spaces. The importance of sketching as a means of recording and demonstrating concepts and processes will be emphasized. Black and white media, in particular pencil pen and marker will be emphasized. The development of fundamental drawing skills and standard manual product illustration skills will be stressed.

Prerequisites: none

DESI 285 Digital Photography

Credits – 3

This course develops a creative vision of what is the necessary photography composition to apply in the design world. Beginning with the necessary basic knowledge in the photography field and ending in the digital world. The students will work with different digital images formats. They learn how to work with the most useful software in the digital images industry, as

a tool for managing and manipulating digital images.

Prerequisites: DESI 121

DESI 315 Ethic and Legislation in Design

Credits – 3

This course introduces students to legal and ethical issues that affect the design. Topics of examination include intellectual property, freedom of expression and contract law. The basic legal issues of contract and property law, within the creative context, will be examined: agreements, copyright, trademark, and patents. Students will learn how to protect their rights, and as importantly, how to lead the legal debate with the identification of legal concepts and terms which applies to the practice of design. In addition, the course will approach other ethical issues: free speech, obscenity, pornography, libel, privacy and their damages. The course will introduce the student to the ability of distinguish poor or good ethical justifications. We will be seeing legacy, moral and ethics principles.

Prerequisites: none

ECED 173 Introduction to Early Childhood /Primary Education

Credits – 3

This course offers an overview of the field of early childhood and primary education. Aspects such as history, state and federal legislation, public policy, philosophy, programs, curricula and the early childhood profession are analyzed. A proper understanding of the rationale, importance, and objectives of early childhood and primary education in contemporary society and in the next decades are addressed.

Prerequisites: none

ECED 207 Theories of Child Development and Learning

Credits – 3

The purpose of this course is to introduce the theories, which represent the main standpoints of progressive education. Implications of child development and learning processes on teaching approaches are examined.

Prerequisites: none

ECED 308 Management of the Early Childhood/Primary Education Environment

Credits – 3

The purpose of this course is to provide a strong foundation on the design, management, and interpersonal relationships within the learning environment. The relationship between the classroom environment and significant learning is addressed. The course provides an overview of early childhood standards as they relate to the learning environment.

Prerequisites: EDUC 403

ECED 310 Perceptual Motor- Development, Learning and the Brain

Credits – 3

This course studies the theories on the development of the human brain. It covers current research related to this field. Educational implications of these theories on the processes of child development and learning, as well as their impact on modern pedagogy are analyzed.

Prerequisites: EDUC 171, SCIE 112

ECED 311 Cognitive and Logic – Mathematical Development

Credits – 3

The purpose of this course is to provide the knowledge and tools to understand the cognitive development – structures and processes - of preschool and primary education children, including logic-mathematical development. This course also provides the knowledge and skills to plan developmentally appropriate instruction and activities in math for children in early childhood and primary grades.

Prerequisites: EDUC 410

ECED 322 Health, Nutrition and Preventive Medicine

Credits – 3

This course focuses on the standards related to health, nutrition and creating healthy habits for the well-being of students in early childhood and primary grades.

Prerequisites: EDUC 171

ECED 329 Nature and Needs of the Exceptional Child

Credits – 3

This course covers the psychological, social, historical and philosophical foundations of teaching children with disabilities in early childhood and primary education.

Prerequisites: EDUC 171, ECED 207

ECED 332 Integration and Participation of Family in Pre-K Care Centers

Credits – 3

This course is designed to develop awareness among future teachers on the importance of the family in the educational scenario of children. It also addresses diversity aspects of families of families (their beliefs acceptance degree, multiculturalism, gender, respect, socio-economical level, among others) to consider when engaging families to participate in the education of their child or children.

Prerequisites: ECED 173, EDUC 409

ECED 402 Creative Expression in Early Childhood/Primary Education

Credits – 3

In this course, students learn how to develop the creative expression of children in early childhood and primary grades.

Prerequisites: EDUC 403, EDUC 409

ECED 405 Language Development in the Context of Reading/Writing

Credits – 3

This course covers the study of oral and written language development from birth to age eight. Theories and recent research are presented. Students will use planning and instructional delivery models that promote language development with emphasis on phonics, phonological awareness, shared reading and guided reading across different content areas.

Prerequisites: EDUC 414, TESL 223

ECED 410 Teaching Reading to non-English Speakers in Pre-K-3

Credits – 3

This course covers the fundamentals of teaching reading and writing to English language learners.

It focuses on the development of a comprehensive, balanced literacy program integrating reading, writing, listening, and speaking skills for English language learner who have linguistically and culturally diverse backgrounds and/or other individual needs.

Prerequisites: EDUC 409, TESL 223

ECED 442 Practice Seminar in Early Childhood and Primary Education

Credit – 1

This course covers a discussion, analysis, and evaluation of the responsibilities and situations arising in Early Childhood Education and Primary Education Student/Teaching Practice. It is designed to enrich and complement the day-to-day practicum experience as required in the state. This course is taken concurrently with ECED 443 during the last semester of the program of study.

Prerequisites: All courses: **Co-requisites:** ECED 443

ECED 443 Practicum in Early Childhood (Pre-K) and Primary Education (K-3)

Credits – 3

This course is the final requirement in the early childhood and primary teacher education program. It is the field experience in which the candidate assumes the duties and responsibilities a teacher performs in a preschool and the primary education environment, as required in the state. It offers students the opportunity to promote physical, emotional, social and intellectual development of children. Students work under the supervision of a certified clinical educator from an accredited school and a college supervisor trained in clinical educator strategies during the last semester of program of study.

Prerequisites: EDUC 410, EDUC 411, EDUC 414, EDUC 435

ECON 123 Introduction to Economics (Compendium)

Credits – 3

It provides the student with theoretical and applied knowledge about the fundamentals of

economics. The student will learn fundamental principles and theories for micro and macroeconomic analysis. Emphasis on developing application skills in situations and problems faced by public and private companies.

Prerequisites: SOSC 101-SOSC 102 or SOSC 103 and PSYC 123

ECON 207 New World Order Economy

Credits – 3

The course includes a diagnostic view of the contemporary economic forces and their social, environmental and political effects. It also includes the fundamental economic perspectives for future societies.

Prerequisites: SOSC 102

ECON 253 Economic Development of Puerto Rico

Credits – 3

Characteristics and trends in Puerto Rico's economic history, economic structure, agriculture, banking, transportation, communications, industrial development, public policy toward business, and international trade. Emphasis on contemporary ideas, issues, and policies are addressed.

Prerequisites: ECON 123

ECON 325 Introduction to International Trade

Credits – 3

Introduction to International Business Systems and their effect on the commercial behavior of countries. Emphasizes the relationships between business enterprises, government, and the financial sectors and their involvement in international business activities. Corporate policies and strategies in global operations.

Prerequisites: ECON 123

ECON 363 Global Economic Trends

Credits – 3

Study of the economic, social, population, political, cultural and geographic environment that affects the economic development of the nations and regions of the world. Special emphasis on modern economic trends amid diversity.

Prerequisites: ECON 123

ECON 400 Managerial Economics

Credits – 3

Analysis of modern theory of the firm and its applications: consumer behavior, price, production, costs, markets and economic efficiency. Allocation of the productive resources and the equilibrium theory.

Prerequisites: ECON 123

ECON 401 Macroeconomic Theory

Credits – 3

Determination of national income, price systems, employment, fiscal and monetary policies in economic growth, analysis of expenses, savings, investment and money.

Prerequisites: ECON 123

ECON 403 Environmental Economics

Credits – 3

Problems of the environment: pollution, government functions and market techniques to stop pollution. Economic analysis of cost and benefits of environmental quality. Analysis of government control measures and international efforts to protect the environment.

Prerequisites: ECON 123

ECON 420 International Economics and Finance

Credits – 3

The economy and international trade, the international monetary system, balance of payments, trade barriers, commercial policies and international financial institutions.

Prerequisites: ECON 325, ECON 401

ECON 505 Business Economics

Credits – 3

Study of the application of microeconomic theory and the tools of analysis of decision sciences to achieve efficient solutions in an organization. In order to understand the dynamics of a business and to project its future operations, it is necessary to understand the nature and mechanisms of economic processes. Microeconomics theory provides tools for analysis that integrate the knowledge of statistics, mathematics, and

economic theory. These tools are particularly useful in the decision-making process.

Prerequisites: none

ECON 519 Managerial Economics

Credits – 3

This course studies the use of economic tools in management decision-making to maximize the company's profit. It covers the analysis of demand, income, production, cost, markets, and the relationship between companies and the public sector.

Prerequisites: none

ECON 760 Economic Analysis

Credits – 3

In the first part, basic concepts of international macroeconomics will be discussed. Specifically, topics such as national accounts, balance of payments, exchange rate, capital mobility, monetary policy, and fiscal policy will be explained. The second part of the course will discuss the decision-making under Asymmetric Information and Uncertainty and discuss basic notions of Game Theory. The third part will discuss the Optimization Theory using the Linear Programming. Finally, the fourth part of the course will discuss The Gravity, Comparative Advantage, and Economies of Scale Models.

Prerequisites: none

EDAG 640 Development of Leadership in Education, Theories, and Application

Credits – 3

This course studies the origin and development of the theories and focal points of administrative and general supervision practices. Theories are applied to the complexity of education systems as learning communities. It also covers the general principles that define form and develop leaders and their influence on educational institutions. The course covers the differences between various leadership styles. It also covers the importance of vision, communication, motivation, teamwork, and partnerships with community and stakeholders.

Prerequisites: none

EDAG 641 The Leader and the Learning Communities

Credits – 3

This course analyzes the role of educational leaders in the development of learning communities of educators. It also covers a discussion of the theories and current models of leadership and supervision and includes a comparison and contrast of theoretical framework. Emphasis on change, interpersonal relationships, collaborating with problem-solving and decision-making is incorporated and applied to real-life scenarios. Students will be involved in the development of a shared educational vision.

Prerequisites: EDAG 640, EDUG 605

EDAG 644 Technology for School Administrators

Credits – 3

This course prepares students to apply technology to the areas of administration, instruction, and educational institutions.

Prerequisites: EDUG 605, EDUG 611

EDAG 650 Human Relations, Organizational Climate and the Learning Environment in Educational Institutions

Credits – 3

This course studies the development and evolution of the framework and theories of human relations and organizational climate. It examines the challenges and trends that affect educational organizations as open systems. It also includes analysis of individual, interpersonal, group and organizational behavior and how this influences performance of effective academic leadership. It differentiates between organizational climate and culture. It covers importance of human resources in organizations and strategies for the development of positive organizational climates.

Prerequisites: EDAG 651

EDAG 651 Public School Law, Labor Relations, and Ethical Leadership Education

Credits – 3

This course studies the legal aspects, regulations, and legislation developed and approved for education and public and private educational organizations, in the United States. Analysis of labor relations in education, their effects and influences on educational and administrative decision-making are incorporated in the course. Analysis of legal cases and corresponding jurisprudence in the United States are addressed.

Prerequisites: none

EDAG 652 Budget and Financial System Educational Organizations at the School Level

Credits – 3

This course studies the concept, methods, practices, and systems of financing and budget in public and private educational organizations. Analysis of the budget as a useful means to implement educational planning is studied.

Prerequisites: EDAG 650, EDAG 651, EDAG 657

EDAG 657 Human Resources Management and Development in Educational Leadership

Credits – 3

This course is designed to introduce students to the area of school personnel administration. The course emphasizes in making ethical decisions the processes of planning recruitment selection retention evaluation and termination.

Prerequisites: EDAG 640, EDAG 651

EDAG 662 Multicultural Education for School Administrators

Credits – 3

This course explores multicultural education and its theoretical framework. Students will learn to lead transformation change of systems to meet the dimensions of multicultural educations.

Prerequisites: EDAG 640

EDAG 663 Conflict Resolution for Educational Leaders

Credits – 3

This course assesses the issues involved with problem identification, problem-solving, change enabling, and accountability in relation to theoretical approaches to conflict resolution within the operation of a school. It also examines

the systemic issues involved in interpersonal and organizational change.

Prerequisites: EDAG 650, EDAG 651

EDAG 670 Internship-Practice in Educational Administration Leadership

Credits – 3

In this course, the student will participate in a supervised field experience to gain experience and apply the competencies expected of educational leaders in an actual K-12 setting.

Prerequisites: All courses

EDUC 104 Human Growth and Development

Credits – 3

The course centers on the study of psychological thought related to growth and development from birth through adolescence, and its implications for the teacher and the school. Changes that occur in human beings from the moment of conception and throughout the different stages of life, such as prenatal, infancy, childhood, adolescence and adulthood, are studied from the physical, psychomotor, social, psychological, and moral viewpoints.

Prerequisites: none

EDUC 110 Introduction to Teaching Profession: Theory and Practice

Credits – 3

Historical, philosophical, and sociological foundations of education, current programs, educational/care practices and legal and ethical issues. Includes the study schools and society, school and community/parent relationships, and school/classroom organizational patterns.

Prerequisites: EDUC 171

EDUC 115 Learning Theories

Credits – 3

Application of learning theory and cognitive organization and process. An overview of the development of learning theory and cognitive models in the beginning of human learning and mental processes. The roles of educators and students in the learning process and the impact of the interactive classroom environment on learning are examined.

Prerequisites: EDUC 110

EDUC 120 Curriculum, Planning and Assessment

Credits – 3

An introduction to the systematic process of planning for effective classroom instruction and assessment in context of standards-based education. Theories, methods, and procedures underlying the development and design of curriculum, instruction, assessment and their interrelatedness. Researched based practices designed to improve student learning; develop 21st Century Skills in the classroom; alignment of learning theory and learner variables; removal of barriers to student achievement; and inclusion to meet diverse student needs are discussed. Students will learn how data driven decision-making can lead to improved student achievement.

Prerequisites: EDUC 110

EDUC 125 Classroom and Behavior Management

Credits – 3

Overview of basic principles of classroom organization and management of instruction, including theoretical knowledge about the art and science of classroom management. Behavior management from organizing time, materials, and classroom space to strategies for managing individual and large group student behaviors, transitions, lab activities, and other arrangements for classrooms in general education. A broad range of techniques is presented with attention to social, cultural and gender differences and parent/teacher conferences as factors important to effective classroom management. Code of ethics and standard practices for educators including professional and ethical practices and conduct toward colleagues and students, social media, anti-bullying, suicide and mental health issues are also discussed. 10 hours of Field Experience required.

Prerequisites: EDUC 110

EDUC 135 Philosophical, Sociological and Psychological Foundations in Education

Credits – 3

The course Philosophical Foundations of Education is an introductory course to the knowledge, skills and professional competencies required for the educational preparation of teachers at all levels. It is geared towards the study of the psychological, sociological and philosophical principles in the field of education.

Prerequisites: none

EDUC 171 Human Growth and Development

Credits – 3

A comprehensive introduction to human growth and development, covering theories, research, and real-world applications. Emphasis on the physical, cognitive, social/emotional, and personality development in the following periods of life: prenatal, infancy, toddlerhood, early childhood, middle childhood and adolescence. An examination of varying environmental and cultural backgrounds on child/adolescent growth and development. 10 hours of Field Experience required.

Prerequisites: none

EDUC 172 Educational Psychology

Credits – 3

This course offers a wide overview of concepts related to learning and intelligence and their relationship with human development. Topics discussed are psychometric techniques, styles and theories of learning, emotional development, moral development and ethical conduct, as well as the development of personality, mental and physical health. The course examines the relationship of these theories to educational practice and the role of the teacher.

Prerequisites: EDUC 104

EDUC 172-O Human Growth and Development II

Credits – 3

Interdisciplinary study of human development from adolescence through adulthood. The course integrates the physical, cognitive, socio-emotional and moral dimensions of the

individual and their implications for educational practice. It analyzes the development from cases that are contextualized in the socio-historical, cultural and educational context. The course is developed through case analysis and observations of the developing person.

Prerequisites: EDUC 171

EDUC 202 Teaching Materials and Learning Devices

Credits – 3

This course combines graphic and instructional media processes for education and training purposes. Techniques for integrating media into instruction are examined. Student will develop instructional material taking into consideration principles of communication, appropriate and effective design, and the use and evaluation of these materials.

Prerequisites: none

EDUC 202-O Technology and Materials for Teaching and Learning

Credits – 3

This course covers the application of the design of instruction applying instructional technology in the preparation of teaching materials, as well as the study of communication processes, perception and learning, and its relationship with the design of materials. The student will learn about the importance of planning and designing instruction, and in the selection, usage, and evaluation of resources. In addition, he/she will learn diverse techniques for making instructional materials, different technical sources and how to integrate them to the instructional experience. The concept of technological innovation and its importance in the development of effective educational experiences for students, will be discussed and analyzed.

Prerequisites: COMP 110

EDUC 204 Education for Children with Exceptional Needs and Inclusion

Credits – 3

This is a basic introductory course that covers the physiological, social, historic, political and philosophical foundations of an education for

learners with exceptional needs and strengths (K-12). In addition, this course covers procedures and instruments for assessment and authentic evaluation and programs, models, projects and approaches for teaching and curricular development. Emphasis is placed in the role and responsibility of all the professionals involved in the organization of experiences that will contribute to the holistic development of these learners.

Prerequisites: EDUC 171, EDUC 172

**EDUC 205 Introduction to Assistive Technology
Credits – 3**

This course provides general knowledge about assistive technology for persons with disabilities. Analysis of legal foundations and theoretical considerations in which equipment availability and assistive technology services are the resources to promote the participation of independent living at home, school, or work or community. This course also covers the identification, description, and classification of assistive technology equipment with the purpose of improving the functional capacities in order to improve their quality of life. Field and laboratory experiences are required.

Prerequisites: EDUC 403, EDUC 409

**EDUC 219 Teaching Strategies and
Differentiated Learning Strategies
Credits – 3**

Examine the processes, methods, and techniques for teaching mathematics, social studies, and natural sciences in classrooms that serve diverse student populations. In addition, strategies to incorporate in learner centered curriculum for the diverse population in the elementary classroom. 10 hours of Field Experience required.

Prerequisites: EDUC 110, EDUC 115

**EDUC 220 Technology Integration in the
Classroom
Credits – 3**

Examination of ways in which newer technologies can be integrated effectively in educational settings for the enhancement of

teaching and learning. 10 hours of Field Experience required.

Prerequisites: EDUC 115, EDUC 120, SPED 210

**EDUC 225 Teaching Reading and Writing across
Content Areas
Credits – 3**

This course focuses on the interrelationship of reading and writing in the academic content areas of math, social studies and science. The development of reading comprehension is a major means by which ideas are understood, expressed and shared, and this course prepares for the skills and strategies necessary to teach reading comprehension in all content areas. Students will develop an understanding of the benefits, challenges, and essential components of effective integrated reading comprehension instruction. 10 hours of Field Experience required.

Prerequisites: EDUC 120, EDUC 320, SPED 210

**EDUC 230 Legal, Ethical and Safety in Schools
Credits – 3**

The role of education in children's lives through the analysis of legal, ethical and safety standards and practices that promote children's physical and mental well-being and maintenance of safe learning environments. 10 hours of Field Experience required.

Prerequisites: none

**EDUC 320 Literacy Development and
Instruction
Credits – 3**

Exploration of literacy development from the acquisition of language to critical thinking skills, including the science of teaching reading. Technique for teaching literacy and study strategies in a range of disciplines that help students construct meaning and become more effective readers in the content areas; using appropriate reading levels, adaptation of materials in content areas and assessment procedures including RTI. Emphasis on diversity, differentiation, and assessment tools and practices in effective literacy instruction includes English Language Learners, multicultural

literature, dyslexia and other reading disorders. 20 hours of Field Experience required.

Prerequisites: EDUC 120

EDUC 323 Literature for Children

Credits – 3

Criteria for analysis and evaluation of children's literature in terms of interests, needs, and abilities of children. 10 hours of Field Experience are required.

Prerequisites: EDUC 120, EDUC 320

EDUC 325 Literacy Assessment, Evaluation and Remediation

Credits – 3

An investigation of the needs of individual learners in reading instruction. Survey of informal and standardized instruments for assessing and analyzing students' reading strengths, weaknesses, and disabilities with an emphasis on appropriate strategies to remediate individual student needs, including dyslexia, for promoting optimum reading growth. 10 hours of Field Experience required.

Prerequisites: EDUC 120, EDUC 320

EDUC 330 Cross-Curricular Literacy Materials and Resources

Credits – 3

Examines plan for and implementation of literacy instruction across the content areas. Selecting, evaluating and using developmentally and culturally appropriate materials and resources will be a focus as well as using content literacy strategies, which support independent reading and writing in the content areas.

Prerequisites: EDUC 120, EDUC 320, TESL 315

EDUC 335 Social Studies in Elementary Education

Credits – 3

Pedagogical approaches and methodology in social studies. Emphasis on effective instructional strategies and best practices in social studies to teach for students understanding using technology, manipulatives and aligning curriculum to state assessments. 10 hours of Field Experience required.

Prerequisites: EDUC 120

EDUC 340 Mathematics in Elementary Education

Credits – 3

This course will address pedagogical content knowledge for teaching whole number concepts and operations, integer concepts, rational number concepts, measurement, geometry and algebraic reasoning. 10 hours of Field Experience required.

Prerequisites: EDUC 120

EDUC 345 Science in Elementary Education

Credits – 3

Pedagogical approaches and methodology in science. Emphasis on effective instructional strategies and best practices in science to teach for students understanding using technology, manipulatives and aligning curriculum to state assessments. 10 hours of Field Experience required.

Prerequisites: EDUC 120

EDUC 351 Art, Music and Movement: Pedagogy, Strategies and Management

Credits – 3

Overview of techniques and pedagogy designed to foster development of creative expression in children and adolescents through integrating play, art, music, literature, and movement across the content areas. 10 hours of Field Experience required.

Prerequisites: none

EDUC 363 Curriculum Planning and Design

Credits – 3

The curriculum planning and design course prepare the future teacher to study curricular theories, types of curricula, their organization, models, curricular designs, and concepts. In addition, future teachers will have the opportunity to design and integrate study skills and clarify concepts of the topics discussed in the course to grasp and internalize their responsibilities and commitment to students. Lesson planning and classroom organization are also discussed.

Prerequisites: none

EDUC 403 Curriculum Design

Credits – 3

This course focuses on the evaluation and practice of the methodologies, techniques, and approaches to curriculum design at the school level. It also discusses curriculum design models. The course covers the study and analysis of the curriculum guide, the expectations, and standards that make up the school curriculum. It reflects upon the skills of critical thinking and creative construction of knowledge in the domains of competencies, skills, and attitudes.

Prerequisites: none

EDUC 409 Learning Evaluation and Planning

Credits – 3

This course introduces the principles and foundations of evaluation and measurement, means and techniques for quantitative, as well as qualitative evaluation. The course includes the application, interpretation, and analyses of results within the learning process.

Prerequisites: EDUC 403

EDUC 410 Interdisciplinary Pedagogy and Methods: Construction

Credits – 3

This course complements the field-based experience so that students can further explore standards-based curriculum design with the alignment of state curriculum and standards. Students will have opportunity to use of research-based teaching strategies, developmentally and culturally appropriate teaching methodologies and pedagogies and reflect on their practice. They will use curricular development models and instructional methods to integrate reading/writing across the curriculum and technology. They will develop lesson plans applying research-based methods and strategies for areas such as learning centers, stations, and formative assessments.

Co-requisites: EDUC 415

EDUC 410-O Teaching Math at the Primary Level

Credits – 3

This course focuses on the principles, foundation, and methods of teaching math at

the primary level. It incorporates the analysis of required math standards. The course includes research-based practices to teach math effectively to impact student achievement. The course incorporates the requirements for math state assessment.

Prerequisites: EDUC 403, EDUC 409, MATH 112

EDUC 411 Teaching Sciences at the Primary Level

Credits – 3

This course focuses on the principles, foundation, and methods of teaching science at the primary level. It incorporates the analysis of required science standards. The course includes research-based practices to teach science effectively to impact student achievement. The course incorporates the requirements for science state assessment.

Prerequisites: EDUC 403, EDUC 409, SCIE 112

EDUC 414 Language Arts at the Primary Level

Credits – 3

This course will study and analyze the curriculum guides and standards of language arts at the primary level (K-3). The course will give emphasis in grammar and oral practice, reading and writing skill for the primary levels.

Prerequisites: EDUC 403, EDUC 409, ENGL 251 or ENGL 116

EDUC 415 Internship I

Credits – 3

The Student Teacher will fulfill the state's requirement of a clinical, supervised student teaching experience by completing Internship I and Internship II in the last two semesters of the program of study. This course of study is designed for pre--service teachers to gain further understanding of the nature of teaching and the overall management of classrooms in a field experience. The primary focus is to prepare interns to become aware of the central concepts and structures of teaching through regular and frequent interaction with students, classroom teachers, parents, and with university faculty and supervisors in a public or accredited private school setting.

Prerequisites: EDUC 120, EDUC 125, EDUC 320, SPED 210

EDUC 421 Interdisciplinary Pedagogy and Methods: Differentiation

Credits – 3

This course complements the field-based experience so that students can further explore curricular design to include alignment of state curriculum to state assessments with an emphasis on differentiated instruction. An emphasis on the use of differentiated activities such as in centers and stations to support instruction as well as activities for community engagement and field trips will be addressed as effective approaches to differentiation. Students will also address technology and the fine arts in creating learning activities that are developmentally appropriate.

Co-requisites: EDUC 425

EDUC 425 Internship II

Credits – 3

The Student Teacher will fulfill the state's requirement of a clinical, supervised student teaching experience by completing Internship I and Internship II in the last two semesters of the program of study. This course of study is designed for pre--service teachers to gain further understanding of the nature of teaching and the overall management of classrooms in a field experience. The primary focus is to prepare interns to become aware of the central concepts and structures of teaching through regular and frequent interaction with students, classroom teachers, parents, and with university faculty and supervisors in a public or accredited private school setting.

Prerequisites: EDUC 415

EDUC 435 Interdisciplinary Seminar

Credits – 3

This course is a professional seminar blending socio-humanistic and scientific academic knowledge that students have developed during their teacher preparation courses. Discussion and analysis of trends, methods, and innovations related to fundamental knowledge and communication competencies of the future

teacher in his/her local and global context as required in the state. Emphasis in case studies, problem-solving, themes discussion and application of technology are incorporated.

Prerequisites: All core professional courses and major courses

EDUC 436 Pedagogical Integration Seminar

Credits – 3

This course integrates academic and professional knowledge obtained throughout the course of study of future teachers. Innovations in education, methods, techniques, and strategies are discussed and analyzed. A review of sociological, philosophical and psychological foundations of education will be included in this course as a preparation for the teacher's certification examination requirements in the state.

Prerequisites: EDUC 435

EDUC 501 Principles and Development of Curriculum

Credits – 3

This course presents the theory, practice and the roles of the major participants in the design and development of curriculum for English learners. Students will use different models of curriculum development.

Prerequisites: EDUC 550, EDUC 564

EDUC 512 Educational Innovations and Strategies in ESL

Credits – 3

The graduate student will analyze and evaluate educational innovations and best practices in teaching and learning English as a second language that meets the needs of English learners in the 21st century. Students will explore innovative strategies and techniques in the areas of curriculum, assessment, evaluation, and teaching, including integrating technology.

Prerequisites: EDUC 501, EDUC 569

EDUC 550 Second Language Acquisition

Credits – 3

This course analyzes the theories related to the process of language development, language learning, language acquisition and the practice

to impact student achievement. It also includes the methodologies, approaches and techniques for English language acquisition for in learning and literacy.

Prerequisites: none

EDUC 551 Reading Processes in a Second Language Setting

Credits – 3

This course includes the study and analysis of current theories, approaches, and techniques to develop literacy for English learners. Students will explore literacy standards within ESL language program models (primary, secondary, adult).

Prerequisites: EDUC 550

EDUC 553 ESOL Curriculum and Materials Development

Credits – 3

This course is designed for students to be able to determine developmentally and linguistically appropriate resources and materials for the purpose of curricular planning, instruction, and assessment. Students will determine alignment to standard expectations so that English learners in ESL program meet language and content expectations on assessments.

Prerequisites: EDUC 501, EDUC 551

EDUC 555 Development of Communication Skills in English

Credits – 3

This course will focus on the identification of activities that promote second-language acquisition in each language domain of listening comprehension, speaking and writing. Students will explore developmentally and linguistically appropriate approaches and techniques to develop English language learners' level of proficiency in each domain.

Prerequisites: EDUC 501, EDUC 569

EDUC 564 Applied Linguistics for ESOL Teachers

Credits – 3

This course focuses on addressing the practical issues in the fields of language acquisition, language teaching and literacy as they relate to English learners. Students will determine the

resources, training, practice methods and techniques to best solve the difficulties related to teaching English as a second language. Students will determine the practical application of linguistic theories to presenting solutions to address concerns in the teaching and learning of English learners.

Prerequisites: EDUC 555

EDUC 566 Methods of Teaching English as a Second Language

Credits – 3

This course examines the various methods for teaching English as a second language, as well as its principles & foundations. It reviews the evaluation, design and adaptation of materials for teaching English as a second language.

Prerequisites: none

EDUC 567 Cross-Cultural Communication and Understanding

Credits – 3

In this course, students will examine their personal cultural and linguistic awareness to be able to evaluate what cultural and linguistic considerations need to be taken in the teaching and learning in the ESL classroom. Students will examine the existing language and content to be able to retool content, approaches, methods and techniques to better prepare English learners for the many environments that include cross-cultural interactions.

Prerequisites: EDUC 501, EDUC 569

EDUC 569 Testing and Evaluation of ESOL

Credits – 3

This course introduces future teachers to second language acquisition and learning classroom-based assessment methodologies to determine proficiency in listening speaking, reading and writing skills. Students will examine state or program language expectations to plan backwards so that English learners meet content and language proficiency standards and to determine if there are needed linguistic accommodations.

Prerequisites: EDUC 501, EDUC 551

EDUC 576 Introduction to School Counseling**Credits – 3**

This course offers a professional orientation to the counseling field including history, and philosophy, functions, roles, and operations of a comprehensive school counseling program in elementary and secondary schools. It will also introduce the students to theories, approaches and stages of process to meet national and state standards accordingly.

Prerequisites: none**EDUC 580 Education Psychology: Human****Growth and Development****Credits – 3**

This course covers the study of theories of human development as seen from different perspectives: biological, social, philosophical, historical, and psychological dimensions. It examines the physical, moral, sexual, social, and cognitive development of individuals from conception through the aging process. Human development is analyzed as a continuous process throughout a lifespan, given special attention to the social and cultural contents in which human development occurs.

Prerequisites: none**EDUC 582 Legal and Ethical Issues in****Professional Counseling****Credits – 3**

This course covers the study of the ethical and legal issues related to the guidance and counseling process. Emphasis is given to legal dispositions related to the services, procedures and the rights of individuals involved in the process. The course also provides the student with knowledge of ethical codes and standards for the counseling profession.

Prerequisites: EDUC 580, ESCS 578**EDUC 584 Individual Counseling Techniques****Credits – 3**

Study and analysis of theories, techniques, and the process of counseling in different settings will be explored. This course includes the study and discussion on establishing effective counseling relationship with clients, interaction

processes, ethical and professional issues.

Prerequisites: EDUC 588, EDUC 633**EDUC 585 Group Counseling Techniques****Credits – 3**

This course includes the study and analysis of theories, techniques, and procedures used in group guidance and counseling. Discussion of topics such as purposes and goals of group guidance and counseling, advantages/disadvantages, selection of members, roles, and leadership as well as the different phases of the process.

Prerequisites: EDUC 588, EDUC 633**EDUC 586 Career Counseling****Credits – 3**

This course examines studies and analyzes foundations, theories and principles of career counseling.

Prerequisites: EDUC 636**EDUC 588 Instruments and Techniques for Measurement and Assessment****Credits – 3**

This course includes the study of instruments and techniques used for assessment, measurement, and evaluation. The purpose, characteristics, types of standardized tests, scale observations, and records will be analyzed. Emphasis is placed on aptitude, achievement, intelligence, and personality tests. Ethical test use, diversity and inclusion issues are also addressed in serving student populations.

Prerequisites: EDUC 580, ESCS 578**EDUC 600 Educational Research Methods in ESOL****Credits – 3**

This course is a study of educational research methodologies and theories in ESOL. It places emphasis on practical applications of research findings and teacher conducted research to classroom practice.

Prerequisites: EDUC 501, EDUC 551, EDUC 569**EDUC 604 Knowledge Integration Seminar in ESOL****Credits – 3**

This course has been designed to provide students the opportunity to revise, examine, and critically discussed knowledge integration related with the educational system in the United States of America. Emphasis will be given to the evolution of the educational system during the end of the 20th century and the beginning of the 21st century. Challenges and concerns affecting today's educational system and their impact to academic achievement will be the prime focus to classroom discussion.

Prerequisites: EDUC 600

EDUC 617 Research Seminar

Credits – 3

Research course based on the development of a pedagogical intervention focused on the teaching and learning of English as a second language of English learners (ELs). The intervention will be a contribution to the field of teaching English as a second language as it applies to educational systems, classrooms, schools, districts, or the community in general.

Prerequisites: EDUC 600

EDUC 618 Counseling for Children and Adolescents

Credits – 3

This course examines the theories and techniques of counseling children and adolescents in the school community, private practice, or an agency. It includes the study of counseling children and adolescents with special needs, such as emotional and/or behavioral problems, learning disabilities, cultural and/or linguistically diversity, and physical challenges. This course also studies other specific issues, such as the use and abuse of controlled substances, school violence, dropouts, child abuse, self-esteem, grief and loss, and divorce.

Prerequisites: EDUC 635

EDUC 632 Multicultural Counseling

Credits – 3

This course is designed to analyze theories and models related to multicultural counseling. Emphasis is given to the development of cultural identity as a component of diversity. The course also examines knowledge and research related to

social factors such as gender, race, ethnicity, prejudice, culture, sexual orientation, physical impairments, mental disabilities, and intellectual ability that impact diverse populations. Counseling interventions for specific populations will be discussed.

Prerequisites: EDUC 576

EDUC 633 Counseling Theories

Credits – 3

This course examines major theoretical systems of counseling and psychotherapy such as psychoanalysis, existential, humanistic, person-centered, gestalt, reality therapy, behaviorism, cognitive/behavior, feminist, and family systems. This course includes the study of how different theories suggest interventions and techniques to help people change, the characteristics of an effective counselor and the development of the therapeutic relationship. It provides an overview of the impact of technology on the counseling process and its practice and application.

Prerequisites: EDUC 576

EDUC 635 Educational Research Methods

Credits – 3

This course covers the study of the nature of scientific investigation and its application to the educational research process. It also studies the different research methods and its investigative phases. Emphasis will be given to the proposal design: problem identification, hypothesis or guide questions, literature review and the investigation methodology. The student will present a research proposal at the end of the course.

Prerequisites: EDUC 584, EDUC 585

EDUC 636 Development and Management of Counseling Programs

Credits – 3

This course focuses on the philosophy of counseling/advising in comprehensive models and their development and management. Students demonstrate professional knowledge, skills and competencies needed to promote academic excellence in addition, the personal, emotional, and social development of their target population. The course emphasizes the critical

role of counselors or advisors in different settings such as K-12 school, higher education, business or community organizations. Students will analyze strategies to develop, plan, implement and assess programs in education, community, and businesses based on their major. Students will also examine different models and strategies of case management, with emphasis on basic interviewing and assessment strategies, case conceptualization, effective intervention strategies, and effective documentation. This course will familiarize students with content areas: terminology, process, leadership, assessment of culture and structure within a variety of systems.

Prerequisites: EDUC 582, EDUC 588

EDUC 637 Practicum in School Counseling

Credits – 3

This course is a formative experience in school counseling. It consists of 100 hours of a practicum experience under the supervision of a certified school counselor in an elementary or secondary school. The practicum must include 40 direct service hours in individual and group interventions and other counselor related activities. It focuses on the development competencies in individual and group counseling in the school interacting with parents, students, and school personnel.

Prerequisites: EDUC 584, EDUC 585, EDUC 633

EDUC 638 Internship in School Counseling

Credits – 3

This course requires the student to complete 600 hours in a public or private school setting and under the supervision of a certified professional counselor with at least 240 hours of direct service. This course emphasizes the development and application of the skills and techniques of counseling in the personal/social, academic and career areas. The student will be exposed to the legal and ethical issues inherent in the provision of services and the counseling process.

Prerequisites: EDUC 637, EDUC 645

EDUC 645 Counseling in Schools

Credits – 3

This course is an introduction to the school counseling profession. The course evaluates professional aspects including history, organizational structure, and multicultural standards, legal and ethical aspects. It explores the School Counseling profession with emphasis in the cognitive, emotional, affective, academic, and social areas in children and adolescents.

Prerequisites: EDUC 584, EDUC 585, TESL 523

EDUC 714 Historical and Philosophical Perspectives in Education

Credits – 3

This course is an examination of the historical and philosophical bases of education in the context of the United States and other countries, and how they relate to the decisions taken by leaders in educational institutions. Students will examine their personal philosophy of education as they identify the philosophies that permeate in the different institutions represented by the participants in the class.

Prerequisites: none

EDUC 715 Social, Cultural and Political Dimensions of Educational Organization

Credits – 3

This course will examine the social, cultural, political and any other current factors that impact educational organizations. Students will have the opportunity to use inquiry and research skills to understand the influence of these factors on their leadership role and meeting expected outcomes.

Prerequisites: none

EDUC 716 Contemporary Problems and Issues

Credits – 3

Students will identify and examine the current and emerging issues and trends in the field of education. Students will explore topics based on current national trends to identify, describe, analyze and develop action plans to address issues and trends as an educational leader.

Prerequisites: none

EDUC 717 Legal Issue in Education

Credits – 3

This course examines educational governance, policy and legal issues that impact education environments and the role of the educational leader in addressing them strategically and effectively.

Prerequisites: none

EDUC 718 Ethics and Education

Credits – 3

This course examines current and emerging ethical issues and dilemmas in the educational environment. Students review their professional and ethical standards as educational leaders to address ethical dilemmas by building awareness of what is at stake, employing reasoning skills to examine cases and implementing strategies to solve them.

Prerequisites: none

EDUC 720 Contemporary Theories of Child Development

Credits – 3

The study of the complexity of child development through examining physical, and social theories, as well as empirical studies from conception to early years. The emphasis is on the development theories and the importance for the learning process in the child; there will be pertinent literature search, discussion and critique.

Prerequisites: EDUC 901

EDUC 721 Teaching at the Pre-School/Primary Level 3: Trends and Innovations

Credits – 3

This course examines the mainstream and innovative thought in Child Education for the 21st Century. How are we thinking about teaching, how do we put it into action in order to prepare the students for the challenges to come and how can we translate all this into an efficient curriculum. There will be lectures in a seminar setting that will provide the doctoral candidate with a solid base to analyze the different and newer tendencies in the field. This setting will also allow the student to develop their own positions, to defend them as well as appreciate and utilize viewpoints different from their own.

Prerequisites: EDUC 901

EDUC 722 Qualitative Research in Children's Education

Credits – 3

This course will make the student familiar with Qualitative Research in Child Education. It will focus on methodology, analysis and data interpretation. Based on the lectures we will offer the opportunity to discuss teaching strategies as well as research/investigation related to the child that age.

Prerequisites: EDUC 901

EDUC 723 Organization and Governance on Higher Education

Credits – 3

This course has been designed for doctoral students who work or intend to work in higher education institutions. Themes to be discussed and analyzed will be the organizational structure, and governance procedures used in higher education. To be discussed will be the duties and responsibilities of the different governing positions and bodies; and how the incumbents are appointed. The role of accrediting agencies will be examined Research activities related to both academic and administrative governance will be required.

Prerequisites: EDUC 901

EDUC 724 Student Services in Higher Education Institutions

Credits – 3

The course focuses on the analysis of theories, origin and practices related to student services in higher education institutions. The theoretical background, roles and responsibilities of student services personnel, organizational structures and relevant issues of this field are some of the topics to be analyzed.

Prerequisites: EDUC 901

EDUC 800 Higher Education Leadership and Administration

Credits – 3

This course, Higher Education Leadership and Administration, will explore leadership in higher education and considerations related to the future status of higher education. The primary focus of the course is the study of the complexity

of governance and structures in Higher Education. Contemporary issues affecting Higher Education will also be addressed. The examination of characteristics of successful leaders will occur through readings and personal interactions.

Prerequisites: EDUC 901

EDUC 801 Project Management in Education

Credits – 3

This course was developed to provide the students the group of knowledge, skills and techniques in the project management field. With this body of knowledge, the students can help educational organizations to meet their goals and expectations by the use of strategies to manage the process of planning, development and control of projects.

Prerequisites: EDUC 804, EDUC 806

EDUC 802 School Finance

Credits – 3

This course was designed as a general one of school finance. It was divided in three main areas: Context of the School Finance, Strategic Planning as the Base for Budgeting, The Budget Process in Education and Financial Management in Education. The student will have the opportunity to see the school finance as a process in which planning, budgeting and administration are integrated in order to achieve the organizational goals.

Prerequisites: EDUC 804, EDUC 805

EDUC 803 Evaluation of Instructional Programs: Theory and Application

Credits – 3

This course examines evaluation strategies, techniques and models applicable to the evaluation of instructional programs that educational leaders must plan, implement, monitor and evaluate to improve learning and teaching. The course allows students to analyze and design appropriate strategies for evaluating curriculum.

Prerequisites: EDUC 805, EDUC 806

EDUC 804 Leadership: Models and Strategies

Credits – 3

This course is a comprehensive study of the theory base for leadership, analysis of leadership and management processes, exploration of individual assets and liabilities of leaders, examination of leadership in groups.

Prerequisites: none

EDUC 805 Instructional Leadership

Credits – 3

This course focuses on leadership for the improvement of instruction. It covers current research on school and teaching effectiveness, instructional methodologies, staff development and school climate.

Prerequisites: EDUC 804

EDUC 806 Leading Organizational Change

Credits – 3

Study and analysis of change theories and the role of the educational leader in initiating, developing, managing, and balancing change process in educational institutions. Emphasis will be placed on developing leadership skills for crafting a vision, mission, and strategic plans for change.

Prerequisites: EDUC 804

EDUC 807 Leadership, Community Relations and Partnerships

Credits – 3

This course addresses the identification and utilization of community resources and the creation of partnerships, community linkages and collaborations efforts to provide for best educational practices and opportunities for students. Special attention is focused on the role of school and community leaders in the development and improvement of networks.

Prerequisites: EDUC 804, EDUC 805, EDUC 806

EDUC 808 Educational Technology

Credits – 3

The various uses of computers in education are examined in depth as participants are introduced to a wide variety of educational software and the Internet, and explore pedagogical issues raised by the use of computers for students, teachers and school administrators. These include the consequence for learning problem solving, organizing data, creativity and an integrated

curriculum. Finally, the course looks at ways in which technology may be used as a tool to facilitate changes in the ways teachers teach and students learn.

Prerequisites: EDUC 901

EDUC 809 Instructional Systems Design

Credits – 3

This course introduces the principles of instructional design with emphasis on the role of learning technology-based tools. Discussion of instructional design concepts that are fundamental for educators, including school psychologists, curriculum designers, special education teachers, administrators, and counselors. Students are introduced to different models of instructional design as a systematic planning of learning activities in which information is transferred to a learner. Students will complete a series of instructional design assignments using both traditional teaching tools and modern technology-based tools.

Prerequisites: EDUC 814

EDUC 810 Technology and Media in Education and Training

Credits – 3

The course introduces skills, knowledge, and hands on experience that are necessary to integrate educational technology in a natural, meaningful, and relevant way into the learning environment. The course provides a foundation for understanding ways technologies might address different learning styles, as well as an understanding of the rapidly changing field of educational technology, and the implication of these changes on the culture of the classroom and the roles of the teacher and the student. Also, the course includes the development of skills necessary to make the student a competent user of computer and communications technologies both as productivity tools and a standard tool for teaching and learning in the classroom.

Prerequisites: EDUC 901

EDUC 811 Theory and Practice of Distance Education

Credits – 3

Study of the theory and practice of distance education and its application to the planning, development, utilization and evaluation of distance education systems in educational environments.

Prerequisites: EDUC 901

EDUC 812 Teaching, Learning and Cognition

Credits – 3

This course examines the theoretical and empirical research on human learning and information processing. It emphasizes current perspectives on the nature of mind, brain-based learning, academic learning, and implications for teaching. Analysis will center on processes underlying cognition.

Prerequisites: none

EDUC 813 Models and Styles of Teaching and Learning

Credits – 3

This course examines research findings related to effective teaching practices. Students analyze the instructional models and strategies of teaching and probe the theories and research applicable to the different models. They also consider how students' diverse learning styles can be affected by the dichotomy between the research of teaching and the practice of teaching.

Prerequisites: EDUC 812

EDUC 814 Curriculum Theory and Design

Credits – 3

Discussion and analysis of theoretical assumptions underlying curriculum designs. To be discussed are decision making skills needed to determine a curriculum design, problems related to curriculum design, strategies for constructing, developing and implementing curriculum that is consistent with specific theoretical principles.

Prerequisites: none

EDUC 815 Curriculum Planning and Development

Credits – 3

This course is designed to analyze the influence of contemporary society and government agencies on curriculum planning and development. The historical context in which curriculum is

developed and modified is examined as well as theories related to the purposes of education and curricular expectations. Other themes to be discussed and analyzed are learning theories as related to curriculum development and evaluation, the environmental factors as they influence curriculum planning, and the impact of technological innovations on curriculum development.

Prerequisites: EDUC 814, EDUC 809

EDUC 816 Creating Learning Environments for Diverse Students

Credits – 3

Examination and discussion of the complexities of teaching. Discussion of the powerful impact of classroom environment behavior and maturation upon learning. The course examines topics such as student perceptions about the classroom and their learning necessary for anticipated learning to occur, ways teachers use to learn about their students, approaches to student motivation, and the concept of effective classroom instruction.

Prerequisites: EDUC 901

EDUC 817 Behavior Modification in the Classroom

Credits – 3

Study and analysis of approaches management and motivational strategies that will enhance student behavior and performance. Topics to be discussed include applied behavior analysis, behavior analysis techniques, criteria and procedures for selecting, defining and measuring behavior, and behavior modification. Technology as a tool for behavior management is discussed and applied.

Prerequisites: EDUC 901

EDUC 818 Early Identification of At-risk Students

Credits – 3

This course delineates at-risk behaviors of youth of today, including substance abuse, teen pregnancy, delinquency, violence, and youth suicide. Data on the five at-risk categories, treatment approaches and prevention strategies that focus on the family, the school and the individuals are presented. Legal issues and

concerns for human service professionals are also to be examined.

Prerequisites: EDUC 901

EDUC 819 Language Development Issues in the Curriculum

Credits – 3

This course will focus on a range of issues related to the teaching and learning in schools that host language programs. It will analytically examine education paradigms, language teaching methodologies, policies, and practices, as compared to bilingual education models in the United States and other parts of the world. The course will also examine language teacher education and teacher training in addition to the sociopolitical climate for language teaching.

Prerequisites: EDUC 901

EDUC 820 Teaching in Multicultural Environments

Credits – 3

The course focuses on issues related to cultural diversity and the implications for curriculum development within a multicultural dimension of culture, essential historical and sociopolitical backgrounds represented by the school populations and language. The appropriate use of instructional strategies for integrating language teaching within the content areas will also be emphasized.

Prerequisites: EDUC 901

EDUC 821 Research on Second Language Acquisition and Bilingualism

Credits – 3

Discussion and analysis of theoretical assumptions and research literature in the processes of ESL writing. The nature of writing, as well as the linguistic and cognitive problems faced by ESL writers, are examined in this course. Teaching implications and research issues in ESL writing are also discussed.

Prerequisites: EDUC 901

EDUC 822 Electronic Databases and Information Systems

Credits – 3

Development and use of on-line, e-books and CD – ROMS information services. Study of available databases in different field. Emphasis is placed in strategies for the use of thesaurus as a research tool. It includes Boolean Search Strategies and online Data Base topics. Includes conducting on-line and CD-ROMS searches, client interview, developing, promoting and evaluating on-line services, current trends.

Prerequisites: EDUC 901

EDUC 823 Advance Organization of Bibliographical Resources

Credits – 3

Study of information resources organization in automated environments. Different classifications system and cataloging processes will be studied and analyzed using automated library systems and electronics resources. Emphasis will be given to workshops using computerized systems in information centers.

Prerequisites: EDUC 901

EDUC 824 Seminar: Special topics in Library and Information Sciences

Credits – 3

Discussion of advanced topics trends and problems in library and Information services. Students will be required to investigate selected topics related to their field and the education.

Prerequisites: EDUC 901

EDUC 825 Anthropological and Cultural Concepts

Credits – 3

Study and analysis of the most outstanding themes of cultural anthropology, folk arts and their relationship with the elementary and secondary school curriculum. Emphasis will be given to themes related to culture, religion, religious beliefs, myths, time and space, and the occurrence of these themes in folk arts.

Prerequisites: EDUC 901

EDUC 826 Research in Folk Arts and Fine Arts Education

Credits – 3

The course is designed to provide doctoral students tools to develop research projects in

themes related to the use of folk and fine arts in teaching other subjects, such as ethnomusicology, new discoveries of the effects of teaching arts on cognitive learning, folk arts as teaching strategies, the aesthetic and educational quality of artistic expressions, implications of high technology for teaching arts, and others. The student will design and complete a research paper related to one of the areas discussed in the class.

Prerequisites: EDUC 901

EDUC 827 Artistic and Cultural Expressions in Latin American and Caribbean Education

Credits – 3

Study of one or more cultures of the Caribbean and/ or Latin America from the perspective of popular arts and their effect on the education of each country studied.

Prerequisites: EDUC 901

EDUC 828 Seminar and Practicum in University Curriculum and Teaching

Credits – 3

This course offers the opportunity to put knowledge, skills and professional skills into practice in educational and / or community settings. The theories, models and designs used for the teaching and / or administration of educational programs and projects are applied. It develops, in a practice setting, a project that depends on the priorities and needs of the same. Among the teacher's quasi-administrative tasks are developing a new program, project or course, evaluating existing programs or courses, offering training workshops, writing a proposal for external funds, etc. The criteria of confidentiality and teamwork skills are applied to prepare the doctoral student for future professional experiences.

Prerequisites: EDUC 901

EDUC 900 Research Seminar

This course is designed to assist in the preparation of the concept paper before preparing the dissertation proposal for formal defense. The concept paper is an abbreviated version of Chapters 1, 2, 3, which will eventually form the dissertation proposal. It is also used to

engage potential dissertation committee members. Students will develop their general ideas about their dissertation topic into a structure, research strategy and drafting the framing of the first three (3) chapters of the doctoral dissertation. Students will address feedback and revise the concept paper. To continue to Dissertation I, each part of the concept paper must score 80 or better on the concept paper rubric.

Credits – 3

Prerequisites: Pass the Comprehensive Test

EDUC 901 Research Methods in Education

Credits – 3

Concepts, methods, and problems in educational research are considered: discovering the periodicals in one's fields, steps in the research process, developing research questions, design of instruments, methods of data collection and analysis, interpreting results, and writing research reports.

Prerequisites: none

EDUC 902 Statistical Methods in Education

Credits – 3

Course designed to equip doctoral students with the essential statistical concepts for developing statistical designs in their own research. In addition to the fundamental principles of descriptive and inferential statistics, students will learn to use computers to compute data and to interpret computer-generated results produced by statistical software (SPSS). Course topics include measurements of central tendency, variability, relative position, and correlation; sampling and probability distributions; tests of significance; t-tests; analysis of variance; chi-square tests; and regression analysis. Analysis of data with SPSS.

Prerequisites: EDUC 901

EDUC 903 Qualitative Research Methods

Credits – 3

This course focuses on the principles, theories, structure and processes of qualitative research. Different research methods such as focus groups, case studies, ethnographical and phenomenological studies are analyzed. In depth

discussion of techniques for collecting and analyzing data for qualitative research is emphasized.

Prerequisites: EDUC 901, EDUC 902

EDUC 904 Quantitative Research Methods

Credits - 3

The course focuses on the structure and process of quantitative research in education. Concepts of probability, cause and effect, internal and external validity, sampling techniques, data gathering and analysis and methodology for quantitative research are discussed in this course. Topics related to computerized applications for data analysis and ethical considerations are also discussed.

Prerequisites: EDUC 901, EDUC 902

EDUC 905 Dissertation I

Credits – 3

This required course of dissertation writing is designed, to aid the student in producing a sound proposal that will include the review of the literature. The proposal will then be submitted to the dissertation committee who must notify the doctoral candidate and the Faculty of the School of Education, in writing, that the proposal has been accepted.

Prerequisites: EDUC 900

EDUC 906 Dissertation II

Credits – 3

This required course of dissertation writing is designed to produce an introduction, a review of the literature, a conceptual framework that will justify his/her investigation and a description of the methodology for the dissertation. Student should have started the collection of data for the investigation proposed. It is completed with the successful completion of the first three chapters of the dissertation as evidenced by the approval by the candidate's dissertation committee.

Prerequisites: EDUC 905

EDUG 535 Action Research Evaluation

Credits – 3

This course explores the concept of "Action Research" as a form of evaluation to help improve instruction and teaching practices.

Students will be introduced to research methods for the purpose or aim to seek to solve a practical problem in the areas of teaching and learning of English learners. Students will explore the concepts and types of action research and learn the essentials of proposal writing to be able to identify and write an abbreviated proposal for an action research project.

Prerequisites: EDAG 641, EDUG 611

EDUG 605 Public School Curriculum and Instruction

Credits – 3

This course explores the role of the educational leader in curriculum development, implementation, evaluation, and revision.

Prerequisites: EDAG 640

EDUG 611 Evaluation, Measurement, and Assessment of the Teaching Learning Processes

Credits – 3

A study of the processes of assessment, measurement, and evaluation applicable to the process within educational systems. The course examines the design and application of instruments aligned to the evaluation and assessment processes that impact classroom practices.

Prerequisites: EDUG 605, EDAG 640, EDAG 657

EETE 216 Industrial Electronics

Credits – 3

The course covers the theory and practice of modern electronic devices that are used in industrial applications. Topics include the use of the transistor switch as a decision circuit maker; programmable logic controllers; triacs and thyristors.

Prerequisites: MATH 151

EETE 223 Fundamentals of Computer Electronic

Credits – 3

The course covers the theoretical concepts of number systems and codes, digital electronics, signals and switches, logic modules and Boolean algebra, combinational logic circuits and related devices. Topics include Digital Arithmetic: operations and circuits. Code converters, multiplexers and demultiplexers. Furthermore,

analyze digital circuits that are used in computers, communications systems and medical equipment.

Prerequisites: ENGI 122, MATH 152; **Co-requisites:** EETE 223L

EETE 223L Fundamentals of Computer Electronic Laboratory

Credit – 1

This laboratory course provides students with theoretical concepts and practical skills in digital electronics. It discusses the concepts of Boolean Algebra, combinational logic circuits, multiplexers and demultiplexers. The issues are addressed to the operating principles, selection and specifications of different digital devices. Also, in this course apply the safety rules and the practical principles of logic gates such as: gates "and", "or", "nor" and others.

Prerequisites: ENGI 122, MATH 152; **Co-requisites:** EETE 223

EETE 255 Fundamentals of Microprocessors

Credits – 4

Covers an introduction to microprocessor-based systems. Includes the 80X86 microprocessor, Pentium, software architecture, programming and hardware architecture. Advanced topics.

Prerequisites: EETE 223, EETE 223L

ENGI 122 Introduction to Computer Programming

Credits – 3

This course is an introduction to computer programming and the Visual Basic (VB) programming language. The first half of the course covers VB for Applications using Excel and the fundamental programming structures of control statements, loops, operators, and functions. The second half of the course explores programming applications using other VB compiler options. Problem analysis, algorithms, flowcharts, and structured programming concepts are used throughout the course.

Prerequisites: FSEN 100; **Co-requisites:** MATH 151

ENGI 161 Engineering Technology Graphics

Credits – 3

The course centers on the principles of engineering drawing using sketching and computer graphics (Solid Work). It includes and introduction to descriptive geometry. The fundamentals of orthographic projections, pictorials, auxiliary views, sectioning, dimensioning, tolerance, and working drawings are also presented. In addition, the student will apply freehand techniques to sketch oblique and isometric 3D projections.

Prerequisites: MATH 151, ENGI 122

**ENGL 101 Introductory English Language
Course Basic Level I**

Credits – 3

This course is a comprehensive based offering for first year students. It includes basic grammar structures, oral practice, reading, and writing activities.

Prerequisites: none

**ENGL 103 Introductory English Language
Course Basic Level II**

Credits – 3

The emphasis of this course is placed on the study of grammar and the strengthening of basic reading comprehension and composition skills.

Prerequisites: ENGL 101

**ENGL 101 – 102 Introduction to English
Language - Basic Level**

Credits – 6

This course emphasizes the development of basic written communication and reading skills. Grammar instruction is provided for students who need to improve their proficiency in English.

Prerequisites: ENGL 101 for ENGL 102

**ENGL 103 – 104 Introduction to English
Language - Intermediate Level**

Credits – 6

A thorough study of intermediate English grammar leading to the development of basic speaking, listening, reading and writing skills.

Prerequisites: ENGL 103 for ENGL 104

**ENGL 105 – 106 Introduction to English
Language - Advanced Level**

Credits – 6

This course includes a review of grammar emphasizing written communication through the study of the content and form of the essay.

Prerequisites: ENGL 105 for ENGL 106

ENGL 115 English Reading and Writing I

Credits – 4

This course introduces students to the writing, reading and thinking skills necessary to compose university level essays that demonstrate proficiency developing and organizing ideas, using language effectively and writing in standard English. Students will develop critical reading skills to analyze writing techniques and strategies that can be used to improve their own writing. This course requires the use of E-Lab and/or the Language Lab guided by the course English faculty.

Prerequisites: none

ENGL 116 English Reading and Writing II

Credits – 4

This course is a continuation of the first-year English course, ENGL 115 that is designed to build the writing and thinking skills of students to be able to analyze different texts, think critically about other perspectives, conduct research, and use evidence to support ideas. This course requires the use of E-Lab and/or the Language Lab guided by the course English faculty.

Prerequisites: ENGL 115

ENGL 150 English Composition I

Credits – 3

English Composition I provide students with an academic foundation in writing. Students will learn scholarly research methods and the process of writing. Special attention is given to the professional purpose and audience writing.

Prerequisites: none

ENGL 151 English Composition I

Credits – 4

English Composition I provide students with an academic foundation in writing. Students will learn scholarly research methods and the process of writing. Special attention is given to

the professional purpose and audience writing. Includes a writing lab component.

Prerequisites: none

ENGL 212 English Second Year Basic Level

Credits – 3

Emphasizes vocabulary development and grammar structures for effective oral and written business communication. Required course for Business Administration students.

Prerequisites: ENGL 101-102, or ENGL 103-104 or ENGL 105-106

ENGL 250- English Composition II

Credits – 3

English Composition II is a continuation of ENGL150. This course expands on the style and methods of writing in the professional setting using critical thinking, advanced research strategies and appropriate methods of citing research.

Prerequisites: ENGL 150

ENGL 251 English Composition II

Credits – 4

English Composition II is a continuation of ENGL151. This course expands on the style and methods of writing in the professional setting using critical thinking, advanced research strategies and appropriate methods of citing research. Includes a writing lab component.

Prerequisites: ENGL 151

ENGL 331 Public Speaking

Credits – 4

This course is designed for English advanced level students (Level 5 – Bridging). An integrated language art (listening, speaking, reading, and writing) approach is used in the course. This course is divided in two required parts: intensive practice in writing different types of essays, monographs, reports, and conducting research in their degree program. The course also focuses in strengthening public speaking skills. English language and professional etiquette for public speaking is studied and practiced in weekly classes. All course assignments and activities are delivered in the context of topics from the

degree programs the students represent. This course requires the use of E-Lab and/or the language lab guided by the course English faculty.

Prerequisites: ENGL 116

ENGL 340 Research and Writing

Credits – 3

Research and Writing is an advanced course focused on developing a student's skills and knowledge when writing for a scholarly audience. Students will be required to explore a topic through literature and apply data collection and analysis methods to their research. Both quantitative and qualitative research will be explored.

Prerequisites: ENGL 250

ENGL 341 Research and Writing

Credits – 4

Research and Writing is an advanced course focused on developing a student's skills and knowledge when writing for a scholarly audience. Students will be required to explore a topic through literature and apply data collection and analysis methods to their research. Both quantitative and qualitative research will be explored. 15 hours of research and writing lab is required.

Prerequisites: ENGL 251

ENGL 350- Conversational English

Credits – 3

This course provides practice for the development of oral communication skills to be used in personal and professional settings.

Prerequisites: ENGL 101-102, or ENGL 103-104, or ENGL 105-106 and a 200 level English course

ENMA 101 Introduction to Business

Development

Credits – 3

This course offers students a basic understanding and overview of the business world and entrepreneurial. This includes topics related to writing a business plan, business ethics, management, marketing, finance,

accounting and the legal aspects of commercial operations.

Prerequisites: none

ENMA 200 Business Creativity

Credits – 3

This course is designed to develop creativity and innovation in business ideas. Emphasis is given to the development of such ideas: their creation, form, and protection. The course stimulates and challenges the student to develop new business types, to know different existing business types, to make decisions, and risk taking. The course also looks for the development of entrepreneurial character, and how it can transform an idea into a real business.

Prerequisites: none

ENMA 301 Business Financial Planning

Credits – 3

This course analyzes different financing alternatives available for public and private enterprises. The financial plan components for different business types are examined in accordance with the characteristics and development stages of the enterprises. Computer programs are integrated to facilitate the preparation of financial plans, statements, and forecasts.

Prerequisites: none

ENMA 310 Franchising, Strategic Alliances and Family Business

Credits – 3

Definition, nature, and analysis of particular characteristics of family businesses, franchises, and strategic alliances. Analysis of the advantages and disadvantages of them. Manage business relationships, conflicts, and shared decision-making.

Prerequisites: none

ENMP 550 Environmental and Natural Resources Economy

Credits – 3

This course evaluates the importance of scientific knowledge in the management and conservation of renewable and non-renewable

natural resources as the basis for economic analysis and assessment to determine the added value of natural resources. The course deals with natural resources, environmental public policy, and the role of economic analysis in the development of that policy. The fundamental elements of economic theory will be analyzed, including cost-benefit analysis. Strategies to internalize externalities will be widely discussed. In addition, government actions and economic incentives for environmental control will be evaluated.

Prerequisites: none

ENMP 551 Principles of Environmental Technology

Credits – 3

This course will discuss and evaluate the theoretical and technical aspects, the physical, chemical, and biological mechanisms and technology available to provide drinking water, purify wastewater, and dispose of solid and liquid waste. In addition, the available technologies for the control of water, soil, atmosphere, and noise pollution will be analyzed.

Prerequisites: ENVI 500

ENMP 552 Environmental Communication and Writing

Credits – 3

This course will study the application of communication principles in the environmental field. This course examines a variety of communication strategies and practices and the drafting of environmental documents that are essential for environmental managers to perform effectively their organizational, ethical and legal responsibilities. It identifies and analyze the diverse groups or audiences in which the environmental managers will communicate and relate; from internal audiences, such as online employees, supervisors and managers; to outside audiences, such as legislators, civic and environment groups, syndicates, community, press and other media. The feasibility, need and functionality of different media types and strategies of outreach and public relations are

studied, including the drafting of memos, press release, environmental impact statements, technical reports and audiovisual presentations.

Prerequisites: ENVI 504

ENMP 553 Environmental Strategic Planning

Credits – 3

This course focused on the technical-scientific concepts related to the environment in a global way, that will allow the environmental manager to effectively address the decision-making process of strategic planning. The future environmental manager will obtain knowledge of the analysis of the internal institutional environment, the external environment and identify trends, changes and formulate strategic planning with focus in the organization. You will know the strategic planning fundamentals and the sustainable development of natural resources. The increasingly global nature of the environmental sustainability will be particularly noteworthy.

Prerequisites: none

ENMP 554 Environmental Quality Control

Management

Credits – 3

The course presents a global e inclusive vision of environmental management. Its topics include environmental management and its functions, roles, responsibilities and environmental manager leadership. In addition, it discusses the importance of investigation for quality control of the environment. Application and description of all those principles related to quality control environmental management, its international regulations for administration (ISO) and management standards (EMS) of the Environmental Protection Agency. It will show the theoretical aspects; case discussion and environmental management simulations will be presented.

Prerequisites: ENVI 500

ENMP 590 Environmental Risk Management

Credits – 3

The purpose of the Environmental Risk Management course is the development of

learning that allows the student to identify, analyze, characterize, and interpret natural and anthropogenic environmental risks, as well as their effect on the environment and human health. It is expected that during the course, students will appropriate the concept of risk from a general and integrating perspective; acquire the basic concepts associated with environmental toxicology; evaluate environmental risks based on risk characterization and quantification; determine the routes of exposure and analyze the appropriate instruments to appropriately manage an environmental risk situation through the implementation of a risk management plan. Processes related to the restoration of contaminated environments and the cost-effective prevention of pollution are also addressed during the course. Finally, some current environmental regulations in the United States are analyzed.

Prerequisites: ENVI 500, ENVI 501

ENMP 591 Energy Sources and Environment

Credits – 3

The course will evaluate the local and international energy situation, specifically its economic, environmental, social, and geopolitical implications. Energy source strategies, their environmental impacts, and available control technologies will be examined. The energy policy, its design and implementation, as an essential element in the planning and management of resources, is widely covered by the course.

Prerequisites: ENVI 500

ENMP 592 Comparative Environment Risk

Assessment

Credits – 3

The course presents the procedures to establish what risks to health and the environment present chemical, biological and physical agents. The risk assessment method implemented by federal agencies and its usefulness in establishing priorities when establishing acceptable exposure limits is discussed and applied. The application of risk assessment in

public communication and how it affects the perception of environmental risk.

Prerequisites: ENMP 590

ENMP 593 Current Topics in Environmental Affairs

Credits – 3

The course covers the presentation and discussion of current issues of great importance for professionals in the environmental area. This course offers the opportunity to have virtual guests from private companies, state or federal agencies that make it easier for students to be updated regarding new technologies, new research and resource conservation methods, recent scientific findings, and new legal regulations applicable to environmental issues.

Prerequisites: none

ENMP 594 Climatology and Atmospheric Pollution

Credits – 3

In this course, the physical, chemical, climatological, economic, public policy, and legal variables that are most relevant for the control and management of atmospheric pollution are discussed and weighed. It also studies those concepts and scientific and technical foundations developed by meteorology for the evaluation, understanding, and analysis of the causes, effects, and control of pollutants in the air. Pollution control strategies and measures are analyzed, as well as the applicable legal and regulatory framework. The basic components of the atmosphere and the way in which human activity is altering the basic cycles of the gases that compose it are considered, as well as the consequences or effects of these changes on human health and well-being, on other species, and on materials, and structures that make up the environment.

Prerequisites: ENMP 551

ENMP 595 Tropical Ecosystems

Credits – 3

In this course, the physiological structure, classification, and distribution of the main tropical ecological formations will be studied. The plants and animals introduced to the different

ecosystems, the environmental conditions and soil types that predominate in the different formations, the environmental conditions and soil types in the different life zones will be studied. The course will be complemented, fundamentally, with virtual investigative trips to different ecosystems in which data will be taken to reinforce the knowledge obtained from the studies published in scientific journals and other existing ones. This course will allow the student to know the fragility of the different tropical formations and will thus be able to exercise a critical judgment in the management of these resources.

Prerequisites: ENMP 551

ENMP 596 Environmental Auditing

Credits – 3

This course is designed for the student to select the tools, skills, and knowledge to develop, structure, and conduct an audit of environmental compliance with applicable federal and state laws and regulations. The course also includes a comprehensive discussion of professional practices and guidelines for conducting a diligent environmental audit or assessment of a commercial or industrial property or establishment as part of the purchase-sale process in compliance with environmental protection laws.

Prerequisites: none

ENMP 597 Fundamentals of Hydrogeology

Credits – 3

The course will examine the technical and scientific fundamentals relevant to the availability, occurrence, and quality of surface and groundwater, including elements of control and management. Relevant aspects of the nature and behavior of water bodies, the physical, chemical, and biological characteristics of this vital resource will be studied and discussed. The framework of flow and characteristics of the medium or aquifer will be deepened. In general, the fundamental aspects associated with hydrogeology to be discussed are the hydrological cycle, geology, and hydrogeological systems, mass balance concepts, aquifer properties and applied finite-difference

analytical, empirical and numerical methods. Groundwater quality problems and resource management will be examined.

Prerequisites: ENVI 500

ENMP 670 Research Proposal

Credits – 3

This course will guide the student through the entire process and steps involved in writing a research proposal to address the problems that occur in the environment. Students will select a research topic, compose their thesis committee, develop, and write a proposal, which will be approved by the committee and submitted to the IRB.

Prerequisites: 36 credits

ENMP 671 Thesis

Credits – 3

This course will direct the student to complete the final requirements of their graduate studies at the AGMU. These are, deliver your thesis and approve the defense of the before the Thesis Committee.

Prerequisites: ENMP 670

ENMT 101 Introduction to Entrepreneurial Development

Credits – 3

This course offers students a basic understanding and overview of the business world and the entrepreneurial field. This includes topics related to writing a business plan, business ethics, management, marketing, finance, accounting, and the legal aspects of commercial operations.

Prerequisites: none

ENTR 260 Entrepreneurship

Credits – 3

This course provides students the opportunity to apply the basic concepts of small business management using a teambuilding approach with participants from different disciplines. Different aspects for management of a small business will be studied, with emphasis on the formulation of solutions applicable to specific entrepreneurship problems. The preparation of

a group project, including strategies and tactics for the development and administration of a small business will be required.

Prerequisites: none

ENTR 360 Entrepreneurship

Credits – 3

This course provides students the opportunity to apply the basic concepts of small business management using a teambuilding approach with participants from different disciplines. Different aspects for the small business management will be studied, emphasizing the formulation of solutions applicable to specific entrepreneurship problems. The preparation of a group project including strategies and tactics for the development and administration of a small business will be required.

Prerequisites: none

ENTR 602 The Business Plan

Credits – 3

Planning in emerging ventures has many purposes and uses. Firstly, planning serves as a mechanism to guide the entrepreneurial intentions and behavior, while monitoring the expected versus actual results. Secondly, access to finance requires the preparation of formal written plans that allow investors to see a glimpse of the yet inexistent venture. Throughout this module, planning in nascent firms will be discussed from the perspective of nascent entrepreneurs and potential investors. At completion of this module, the students are expected to have prepared a formal business plan ready for soliciting finance or venture capital. Therefore, the course dynamic will take an action learning approach in which the students will be writing their business plan as they are being introduced to different concepts. The development of the formal business plan will be aided using business planning software.

Prerequisites: none

ENTR 603 Organizational Structure and Design for PYMES

Credits – 3

This course is to help students obtain in-depth understandings of organizations through good comprehension of central theoretical perspectives and paradigms. This course will focus on determinants of an organization's success, focusing particularly on structure and design issues, as well as external environmental factors that impact organizational structure and functioning. A systems theory approach will be taken, making links to the strategic management, power and control literatures, as well as different forms of organizing (rational to natural organizing). Finally, the effect of macro-level factors on individual decisions and behaviors, and thus organizational effectiveness, will be examined from a multiple levels-of-analysis perspective.

Prerequisites: none

ENTR 842 Entrepreneurship Management

Credits – 3

Present and discuss current trends in entrepreneurship research and small business management. Analyze theories to assess the different components of venture creation and SME development including personal, process, environmental and organizational theories. Understanding the theories underlying the entrepreneurship phenomena will provide insights into the factors that stimulate entrepreneurship and regional development.

Prerequisites: none

ENVI 500 Fundamentals of Environmental Sciences

Credits – 3

This course presents an overview of the study of environmental science. The effects of pollution on living beings are exposed and discussed. Topics related to the problems of population dynamics and natural resources are analyzed. Real environmental problems are discussed, and possible solutions are proposed.

Prerequisites: none

ENVI 501 Statistical Methods Applied to Environmental Research

Credits – 3

This course presents the descriptive and statistical methods that must be applied in the analysis of uncertainties and decision-making processes in environmental sciences.

Prerequisites: none

ENVI 502 Waste Management

Credits – 3

Study of the fundamental concepts necessary to adequately manage solid waste (domestic, industrial, and dangerous). Resource Conservation and Recovery Act (RCRA) will be discussed, its laws and regulations related to the generation, transportation, action and storage, and final disposal of solid waste. The law outlines the strategies necessary to implement, evaluate, and execute the tasks necessary to meet public health, environmental health, and natural resource objectives.

Prerequisites: ENVI 500

ENVI 503 Environmental Legislation: Multilateral Environmental Agreements

Credits – 3

The course is aimed at providing a legal and regulatory point of view of the activities that may have an impact on natural resources and the environment. In addition, the course will analyze the local and federal legal framework relating to the use, administration, and conservation of important natural resources. The course emphasizes the most important legal instruments of organizations such as the Environmental Quality Board and the Department of Natural and Environmental Resources. The course will be approached by in-depth case studies and real-life situations.

Prerequisites: ENVI 500

ENVI 504 Environmental Documents and Evaluation

Credits – 3

The course will study the importance of environmental documents in decision-making processes. Also include background, legal basis, format requirements, content, and procedure of environmental documents, which is used in the government determination and evaluation of

the environmental impacts of projects, actions, and decisions (EA, EIS, etc.). The student will learn the procedure and process for environmental permits and consultations, including the different agencies involved. The student will also learn the preparation and analysis of mitigation plans, damage prevention (wet soils, control of erosion and sedimentation of land, water forests, organisms, etc.), and plans to respond to environmental emergencies. Also included the preparation of manifests, monitoring discharge information, and environmental justice. The course will be based on the Environmental Policy of the United States and in each jurisdiction in which the student resides.

Prerequisites: ENVI 500, ENVI 503

ESCS 578 Introduction to Social and Community Services

Credits – 3

This course is designed to introduce students to the theory, practice and research of guidance to enhance their knowledge and ability to work with adults in a collaborative partnership using a holistic and developmental approach in defining, clarifying and achieving academic, personal and career goals. This course's framework emphasizes development of professional skills and understanding of interpersonal relations, needs of specific individuals, groups, or communities, learning principles, and multicultural aspects of advising. Students will be able to recognize the impact of varied institutional programs and services can exert upon learning and development. Students will also identify professional development resources to stay current, knowledgeable and well-trained to fulfill responsibilities and performance expectations of an advisor.

Prerequisites: none

ESCS 601 Service Delivery Systems and Access

Credits – 3

This course is designed to expose the student to the management and access of community resources within a human services approach. The purpose of the course is to provide students with

knowledge of the effective use and access of community resources to advise individuals in their needs and life goals. Through the course, students will become familiar with current resources and intervention technologies.

Prerequisites: EDUC 582, EDUC 588

ESCS 602 Student Affairs

Credits – 3

This course is designed to familiarize students with student affairs. These course main topics are: nature and purpose of student affairs, its functions, and how they can be managed, coordinated, and integrated as part of the broad educational purposes of the institution. It also examines institutional strategies for organizing, staffing, and funding the extensive array of programs, services, and facilities designed to facilitate learning and development of students. This course takes a broad look at the essential work of student affairs and its administration, examining the work through historic, theoretical, research, resource, ethical, legal, and best practice perspectives.

Prerequisites: EDUC 636, ESCS 601, EDUC 584

ESCS 652 Practicum in Social and Community Services

Credits – 3

This practicum is designed to expose students to their professional role by completing a minimum total of 100 hours in the field. Students will assume responsibilities in educational, profit, non-profit, and government settings; identifying community resources and services to assist adults advance in their education, professional development and career planning. The course instructor will conduct at least one visit for each student enrolled the Practicum course.

Prerequisites: EDUC 636, ESCS 601, ESCS 602

ETEG 500 Applied Instructional Design Models

Credits – 3

An introduction to Instructional Design (ID) theories and ID models will be studied, such as Gagne (1940), Mayer (1999) SOI model; Merrill (1983, 1994) CD Model; Jonnassen (1999) CLEs Model, ASSURE ISD model (1985). This course

will also introduce the stages and key elements of instructional design.

Prerequisites: none

ETEG 501 Fundamentals of Educational Technology

Credits – 3

Educational technology fundamental theories, concepts, and trends will be studied in this course. Student will differentiate the purpose of instructional and educational technology within the instructional design process.

Prerequisites: none

ETEG 502 Fundamentals of Distance Education

Credits – 3

This course is an introduction to distance education's theories, philosophy, strategies and techniques in teaching in a setting that is not face-to-face. The evolution of distance teaching will be discussed along with development of innovative applications of technologies that help leverage teaching and learning that are aligned with standards of technology education.

Prerequisites: ETEG 500

ETEG 503 Curriculum Design and Instructional Design for the Adult Learner

Credits – 3

Introduction to the principles of instructional design for the educational or professional development of adult learners. Students will apply the principles of effective curriculum design and instructional strategies within the instructional design process to addresses learning objectives identified that the adult learner needs to master in an educational or professional setting.

Prerequisites: ETEG 500, ETEG 502

ETEG 504 Technology Immersions

Credits – 3

Students will explore the latest technological trends that can enhance the teaching and learning process and integrated in development of the instructional design.

Prerequisites: ETEG 503, ETEL 602

ETEL 600 E-learning, Technology Integration and Multimedia

Credits – 3

Students will explore the use of instructional media and technology to facilitate planning, delivery and assessment of learning in an educational or professional setting. Students will also develop conceptual understanding, ability to adapt new technologies and knowledge and skills to manage the use of media and technology that is used to study, learn, communicate and work.

Prerequisites: ETEG 503, ETEL 602

ETEL 601 Development of Corporate Virtual Training

Credits – 3

In this course, students will apply the knowledge and skills to develop training module/course in an area identified that will assist in the professional development of adults in the workplace. Students will identify, plan, deliver and assess learning objectives using best practices in instructional and curricular design.

Prerequisites: ETEL 604 or ETEL 605

ETEL 602 Distance Education Assessment

Credits – 3

In this course, student will explore purpose and methods of assessment of learning in a distance education program in educational and professional setting. Students will also identify and examine distance education program evaluations for the purposes such as accreditation, continuous improvement teaching and learning and overall effectiveness of program.

Prerequisites: ETEG 500, ETEG 502

ETEL 603 E-learning and Virtual Learning Communities

Credits – 3

Study of media and technology used in distance education, such as video clips, audio, blogs, wikis, and open source, among others. Classes will be conducted synchronized and asynchronous in order to promote the new virtual environment of the 21st Century. Critical analysis of the principles

and theories of e-learning, communication media research, and effective teaching techniques for implementing virtual learning communities will be covered.

Prerequisites: ETEG 503, ETEL 602

ETEL 604 Applied Instructional Designs for the Corporate World

Credits – 3

In this course, students will further explore theories and best practices of instructional design focused on the development of professionals in a workplace. Among the topics, the analysis of improving employee performance, through a systematic design of materials, learning experiences, assessment and integrating technologies for the adult learner.

Prerequisites: ETEG 503, ETEL 602, ETEL 603

ETEL 605 Applied Instructional Designs for the Academy

Credits – 3

In this course, students will further explore theories and best practices of instructional design focused on learning in an academic setting. Among the topics, the analysis of improving learner performance, through a systematic design of materials, learning experiences, assessment and integrating technologies for the different age groups, including K-12, higher and adult education.

Prerequisites: ETEG 503, ETEL 602, ETEL 603

ETRE 525 Applied Research

Credits – 3

Students will be introduced to research methods for the purpose or aim to seek to solve a practical problem in the areas of instructional design and distance education. Students will explore the concepts and types of applied research and learn the essentials of proposal writing to be able to identify and write an abbreviated proposal for applied research.

Prerequisites: ETEG 504, ETEL 600, ETEL 603

EXEC 601 Global Negotiation

Credits – 3

This course is theoretical and practical. It strives to provide students with negotiation tools and techniques to be able to conduct domestic and international negotiations in order to transcend across gender, culture, social and psychological dynamics thru training techniques, case studies, and negotiation simulations. Students are exposed to the theoretical framework and various approaches for emerging negotiations strategies and tactics in various situations and transcultural environment from both the public and private sectors.

Prerequisites: ADMI 500

EXEC 602 Executive Leadership

Credits – 3

This course offers an in-depth examination of factors that contribute to successful executive leadership in an international, global, and multicultural organizational context. Topics include what leadership is, the challenges leaders face, the impact leadership has, and how leadership build organizations and key relationships. Emphasis is placed of applied leadership knowledge and approach.

Prerequisites: none

EXEC 603 Global Legal Issues

Credits – 3

This course uses the global business context to introduce students to important legal and ethical challenges they will face as business leaders. Managers are exposed to a large number of legal dilemmas, and this course will provide the student the knowledge to identify legal problems in a global context. Students are exposed to information regarding substantive and procedural law, including questions of ethics from the perspective of the management community. The course includes materials to introduce students to basic legal (common law and civil law) and normative (human rights) regimes at work in the global economy as well as sensitize them to the role of local cultural traditions in global business activity. This course will also discuss the role of politics and international policy development.

Prerequisites: none

EXEC 604 Global Economics**Credits – 3**

This course is to provide the students a detailed understanding and application of the global business environment. This course discusses the major driving forces of globalization and analyzes the regionalization in the global economy, and their impact on nations, organization, and people. Primarily focusing on macroeconomics, this course will offer students solid understanding of the external, economy-wide factors that affect the performance and management of firms in today's international economy. This involves learning and applying economic models of real output, economic growth, unemployment, inflation, interest rates, exchange rates, and the balance of payments. Concepts like Quantitative Easing and the productivity-consequences of NAFTA will be discussed in this course.

Prerequisites: ECON 505

EXEC 605 Global Executive Seminar**Credits – 3**

This course is the capstone course in the Global Executive MBA program. It integrates the skills and knowledge developed in earlier courses and emphasizes case analysis. In this course students develop a deeper understanding of managing domestic and international organizations through preparation and delivery of an applied project by participating in workshops. Students are required to develop a major project benefiting the management unit or organization, as well as being a learning experience for the student. The student must demonstrate an understanding of the internal and external environmental influences, issues and concerns. The student must have knowledge of the inner workings of the organization and have the access to evaluate the effects of the organizational influences. Formulation and implementation of strategies are stressed.

Prerequisites: 30 credits or more

FAES 550 Theory for Decision Making for Agribusiness**Credits – 3**

This course applies the principles and concepts of Linear and Non-Linear Programming, to minimize risk and uncertainty during the decision-making process in agribusiness. It emphasizes the application of these techniques to solve problems of production, marketing, politics, and allocation of economic and natural resources in agricultural companies.

Prerequisites: none

FAES 551 Agribusiness Economics of Production and Consumption**Credits – 3**

Theoretical principles of macroeconomics, microeconomics, and their application to the production, consumption, and commercial exchange of agricultural and environmental goods and services. Provide the student with skills for the analysis of economic problems and business decision making, especially applied to agriculture and natural resources, through the understanding of the conceptual foundations of production, price, costs, supply, demand, and exchange of products and services in the local and international market, in order to understand how and why economies and companies operate effectively, efficiently, competitively and sustainably.

Prerequisites: none

FAES 552 Agribusiness Finance and Risk Management**Credits – 3**

Based on the three main columns of finance: value of money over time, asset evaluation, and risk management, the course will apply these aspects of macroeconomic theory to the problems of managing finances, investment analysis, and financial markets in agribusiness.

Prerequisites: none

FAES 553 Current Issues in Environment, Food Safety, Market Regulations and International Trade**Credits – 3**

This course will cover aspects of the food and environmental security policies of the countries and their effect on the development and

operation of agribusiness. This course will cover these topics through the reading and analysis of articles from newspapers, professional journals, and agency and institutional publications in the United States and internationally. Also, information subtracted from various Internet sites will be used. The course will provide an analysis of trade agreements, international trade policies on imports and exports, trade barriers and will analyze the environment and its relationship with international trade and its effect on agribusiness.

Prerequisites: none

FAES 554 Case Studies in Agribusiness

Credits – 3

This course will study real cases faced by agribusiness in making decisions to achieve greater efficiency, capture a larger market segment, expand its area of influence, develop expansion projects, and achieve greater profitability, among others. This course will cover these topics through the reading and analysis of articles from newspapers, professional journals, and agency and institutional publications in the United States and internationally. Also, information subtracted from various Internet sites will be used.

Prerequisites: 30 credits or more

FAES 560 Human Resources Management in Agribusiness

Credits – 3

Study of the principles of human relations, applied to agro-commercial problems such as planning, work analysis, organizational structure, recruitment and selection, training, motivation, leadership, communication, compensation, and personnel evaluation.

Prerequisites: none

FAES 561 Managing of Strategies and Planning for the Agribusiness

Credits – 3

This course is focused on discussing the challenges and strategic concepts that agribusinesses face in making decisions to achieve economic viability. The course is

complemented with applications and illustrations of companies in the agricultural sector. The course also integrates aspects related to operations management, marketing, finance, and human resources.

Prerequisites: All courses

FINA 200 Personal Financial Planning

Credits – 3

Process of developing and implementing an integrated comprehensive plan to meet the financial goals of the individual and his family. Achievement of financial stability during the productive years, prepare financially for retirement and estate planning.

Prerequisites: none

FINA 202 Business Finance

Credits – 3

A study of fundamental principles of business finance and its analysis, planning, and control functions: effect of income tax, financial ratio analysis, forecasting, capital budgeting and cost of capital, and interest factor in financial decisions.

Prerequisites: ACCO 112, ACCO 114

FINA 204 Money and Banking

Credits – 3

The nature of money, development and functions of financial institutions, the structures of the operations of the Central Bank of the United States and its relationship with monetary policy and international money markets. Analysis of the impact and significance of the monetary, fiscal and income in our economy.

Prerequisites: ECON 123

FINA 240 Risk and Insurance

Credits – 3

The course describes the risks to which individuals, and businesses are exposed, and the costs associated with such risks. Emphasis will be given to risks related to the liability of manufacturers for their products, and the responsibility for the operation of establishments, use of vehicles, professional liability, property losses and accidents at work.

Various techniques used for risk management will be studied, including risk assumption, prevention, diversification and transfer of risks through insurance and other contractual mechanisms. Commercial policies related to the risk of ownership and public liability and the different types of companies operating in the insurance industry will be analyzed.

Prerequisites: FINA 202

FINA 301 Financial Statements Analysis

Credits – 3

Study of the different methods and techniques used in the analysis of the basic financial statements. Analysis and comparison of different financial statements used in business.

Prerequisites: ACCO 112

FINA 305 Public Finance

Credits – 3

Income sources and trends in government expenses, their effects on total consumption, savings and investment, fiscal policy, incidence and transfer of different types of taxes, and problems inherent in the different state and local taxes.

Prerequisites: FINA 202

FINA 308 Real Estate and Property Management

Credits – 3

This course presents the principles and practices for the acquisition, sale and administration of Real Estate. It includes issues related to the purchase and sale of real estate, mortgage cases and real rights, financing, and appraisal.

Prerequisites: FINA 202

FINA 312 Financing Institutions

Credits – 3

Functions of the most important financing institutions in our economic system. Emphasis is on the management of banking institutions, savings and loan associations, insurance and investment companies, cooperatives and mutual funds.

Prerequisites: FINA 202

FINA 320 Banking Policies Administration

Credits – 3

Analysis of the variables that affect commercial banking, structure, operations and profit included the balance sheet and its relation to other operational strategies to maximize profit and control risk, liquidity and evaluation of capital structure.

Prerequisites: FINA 202

FINA 401 Investment

Credits – 3

This course includes the study of business cycles and their effects on assets financial statements. We also look at the fundamentals of investment, uncertainty, speculation, risk, given value and diversification. Will include market knowledge, information sources, liquidity, portfolio investment, and interpretation of financial information.

Prerequisites: ECON 123, FINA 202

FINA 505 Managerial Finance

Credits – 3

The course study's methodology and concepts relevant to the financial decision-making process. Within the framework of modern financial theory, this course examines how to manage the sources and uses of capital to achieve corporate goals. It specifically includes the study of financial analysis and financial planning techniques, long-run investment decisions, short-run liquidity needs, and long-run financial strategies and instruments.

Prerequisites: none

FINA 610 International Finance

Credits – 3

This course deals with unstoppable globalization in that we are immersed, is affecting directly the change of the economy in the world and affecting all of the business activities and the contractual relationship, business and financial matters particularly bound obligatory to the business bank, in which its intervention in the international commerce is absolute and determinant. In this course will be discuss the different methods of payments and collections, the contracts banking-financiers of the foreign trade, loan, opening of

credits, rules and regulations of this procedures and leasing, forfaiting and the different warranties linked to the international operations such as advance payments bond, maintenance bond, performance bond, retention bond, tender bond and bid bond.

Prerequisites: INBU 610, FINA 505, ECON 505

FINA 670 Risk and Insurance

Credits – 3

This course offers an analysis of the risk management problems in the business enterprise. It emphasizes the methodology for risk analysis, techniques for risk, loss control, models for risk management decision making, and procedures for administering risk management policy relative to no speculative (insurable) risk. The course incorporates product liability, property damage, and bodily injury in the business environment.

Prerequisites: none

FINA 702 Corporate Finance

Credits – 3

This course covers the theory and empirics of corporate finance. The starting point of the course is an introduction to the Modigliani-Miller irrelevance theorems, which describe a frictionless set-up in which capital structure is independent of the firms' characteristics or choices and is irrelevant for the valuation of the firm. A variety of deviations from this frictionless scenario are then studied. In different cases, we analyze optimal capital structure, payout policies, corporate taxation, financial distress, the use of capital structure as a signaling device, and control allocation, amongst others, and how these affect the firm's valuation and investment decisions. In addition, we will also cover topics related to corporate governance, initial public offerings, managerial compensation, financial constraints and mergers and acquisitions.

Prerequisites: FINA 505

FINA 704 Entrepreneurial Finance

Credits – 3

This course covers the financial aspects of small business entrepreneurship for owners of sole

proprietorships, partnerships, and small nonpublic corporations. We cover (in varying degree) the following topics: economic concepts of finance, management functions, business organizations and ownership, elements of a business plan, problems with financial statements, vertical analysis, horizontal analysis, ratio analysis, profitability, bankruptcy, break-even analysis, forecasting, pro forma financial statements, current working capital management, effective rate of return, time value of money, techniques of capital budgeting, risk management, investment strategies, pension planning, and estate planning. There will be a heavy use of cases for the application of entrepreneurial financial concepts.

Prerequisites: FINA 702

FINA 705 Financial Derivatives

Credits – 3

The purpose of this course is to help prospective financial managers, general managers and senior functional managers gain a thorough understanding of what financial derivatives are, how they work, how they are used, and how to measure the risks and rewards associated with them. While the use and trading derivatives can add enormous value to a firm, a lack of understanding of risk management techniques can easily lead to disaster. It is, therefore, vital for financial and nonfinancial firms to be knowledgeable about the latest tools, tactics, and strategies for risk management using derivatives. This course consists of two parts. The first part of the course deals with the structure of futures markets, pricing of futures contracts and hedging with such contracts. The second part of the course deals with options markets; strategies, pricing and position analysis and hedging with such contracts. The course will consist of lectures, discussions, problem solving, cases and market tracking.

Prerequisites: FINA 706

FINA 706 Investments and Financial Markets

Credits – 3

This course discusses Portfolio Theory with applications to the markets for equities, fixed

income securities, and options. Risk analysis and investment strategies are discussed within the financial crisis context. The following question will be proposed to students: How can I increase the value of my firm by using investments? The answer to this question will be the object of study in this course. There will be a heavy use of cases and research papers for the application of Investment theory so that an answer to the “course question” may be developed.

Prerequisites: FINA 505

FINA 707 Risk Management in Financial Institutions

Credits – 3

A financial institution faces market and credit risk every day: Changes in foreign exchange rates, interest rates, stocks, and commodity prices make organizations vulnerable to financial loss. As a result, uncertainty surrounds an organization’s future and the fair market values of its assets and liabilities. This course offers insight on managing uncertainties and the successful use of hedging strategies and derivative instruments, demonstrating how to aggregate information from across an organization, combine different instrument types into one portfolio, perform scenario and stress tests, calculate at-risk measures, and deliver a customized report. Also presented is an overview of the most recent techniques used in credit-risk management, aimed at new models in this fast-developing area. Examples taken from well-known cases underline the importance of an adequate credit-risk management system.

Prerequisites: FINA 702, FINA 706

FINA 708 Financial Management in Public, SME's and Non-Profit Organizations

Credits – 3

This course studies the finances of public, SME's and nonprofit organizations from an integrated point of view. The finances in public organizations are guided by the Government’s fiscal, economic and monetary policies. These policies will have a direct impact on SME’s and nonprofit organizations. On the other hand, the Government needs to promote the creation and

proliferation of SME’s and nonprofits to maximize economic growth in a country. This course discusses financial statements, legal financial requirements, structure of cash flows, investments opportunities, and financing for each type of organization. The concept of entrepreneurship is applied to expand the financial possibilities of each type of organization. There will be a heavy use of cases for the application of financial concepts into each type of organization.

Prerequisites: FINA 702, FINA 706

FINA 709 Global Corporate Finance and Sustainability

Credits – 3

In this course the participants will be able to develop a body of knowledge, practices, attitudes, and skills needed to make financial decisions for global enterprises. The course is a continuation of Corporate Finance FINA 702. It takes on the topics where Corporate Finance leaves off. Its aim, precisely, is twofold: (a) to take the topics of Corporate Finance to a global platform, and (b) to further expand upon those topics in line with the most recent developments in financial strategies related to firm’s sustainability and in business/economic practices that are global in nature. The course is a mix of about 70 percent finance and 30 percent economics. Both the finance and economics components are heavily cast in the framework of strategy and decision making in a global environment.

Prerequisites: FINA 702

FINA 715 International Finance

Credits – 3

This course is devoted to studying international monetary economics and finance both theoretically and empirically. We begin with a historical overview of the gold standard, the Bretton Woods system, and current international monetary regimes and currency systems. We then examine theoretically and empirically the balance-of-trade and balance-of-payment accounts and their adjustments. Exchange rate systems and exchange rate determination and

adjustments are also studied, with particular attention to empirical studies on exchange rate dynamics and their impact on macroeconomics. Special emphasis is given to the study of international monetary and financial arrangements, the financial sector, and financial instability and monetary and fiscal policy issues. Topics include issues of exchange rate volatility and its impact on the real and financial sector, foreign debt, capital flows, currency runs, and international portfolio choice; World Bank and IMF policies and issues concerning financial market liberalization; international financial regulations; and international financial architecture. There will be a heavy use of cases for the application of international finance concepts.
Prerequisites: FINA 702, FINA 706

FINA 716 Money, Banking and Investment Markets

Credits – 3

Money and banking are an interesting and diverse field of study. It may be focused from an investor's point of view. Financial news channels on cable provide a nearly 24-hour stream of reporting and analysis of the conditions in the investment markets around the world. Websites are created to provide more analysis - some good, some bad - on global investment conditions. The host of financial crises in the emerging market economies have served to remind economists, bankers and investors of the importance of the banking system, and to reconsider appropriate risk taking. The recent debates over globalization as seen in documentaries and the mass of new books published on the subject have neglected one of the most prominent features of this process – the role of investments (financial) instruments and ethics. The study of money, banking and investment markets should help to make sense of these topics. To do so, it will require some background in investment theory, a means to organize one's thinking, and a basic knowledge of some of the technical details and institutions, therefore, this course will concentrate in the interactions of several key players as banks as the primary financial intermediaries, the federal

reserve as the executioner of monetary policy, the government as the initiator of fiscal policy and the private and institutional investors as the fuel of the economy through investment markets. This course presents a broad picture of the system to any prospective investor. The use of case study will enhance the integration of all parts of the system.

Prerequisites: FINA 702

FINA 717 Advance Investment Knowledge

Credits – 3

This course will provide the student with further immersion into the investment knowledge from a realistic and practical point of view: How is life being an investment broker? What does it take to become an investment broker? What is the practical difference between a broker and a dealer? The course discusses the microstructure of an investment market with emphasis in the role of an investment broker in the market inner workings. The use of case studies will be one of the main tools for discussion of different investment topics as well as the presence of real investment brokers in the class.

Prerequisites: FINA 702, FINA 705, FINA 706

FINA 721 Advance Finance Seminar

Credits – 3

Seminar style course in which they discuss cases, articles and lectures on contemporary issues in finance. Integrate concepts and skills acquired in major courses. The selection of cases, articles, and lectures to be studied is designed to encourage analytical discussion, generate ideas and application of concepts and models relevant to financial decision making in an environment that simulates the one where you play in your work area future.

Prerequisites: 30 credits or more

FINC 101 Principles of Finance Accounting

Credits – 3

Introduction to financial planning, including business financial management, taxes, risk management and investments, among other related terms that affect the procedures and the decision making of an organization.

Prerequisites: ACCT 101

FSEN 100 Introduction to Engineering Technology

Credits – 3

Introductory required course for all first-year associate degree students in engineering technology. Introduction to the various specialties within the engineering and technical profession. Basic concepts of engineering design and technical communication. Laws and ethics of the engineering and technical profession.

Prerequisites: MATH 111, MATH 112

FYIS 101 Induction Seminar to University Life

Credits – 3

This course was designed to support students in the process of transition to online university life. Students will learn to access information, use technology to be able to meet course requirements and gain knowledge of the University's policies and procedures that impact completion of program of study. Must be taken the 1st part of term of enrollment.

Prerequisites: none

FYNE 100 First Year Nursing Experience

Credits – 3

This course introduces prospective nursing students to elements required to successfully enter into and succeed in the pre-licensure nursing program. Emphasis will be placed on study skills and basic English, Math and Science concepts.

Prerequisites: none

GEOG 205 Global Communities and Resources: Critical Perspective

Credits – 3

The course is an introduction to human problems in the contemporary world. Physical geography and different theories related to this phenomenon are considered. Implications of problems related to the economic and political development of society will also be discussed.

Prerequisites: SOSC 102

GRAD 105 Typography I

Credits – 3

The students will obtain knowledge in the history of typography, how to classify fonts and their anatomy. Students will study the different expressions of typography and analyze its optical effect. Will learn to work with the typographic measuring system and composition; They will start to design their own typography and study the process of converting analog to digital typography. The students will also learn about different international organizations that work in the development and study of typography.

Prerequisites: WEDE 200

GRAD 130 Image Studio – Black and White

Credits – 3

The objective of this course includes the introduction of digital image making and graphic design software; the development of image research skills; the development of narrative presentation skills; and a cross-cultural introduction of information organization systems. These skills will be applied in various forms required of industrial designers including, simple instruction manuals, research documents, user scenarios, and various forms of presentation boards. Particular attention will be placed on typography and photographic imagery.

Prerequisites: WEDE 200

GRAD 131 Image Studio – Color

Credits – 3

This course builds upon the curriculum of Image Studio - Black & White and introduces color into rendering and representation skills. Digital color imaging and printing skills are introduced, and students will be taught basic digital and film photographic documentation skills. In addition will learn traditional product illustration techniques including marker and colored pencil techniques.

Prerequisites: GRAD 130

GRAD 145 Communication Studio

Credits – 3

This course introduces information design and live presentation skills to designers. Desktop

publishing and graphic design skills employed in the development of documents and presentation materials ranging from business cards and announcements to booklets, research documents, concept presentations and exhibition materials will be focused upon. In addition, significant attention will be paid to students live presentation skills. These presentations will be coached, scripted, videotaped and critiqued.

Prerequisites: GRAD 131

GRAD 202 Graphic Design Studio 1

Credits - 3

This course will give the student a basic knowledge of the history of graphic design and its evolution into the Digital Era. The student learns to work with the elements of design, image and typography. The student will begin to differentiate a vector image and raster image and use software to manage both. The student will design simple publications: stationary, brochures, posters, shoppers, creative resumé and newspaper advertisements; as well as learn to select the appropriate typography and suitable image format for the importation and exportation images between software in use.

Prerequisites: GRAD 130

GRAD 210 Graphic Design Studio 2

Credits – 3

This course offers a study of the entire component of a publication, in books, magazines, newspapers, shoppers and brochures. The students will learn to diagram a publication of multiple pages, as well as import and manage digital images to all types of publication. Students will design master pages, layers, typographic styles, columns and other elements for a digital publication. Students will also study and create a grid.

Prerequisites: GRAD 202

GRAD 215 Typography II

Credits – 3

In this course the student will learn how to manage the fonts in different platforms. The student will start to recognize the different

existing digital fonts and how they are developed. The student will also learn how to manage the fonts on the different available media and will integrate the typography as a design element, and as an image. They will transport the text to the different software knowing all the specifications considered necessary to complete the work. The students will start to create their own font library/database and will use the internet as a searching tool to select the suitable fonts for the design.

Prerequisites: GRAD 105

GRAD 310 Graphic Design Studio 3

Credits – 3

In this course the student will obtain knowledge in the area of interface design. Beginning with the creation of a non-linear conceptualization in the graphic design area, students will work with the principles of dynamism and interaction in the design. Students start to work with the design of buttons, menus, bars, links and graphics in movements applying the basic knowledge of design to a multimedia project.

Prerequisites: GRAD 210

GRAD 320 Packaging Design

Credits – 3

This course approaches the component and principles of packaging design. Students will learn about the history of the package in order to understand the importance of the design elements (image and typography) on the packaging design. The students will recognize the importance of the art as a design element as it is the color, the space, shape, texture and lines. They will manage the different materials available for the creation of a package. The student will study some of the rules and regulations established for the package design and will learn the different classifications that conditions for the transportation and storage of the packages.

Prerequisites: GRAD 210

GRAD 325 Video Editing

Credits – 3

This course offers an introduction to linear and non-linear video edition. The students will learn about the RGB color mode used on computer monitors and commercial television. They will learn the logistics and techniques for video recording and the appropriate techniques for video editing. The students will know how to integrate text on the video screen and how to work with the programs for digital video editing. The student will know how to select from different system memories, storage systems and the appropriate format for the project.

Prerequisites: GRAD 210

GRAD 410 Senior Design Project I

Credits – 3

Students begin in a process, based upon professional practices, that will result in the development and complete a graphic design proposal. Design processes employed in earlier courses will be applied in the ideation, research, design documentation, and prototyping of the new product. Investigation of design trends and market research will be undertaken as students work toward innovation in their designs.

Prerequisites: GRAD 325

GRAD 420 Senior Design Project II

Credits – 3

This course is a continuation of the work begun in GRAD 410. Students continue the process, based upon professional practices, that will result in the development and complete a graphic design proposal. Design processes employed in earlier courses will be applied in the ideation, research, design documentation, and complete a graphic design proposal. Investigation of design trends and market research will be undertaken as students work toward innovation in their designs.

Prerequisites: GRAD 410, GRAD 131, GRAD 210

GRAD 430 Portfolio Studio

Credits - 3

This studio will focus on the preparation and refinement of a portfolio that encompasses the student's work within the program and any other distinguishing activity. The goal will be the

production of a refined, multifaceted presentation of the student goals and creative vision and his or her ability to engage in professional practice.

Prerequisites: GRAD 310, GRAD 325, GRAD 145, GRAD 320, GRAD 410

HADM 101 Communication Skills for Health Care Professionals

Credits – 3

The course brings the basic knowledge and skills to communicate in a variety of Health Service workplace settings. The students will learn on writing correspondence, communication technology and effective communication strategies and skills for the health care industry.

Prerequisites: none

HADM 110 Health Care Management

Credits – 3

Explore the concepts of management theory as applied to health care. The student will learn the organizational structure of Health Care Organizations and their making decisions process, planning and problem-solving procedure.

Prerequisites: none

HADM 130 Ethics and Social Responsibility in the Health Care Services

Credits – 3

The student will identify ethical issues in the health industry. The course will encourage the student to clarify their personal ethics and align them to the health care issues. This will involve an understanding of diverse populations whose actions and decisions are based on their personal ethics.

Prerequisites: none

HADM 140 Accounting for Health Care Services and Administration

Credits – 3

This course provides an understanding of the fundamental concepts of accounting applied to the health care environment. Students will examine accounting practices and procedures to

support managerial decision making within the health care organizations.

Prerequisites: none

HEMG 600 Fundamentals in the Evaluation of Health Services

Credits – 3

Discussion of the development of the discipline, the scope, effectiveness and efficiency of the evaluation of health services. After completing the course, the student will demonstrate the added value of the discipline, the importance of the specialty and the models of greater relevance in health services. We will study the components of planning, institutional goals, budget development, strategic thinking and continuous qualitative and quantitative monitoring mechanism in the healthcare scenario.

Prerequisites: none

HEMG 600-O Fundamental in Health Services Evaluation

Credits – 3

Discussion of the development of the discipline, the scope, effectiveness, and efficiency of the evaluation of health services. After completing the course, the student will demonstrate the added value of the discipline, the importance of the specialty and the models of greater relevance in health services. We will study the components of planning, institutional goals, budget development, strategic thinking and continuous qualitative and quantitative monitoring mechanism in the healthcare scenario.

Prerequisites: none

HEMG 610 Legal and Ethical Issues in the Evaluation of Health Services

Credits – 3

The course will train students in the knowledge related to the legal and ethical issues in research and evaluation in the health sector in the United States. Will prepare the student to exercise control in matters relating to patient rights, risk management, ethics and compliance, and meet requirements for specific regulations, such as Patients' Rights HIPAA Law, Federal Law 45 CFR 46 Parts A, B, C and D and biosafety principles. As an

educational resource, case studies will be included.

Prerequisites: none

HEMG 610 – O Legal and Ethical Issues in the Evaluation of Health Services

Credits – 3

The course will train students in the knowledge related to the legal and ethical issues in research and evaluation in the health sector in the United States. Will prepare the student to exercise control in matters relating to patient rights, risk management, ethics and compliance and meet requirements for specific regulations such as Patients' Rights HIPAA Law, Federal Law 45 CFR 46 Parts A, B, C and D and biosafety principles. As an educational resource, case studies will be included.

Prerequisites: none

HEMG 620 Quality Management in Health Services

Credits – 3

After completing the course, the student will integrate essential concepts and processes of Quality Management in the evaluation of health services. Students will explore trends in health services and compliance with state regulations of the Department of Health and the federal Center for Medicare and Medicaid Services (CMS). It will reinforce the skills to examine and identify solutions to existing problems in the evaluation of health services from the perspective of Total Quality Management. There will be a compilation of the most important historical events of the quality movement, discussion of how quality has impacted organizations, success factors, teamwork and customer satisfaction. Also presented will be quality initiatives taken at local and international levels to ensure the quality of services.

Prerequisites: none

HEMG 620 –O Quality Management in Health Services

Credits – 3

After completing the course, the student will integrate essential concepts and processes of

Quality Management in the evaluation of health services. Students will explore trends in health services and compliance with state regulations of the Department of Health and the federal Center for Medicare and Medicaid Services (CMS). It will reinforce the skills to examine and identify solutions to existing problems in the evaluation of health services from the perspective of Total Quality Management. There will be a compilation of the most important historical events of the quality movement, discussion of how quality has impacted organizations, success factors, teamwork and customer satisfaction. Also presented will be quality initiatives taken at local and international levels to ensure the quality of services.

Prerequisites: none

HEMG 630 Evaluation Models Analysis

Credits – 3

Analysis of the different models of program evaluation, including needs assessment, formative research, process evaluation, monitoring outcomes, impact assessment and cost analysis. The students will be taught to develop indicators, statistical analysis, and development of an evaluation plan to measure the impact on the organization.

Prerequisites: HEMG 600, HESM 550

HEMG 630-O Analysis of Models of Program Evaluation

Credits – 3

Analysis of the different models of program evaluation, including needs assessment, formative research, process evaluation, monitoring outcomes, impact assessment and cost analysis. The students will be taught to develop indicators, statistical analysis, and development of an evaluation plan to measure the impact on the organization.

Prerequisites: HEMG 600, HESM 550

HEMG 640 Effective Strategies for the Evaluation of Health Services

Credits – 3

Students will learn to strategically plan and develop models aimed at identifying effective and

efficient solutions related to many aspects of health care organizations, including tax, resource conservation and green energy, workers, computer support services, queuing system, medications, case mix, institutional certification and accreditation, and compliance, among others. The course will encourage a proactive approach to analysis and evaluation with the primary objective of maximizing the competitiveness of the company they work for.

Prerequisites: HEMG 600, HESM 550

HEMG 640-O Effective Strategies in the Health Services Evaluation

Credits – 3

Students will learn to strategically plan and develop models aimed at identifying effective and efficient solutions related to many aspects of health care organizations, including tax, resource conservation and green energy, workers, computer support services, queuing system, medications, case mix, institutional certification and accreditation, and compliance, among others. The course will encourage a proactive approach to analysis and evaluation with the primary objective of maximizing the competitiveness of the company they work for.

Prerequisites: HEMG 600, HESM 550

HEMG 650 Final Project: Development of an Evaluation Model for Health Services

Credits – 3

This course involves practical application of the principles and methods of assessment in the management of health services, programs and policies. Students will consider the distinction between the advantages and disadvantages of different research methods, understanding the concepts of cost-benefit and cost-effectiveness. This final course of the program is aimed at the development and application of a model for program evaluation.

Prerequisites: All core and specialization courses and program advisor authorization.

HEMG 650-O Final Project: Development of a Health Services Evaluation Model

Credits – 3

This course involves practical application of the principles and methods of assessment in the management of health services, programs and policies. Students will consider the distinction between the advantages and disadvantages of different research methods, understanding the concepts of cost-benefit and cost-effectiveness. This final course of the program is aimed at the development and application of a model for program evaluation.

Prerequisites: All core and specialization courses and program advisor authorization.

**HESC 107 Medical Terminology for Nursing
Credits – 2**

The course will study medical terminology applied to allied health process and procedures, including word components, definitions, spelling and pronunciation. Students will be introduced to the use of medical references and resources for both research and practice.

Prerequisites: none

**HESC 201 Statistics for Health Sciences
Credits – 3**

This course is an introduction to the concepts, procedures, and technology used in the statistical analysis of data in health services. Emphasis is placed on statistical terminology; bio-statistical methods and applications; descriptive statistics; evaluating confidence and probability; and inferential techniques for analysis and interpretation of health sciences data.

Prerequisites: MATH 111, BIOL 303

**HESC 360 Applied Statistic for Health Sciences
Credits – 3**

This course provides a discussion of statistical methods applied to the health professions. Emphasis is given to qualitative and quantitative statistical analyses applied to clinical research according to different research designs.

Prerequisites: MATH 112

**HESC 365 Health Sciences Research
Credits – 3**

This core course is aimed to students to acquire the skills required in the research process, based on ethical and legal principles. Emphasis will be on critical analysis of research articles, discussion of different theoretical frameworks and the importance of health research to implement changes. As part of the course, students will complete the certifications "Information Privacy and Security" (IPS) and "Responsible Conduct of Research" (RCR) to develop a research proposal.

Prerequisites: none

**HESC 385 Health Sciences Research for Nursing
Credits – 3**

This course prepares students to critically analyze research literature in the health sciences. Specific attention is given to the relationship between research outcomes and clinical practice. Students also have the opportunity to apply the scientific method to clinical research. Funding opportunities available to develop research studies in health sciences are presented and discussed.

Prerequisites: HESC 360

**HESC 500 Statistics Applied to Clinical Research
Credits – 3**

The student has the opportunity to study and apply statistical methods useful in quantitative and qualitative analysis of clinical research. Review of descriptive and inferential statistics with simple uni-variable procedures. Statistical analyses of multi-variables and complex hypotheses testing procedures are also discussed. The material is presented to facilitate students' application of the concepts learned in research courses and focused on research utilization.

Prerequisite: NRSE 502

**HESC 700 Applied Biostatistics
Credits – 3**

This course provides students with the knowledge of quantitative techniques, hypothesis testing, common distributions, statistical methods, and data analysis. It will prepare the student to use information technology and research methods to collect and analyze appropriate and accurate data

to generate evidence for nursing practice. This course is cohort-based, which means that there is an established start and end date, and that the student will interact with other students throughout the course.

Prerequisites: none

HESM 110 Health Services Management

Credits – 3

Introduction to the fundamental concepts of management of health services facilities. Application of the administrative processes: organization, direction, control and evaluation. Emphasis is placed on public policies, health services management status, trends, organization, practices and issues relative to the delivery of health services in the United States.

Prerequisites: none

HESM 210 Health Systems Models

Credits – 3

A study of the systems, models, health policies and the infrastructure of health services in the United States. Emphasis is placed on health reforms and the implication in the delivery of health services to the general population. Includes a review of the historical development and the future of health services.

Prerequisites: HESM 110

HESM 220 Services Planning and Evaluation of Health Services

Credits – 3

A study of the historical development of planning and evaluation of health services in the United States with emphasis in its impact in organizations and in communities. Includes the theoretical foundations of planning strategies. Discusses and applies the techniques of evaluation to the health sector.

Prerequisites: HESM 110

HESM 230 Basic Accounting for the Health Industry

Credits – 3

A study of the social, economic, and political developments that have influenced and determined the accounting practices in the

health services industry. Reviews accounting procedures and discusses their applications in the health services industry. Actual and hypothetical health services accounting problems will be discussed.

Prerequisites: ACCO 113, HESM 110, QUME 250

HESM 310 Economics of the Health Industry

Credits – 3

A study of the modern micro and macro economy applied to health services in the public and private sectors. Emphasis is placed in the situations and issues of health economics. Discusses the relationship between the market forces of need and demand of health services.

Prerequisites: ACCO 113, ECON 123, HESM 110

HESM 320 Basic Finance for the Health Industry

Credits – 3

A study of the financial practices of health services organizations. Also, includes the fundamental methods and techniques for financial administration in the health services industry, including fund distribution, capital management, determination and assignment of costs service rates. Case studies and applications are provided.

Prerequisites: HESM 110, QUME 250

HESM 330 Legal Aspects in the Health Industry

Credits – 3

A study of the existing legislation in health services in the United States. Emphasis is placed in the norms that have a bearing in the health services industry. Application experiences through case studies in aspects such as: malpractice, patient rights, informed consent, doctor-patient relationship, accidents, collective bargaining and ethical and legal issues.

Prerequisites: HESM 110, MANA 210, PUHE 101

HESM 340 Budgeting for the Health Industry

Credits – 3

A study of budget models, including the corresponding programmatic plans, and budget distribution. Emphasis is placed in goals, objectives and measurable results. The course

provides for the application of budget models and techniques to health services settings.

Prerequisites: HESM 220, QUME 250

HESM 410 Health Information Systems

Credits – 3

A general introduction to the theory of information systems. The course provides for the application and use of software packages specifically designed for the health services industry for use in microcomputers and in mainframes, and for data collection, services utilization, billing, census, and others.

Prerequisites: COIS 101, HESM 110, HESM 230, HESM 310, HESM 320

HESM 420 Special Topics in Health Services

Credits – 3

Analysis and discussion of current issues and trends in the health services industry. Emphasis is placed in critical reading and analysis of case studies.

Prerequisites: HESM 110, HESM 220, HESM 320, HESM 340

HESM 431 Seminar in the Health Services Management

Credits – 3

The course is designed to provide the students the opportunity to integrate and apply the knowledge, methods, and techniques to perform successfully in a primary and intermediate management process throughout the different environments in the healthcare field. The student will use the concepts of Health Services Management oriented to strategic planning to ensure a balance between the provision of health services and an effective administration.

Prerequisites: 30 major credits

HESM 460 Applied Biostatistics

Credits - 3

Study of the principles and basic concepts of applied statistics and inferential analysis principles in health services. Emphasis is placed on the assessment and analysis of descriptive

statistics, hypothesis testing and estimation. It covers the basics of inferential statistics applied to hypothesis testing, mean proportions and variances in the process of health management and evaluation. Identify and recognize the importance of regression and correlation analysis.

Prerequisites: none

HESM 500 Leadership and Organizational Behavior in Health Services

Credits – 3

The course will present how organizational behavior is involved in the role, performance, and leadership of the manager in health services. It will present the concepts of leadership, differences between leaders and managers, attitudes, personality traits, emotional intelligence and its importance in the environment of health services, in addition to developing successful teams and delegation of authority. The student will identify how individuals learn and how personality is involved in the process of learning and decision-making. There will be case studies to provide application of learning.

Prerequisites: none

HESM 500-O Organizational Behavior

Credits – 3

This course presents how organizational behavior is involved in the role, performance and leadership of health services managers. The concepts of leadership, differences between leaders and managers, attitudes, personality traits, emotional intelligence, and their importance in the health care environment will be presented, as well as topics related to the development of successful teams and the delegation of authority. The student will identify how individuals learn and how personality is involved in the learning process and in decision making.

Prerequisites: none

HESM 510 Strategic Planning in Health Services Organizations

Credits – 3

This course focuses on the study of the components of planning, institutional goals, budget development, strategic thinking, and qualitative and quantitative mechanisms for continuous monitoring in a health setting. Assessment methodologies are discussed to compare different situations and to develop and establish work plans.

Prerequisites: HESM 520

HESM 510-O Strategic Planning in Health Services Organizations

Credits – 3

This course focuses on the study of the components of planning, institutional goals, budget development, strategic thinking, and qualitative and quantitative mechanisms for continuous monitoring in a health setting. Assessment methodologies are discussed to compare different situations and to develop and establish work plans.

Prerequisites: HESM 520-O

HESM 520 Fundamentals of Accounting and Finance in Health Services

Credits – 3

This course explores the essential practices of accounting and finance applied to the health sector. The student will apply the concepts learned from the environment of healthcare settings, including costs, forecast, future costs, direct and indirect costs, "ratios", patient's day's costs, case mix, productivity, inventory analysis, balance sheet, EBITDA, among others. It will focus on the development and interpretation of daily and monthly financial reports as a measure of risk prevention and institutional stability.

Prerequisites: Undergraduate accounting and finance

HESM 520-O Fundamentals of Accounting and Finance in Health Services

Credits – 3

This course explores the essential practices of accounting and finance applied to the health sector. The student will apply the concepts learned from the environment of healthcare settings, including costs, forecast, future costs,

direct and indirect costs, "ratios," patient's day's costs, case mix, productivity, inventory analysis, balance sheet, EBITDA, among others. It will focus on the development and interpretation of daily and monthly financial reports as a measure of risk prevention and institutional stability.

Prerequisites: Undergraduate accounting and finance course

HESM 530 Economy in the Healthcare Market

Credits – 3

The course will provide students with the theories and economic principles that guide the health market related to the production of goods, distribution of resources, supply and demand. Economic analysis of the health market will be performed including case studies. It will assess the micro and macro environment that explain economic processes.

Prerequisites: HESM 520

HESM 530-O Economy in the Healthcare Market

Credits – 3

The course will provide students with the theories and economic principles that guide the health market related to the production of goods, distribution of resources, supply and demand. Economic analysis of the health market will be performed including case studies. It will assess the micro and macro environment that explain economic processes.

Prerequisites: HESM 520

HESM 540 Health Services Information Systems

Credits – 3

Students will learn the basics of design, requirements, applications, operation, control and regulation of computer systems in the health services. Be trained in the use and benefits of electronic medical records, disclosure protocols and operation, as well as to use information management systems to enter data, analyze them and obtain information for research and evaluation purposes. Students will review requirements for various applications such as Laboratory Information System (LIS), Picture Archiving and Communications System (PACS),

Billing and Collection (Billing and Collection), and others.

Prerequisites: none

HESM 540-O Health Services Information Systems

Credits – 3

Students will learn the basics of design, requirements, applications, operation, control and regulation of computer systems in the health services. Be trained in the use and benefits of electronic medical records, disclosure protocols and operation, as well as to use information management systems to enter data, analyze them and obtain information for research and evaluation purposes. Students will review requirements for various applications such as Laboratory Information System (LIS), Picture Archiving and Communications System (PACS), Billing and Collection (Billing and Collection), and others.

Prerequisites: none

HESM 550 Research Methods in Health Services Management

Credits – 3

The course includes the analysis of various research designs and methodologies and quantitative and qualitative research studies that apply to the management of health services. The course is designed to strengthen students' knowledge in the process of drafting and preparing applied research reports that help management in the decision-making process.

Prerequisites: HEMG 600, HESM 560, HESM 570

HESM 550-O Research Methods in Health Services Management

Credits – 3

Summary of the research methods that apply to the management of health services. The course includes the analysis of various research designs and methodologies and quantitative and qualitative research studies. The course is designed to strengthen students' knowledge in the process of drafting and preparing applied research reports that help management in the decision-making process.

Prerequisites: HEMG 600, HESM 560, HESM 570

HESM 560 Applied Biostatistics

Credits – 3

Study of the principles and basic concepts of applied statistics and inferential analysis principles in health services. Emphasis is placed on the assessment and analysis of descriptive statistics, hypothesis testing and estimation. It covers the basics of inferential statistics applied to hypothesis testing, mean proportions and variances in the process of health management and evaluation. Identify and recognize the importance of regression and correlation analysis.

Prerequisites: Undergraduate statistics course

HESM 560-O Applied Biostatistics

Credits – 3

Study of the principles and basic concepts of applied statistics and inferential analysis principles in health services. Emphasis is placed on the assessment and analysis of descriptive statistics, hypothesis testing and estimation. It covers the basics of inferential statistics applied to hypothesis testing, mean proportions, and variances in the process of health management and evaluation. Identify and recognize the importance of regression and correlation analysis.

Prerequisites: Undergraduate statistics course

HESM 570 Fundamentals of Epidemiology

Credits – 3

It emphasizes the importance of the manager and evaluator of health services and its importance as a leader in creating solutions that meet the needs of communities. Application of the epidemiological method in the management of health services. It will consider the principles of epidemiology as a control and eradication of diseases to solve the health problems of the population. The course describes the natural history of the disease and the inclusion of statistical strategies for health promotion and disease prevention. It also discusses the advantages and limitations of various epidemiological designs.

Prerequisites: none

HESM 570-O Fundamentals of Epidemiology**Credits – 3**

It emphasizes the importance of the manager and evaluator of health services and its importance as a leader in creating solutions that meet the needs of communities. Application of the epidemiological method in the management of health services. It will consider the principles of epidemiology as a control and eradication of diseases to solve the health problems of the population. The course describes the natural history of the disease and the inclusion of statistical strategies for health promotion and disease prevention. It also discusses the advantages and limitations of various epidemiological designs.

Prerequisites: none

HEST 100 Health, Safety and Medical Law and Ethics**Credits – 3**

This course discusses legal and ethical responsibilities related to the concepts of wellbeing and sickness. Other components of this course include the awareness and practice of safety procedures as well as the recognition and response to emergencies. The student will learn and discuss all the OSHA standard precautions/ consciousness of pathogens transmitted in blood, infection control/ hand clean procedures.

Prerequisites: none

HEST 101 Medical Terminology**Credits – 3**

This course introduces the student in the knowledge and use of the vocabulary, concepts and terms frequently used in medical offices and other places where health services are offered. It is divided into four basic sections: 1) Etymology of the medical terms (prefix, root, and suffix) 2) Common abbreviations 3) Systems of the human body (function, organs, conditions or related diseases) 4) Medical specialties and sub-specialties' and their functions.

Prerequisites: none

HIDE 100 History of Art**Credits – 3**

This course surveys the history of artistic representation as a record of the social, technological, environmental and political circumstances of a period. The goal of this course is to establish an understanding of art as an expression of the desires, aspirations, needs, esthetics, and available resources of subjects/users throughout history. Human behavior and artistic representations will be examined, from the earliest representations to current film and digital media that envision the future.

Prerequisites: none

HIDE 101 History of Art**Credits – 4**

This course surveys the history of artistic representation as a record of the social, technological, environmental and political circumstances of a period. The goal of this course is to establish an understanding of art as an expression of the desires, aspirations, needs, esthetics, and available resources of subjects/users throughout history. Human behavior and artistic representations will be examined, from the earliest representations to current film and digital media that envision the future. Includes a documentary research lab component.

Prerequisites: none

HIDE 110 Representing Culture: Art & Artifact 1500-1850**Credits – 3**

This course will study the history of art and objects in the contexts of one another, and framed within the context of the economy, industry and technology, culture, politics and sociology in which they were produced. Approaching the period between 1500-1850, the migration of ideas around the globe will be explored in relationship to the evolution of design and art, paying particular attention to moments when cultures intersect and the impact on the course of ideas and material culture.

Prerequisites: HIDE 100

**HIDE 111 Representing Culture: Art & Artifact
1500-1850**

Credits – 4

This course will study the history of art and objects in the contexts of one another, and framed within the context of the economy, industry and technology, culture, politics and sociology in which they were produced. Approaching the period between 1500-1850, the migration of ideas around the globe will be explored in relationship to the evolution of design and art, paying particular attention to moments when cultures intersect and the impact on the course of ideas and material culture. 15 hours of research lab.

Prerequisites: HIDE 101

HIDE 200 History of Design 1800-Today

Credits – 3

Through lectures, tutorials and research projects students will be introduced to the history of design from the industrial revolution to the present. Relationships between design, art, industry, environment, and culture will be discussed as factors in the design development. Urbanism, history, politics and technological advances will also be examined as pivotal influence in design.

Prerequisites: HIDE 110

HIST 101 Introduction to the Study of History

Credits – 3

The course is an introduction to the study of historical and cultural activities. It promotes the understanding of the importance, meaning, and pleasure of the study of History and the knowledge about the process of its writing. It trains the university student to learn the many lessons that we can learn from History. Answer the question: why the story?

Prerequisites: none

**HIST 273 History of the United States of
America**

Credits – 3

This course is a survey of the political, economic, and socio-cultural development of the United

States of America through its history. It covers the hominization process in the continent, its geographical surroundings, and the development of the Amerindian settlements. It also includes a chronological analysis of the major historical processes that contributed to the development of the U.S. from its origins to present.

Prerequisites: none

**HIST 274 History of the United States of
America**

Credits – 4

This course is a survey of the political, economic, and socio-cultural development of the United States of America through its history. It covers the hominization process in the continent, its geographical surroundings, and the development of the Amerindian settlements. It also includes a chronological analysis of the major historical processes that contributed to the development of the U.S. from its origins to present. 15 hours for research lab are required.

Prerequisites: none

HUMA 101 World Cultures I

Credits – 3

This course is a critical study of the evolution of humanity from its beginnings to the development of cities and urban life. The course focuses on the impact of old civilizations at the world-wide level. It promotes the understanding of the moral, social, and cultural values in general at diverse times.

Prerequisites: none

HUMA 102 World Cultures II

Credits – 3

Critical study of the humanity cultural evolution from the origin of the cities and the urban life until the modern society. Attention to the most important cultural events. Promotes understanding of the moral, social and cultural aspects of society in the global context.

Prerequisites: HUMA 101

HURE 501 Human Capital Management

Credits – 3

This course prepares students to address the concepts of personnel development as managers. Students learn criteria for developing effective job analysis, appraisal systems, and appropriate career development plans for employees. Other topics include personnel selection, employee compensation, benefits, training, workplace diversity, discipline, employee rights, unions, and management behaviors.

Prerequisites: none

HURM 201 Recruitment, Selection and Talent Management

Credits – 3

The course covers the theories, research and legal aspects that shape the practices and trends of recruitment, selection and retention of personnel in modern organizations from a strategic perspective. Emphasis on applied learning, students will develop and apply processes and methods of recruitment and selection to meet the needs of the organization and the challenges of a diverse workforce.

Prerequisites: MGMT 230

HURM 210 Policy Making, Evaluation, and Reward System

Credits – 3

Study of different compensation systems to attract, motivate and retain employees. Include the analysis of theories of motivation and reward, legal aspects of remuneration, classification and compensation systems, benefits and incentives, non-monetary rewards, wage structures, competency-based pay and performance evaluation.

Prerequisites: MGMT 230

HURM 215 Human Resources Information System

Credits – 3

Discussion of management and functional foundations of information systems programs for managing human resources in the organization. Analysis of the main characteristics related to applications and programs, research and evaluation needs of information systems in the human resources function. Applications and

comparison of major programs, such as PeopleSoft, SAP or BAAN. The course includes the fundamental characteristics related to databases, information systems and strategic management process for the success of the organization.

Prerequisites: MGMT 230

HURM 240 Employment and Labor Law

Credits – 3

Study of labor law from the perspective of federal and local laws in the employer-employee relationship, emphasizing the historical development and future trends in the labor market. Includes the discussion and analysis of economic, political and social impact in the workforce and work organization, the evolution of labor laws, contracts and human resources policies, human rights and anti-discriminatory laws. At the end of the course, the student will apply the knowledge acquired in the case evaluation and analysis, research and practical exercises, which entails compliance with laws, rules and procedures in the management of human resources in private companies, both local and national.

Prerequisites: MGMT 230

HURM 250 Training, Development and Career Management

Credits – 3

Study and analysis of the theoretical, conceptual and practical framework of the training and career development of human resources, and its main role in organizational strategic management. Emphasis on the needs analysis, design, development, implementation and evaluation of training programs that facilitate continuous learning in human resources and that lead to the achievement of organizational goals. Throughout the course, students will apply the processes, techniques and methods for accountability and financial return on investment (ROI) in training and development programs.

Prerequisites: MGMT 230

HURM 304 Human Resources Evaluation and Performance Measurement

Credits – 3

The course emphasizes the role of human resources management strategic planning, performance evaluation and development of human resources. Discussion on the theories, strategies and techniques in the evaluation and performance measurement, interpretation of results and the identification of trends in the development of the organization. Through practical exercises, students will develop plans and effective tools to evaluate, analyze and report results, in quantitative terms, on the activities of human resources that contribute to the operation and success of the company.

Prerequisites: HURM 210

HURM 320 Negotiation and Conflict Management

Credits – 3

Principles, theories and basic practices for the effective management of negotiation, management and conflicts resolution in the business organization. Development of skills, techniques, methods and basic processes of negotiation, communication, persuasion and emotional intelligence, and the intervention of a third party to manage and resolve conflicts. At the end of the course, the student will recognize and value the role of the negotiator as a key element in resolving conflicts. Emphasis on the development of skills and conflict analysis skills, ways of tackling problems, types of negotiation, emotional intelligence, and communication strategies.

Prerequisites: MGMT 230

HURM 330 Safety and Health Management in Workplace

Credits – 3

Introduction to the concepts and fundamentals laws of employees' safety and health at the workplace. It includes the study and analysis of the factors, risks and dangers of accidents and work-related diseases. Developing policies and practices for implementing effective security programs and occupational health. Evaluation

and analysis of training programs for the development of preventive maintenance behaviors associated with occupational safety and health. Through case studies, students will apply the knowledge, skills, legal and managerial aspects to recognize, evaluate and control the risks of safety and health of workers in the company.

Prerequisites: MGMT 230

HURM 550 International Human Resources Management

Credits – 3

This course was designed to focus on the critical analysis of the foundations, processes, and policies inherent to the management of human resources in an international environment. The analysis of the fundamental vision of the dynamics of changes in the economic, political, socio-cultural, and technological environment in the contemporary world. The evaluation of the impact of these transformations in the organizational structural models to obtain competitiveness in the globalized economy. Presents a discussion of the characteristics of the recruitment, selection and development functions and the legal and financial responsibilities of personnel administration at the international level.

Prerequisites: 12 core credits

HURM 551 Compensation and Benefits

Credits – 3

This course addresses the ways that tangible and intangible forms of compensation can be used to motivate and reward employee performance. The course also deals with job analysis, job description, and job evaluation based on pay factors, as well as designing an equitable pay structure. In this course, students will learn how these systems work to attract, retain, and motivate a competent workforce.

Prerequisites: HURM 550

HURM 552 Quality Safety and Health in the Workplace

Credits – 3

The course is designed so that the student focuses on aspects related to studying the set of basic elements related to the health and quality of life of the worker as a Bio-psychosocial being. The objective factors of the work environment that influence their quality of life are addressed. To achieve the quality of life at work, changes aimed at achieving a healthy workplace are required. Prevention, risks, accidents at work, management, profitability, and protection of people. Strategies are exposed for the improvement of the quality of life in general, which is structured in 6 steps: preparation, planning, dissemination, deployment, implementation, and constant improvement of quality. Finally, international organizations for health protection and management and prevention of risks and accidents are discussed.

Prerequisites: HURM 550

HURM 553 International Economics Labor

Credits – 3

This course provides a general background of international labor economics. It presents the main aspects of economic and labor issues that influence the contemporary global environment. The course explores the fundamental elements of topics such as trade, currency funds, and the market that influence economic policy decisions and actions. In addition, it examines the impact of global economic policy on the movements, relations, and evolution of labor issues in the global context of business in the 21st century.

Prerequisites: HURM 550

HURM 554 Conflict Management and Organizational Dynamics

Credits – 3

This course recognizes the interaction between the individual and the organization, states that human resources are decisive for the success or failure of any organization. An educational tool, aimed at improving the attitudes, values, behaviors, and structure of the organization, so that it can better adapt to new situations, markets, technologies, problems, and challenges that constantly arise, helping to understand what it should be the appropriate behavior in

personal relationships that guarantees results of a good organizational climate that favors everyone.

Prerequisites: HURM 550

HURM 560 Employment in the Global Economy

Credits – 3

The effects of globalization and the need to understand the importance of cultural understanding in international management practice are emphasized. Analysis of the growing international economic integration. Effects of Globalization as the dominant driving force in the world economy, creating new employment opportunities for societies. Understanding of the integration of cultures and the need for leaders trained to interact with employees and clients of different nationalities. The emergence of global standards and regulations for trade and human resource management, as a result of the expansion of trade and the growth of the labor market and labor relations in the new order of the globalized economy.

Prerequisites: none

HURM 561 Labor and Industrial Relations in Human Resources

Credits – 3

This course includes the basic elements of the field of labor relations. Students will learn about the history of Labor Relations and unions. In addition, the course reviews the way the labor relations system works, as well as specific areas of it such as the future of unions, industrial systems around the world, relationships with human resource management models, various models of conflict resolution, labor-management problems, the differences, and similarities between labor relations in the public and private sectors.

Prerequisites: none

HURM 562 Management Negotiation and Conflict Resolutions

Credits – 3

The course is designed for the student to focus on aspects related to critical analysis and understanding of the fundamentals, processes,

and components of negotiation and the dynamics for conflict resolution in organizations. Understanding the importance of negotiation for peaceful coexistence through recognition of common interests. The need to develop interpersonal skills to face and resolve conflicts is also presented.

Prerequisites: none

IFOR 205 Basic Criminal Investigation

Credits – 3

Introductory study of the basic techniques in criminal investigation, types of investigation, processes, investigation structure, collection and interpretation of information and facts reconstruction.

Prerequisites: CRIM 100

IFOR 210 Forensic Photography and Crime Scene Planimetry

Credits – 3

The course will provide method analysis and photography techniques from a legal perspective. The study of photography as a graphic objective of the condition in which the crime scene is developed. Study of the crime scene with the purpose of establishing conditions for the evidence found. Study of the diagram or sketch that is elaborated in the crime scene. The course also provides an establishment of specific crime motives where the results become favorable to solve criminal cases.

Prerequisites: CRIM 100, IFOR 205

IFOR 215 Fundamental Principles of Collection and Processing of Evidence at the Scene of the Crime

Credits – 3

Study of the fundamental principles, processes and techniques used to lift the evidence at the scene of the crime. Study of information related to blood stains, fluid, other parts of the body, as well as another kind of evidence found at the scene of the crime and its interpretation. Study of reconstruction of the crime scene and search patterns.

Prerequisites: CRIM 100, IFOR 205

IFOR 220 Forensic Investigation of Traffic Accident

Credits – 3

Forensic investigation of the determinants in the scene of a traffic accident, damage of vehicles, manual measurement systems and dynamics of vehicle engine for administrative and legal purposes.

Prerequisites: IFOR 215

IFOR 225 Interview Techniques and Testimony in Court

Credits – 3

Study and analysis of interview and interrogation as a scientific methods technique of forensic investigation for preparing and presenting testimony in court cases as a forensic expert in court.

Prerequisites: IFOR 205

IFOR 230 Introduction to Forensic

Dactyloscopy

Credits – 3

Study of the development of fingerprinting in the field of forensic science and its purpose in criminal investigation, using the fingerprint as infallible means of identification of a suspect in the crime scene. The course prepares students with the knowledge and skills necessary for the recognition, development, identification and fingerprint processing at the crime scene, in full compliance with the provisions of due process of law in our legal system.

Prerequisites: IFOR 215

IFOR 235 Investigation of Cyber Crimes

Credits – 3

Introductory study to prepare students in the identification and investigations of cybercrimes using a scientific research methodology, by emphasizing the protection, acquisition and management of digital evidence. Discussion of the ethical basic hackers and social engineering principles.

Prerequisites: IFOR 205

IFOR 240 Scientific Study of the Crime Scene

Credits – 3

Scientific study of the methodology in collecting and processing all those signs (evidence) generated in and out of the crime scene. Scientific practical and theoretical study of the crime scene for reconstructing it and collecting information and evidence that will be used to establish, based on the forensic methodology, who, how, where, when and why of a crime.

Prerequisites: IFOR 215, IFOR 210, IFOR 230

IFOR 245 Introduction of Fraud Investigation**Credits – 3**

Introductory study of the basic techniques to identify and investigate the different types of fraud. Discussion of the phases or stages of the fraud investigation, types of fraud: financial and informatic, indicators, collection and evaluation of documentary evidence, informants and forensic investigation reports.

Prerequisites: IFOR 205, IFOR 215

IFOR 250 Introduction to Fire Investigation**Credits – 3**

Introductory study of the methods and procedures for the investigation and analysis of fire incidents. Investigation of accidentals or intentional causes as: electrical causes, vehicles fire, explosions, wildfire and pyromania. The course includes the drafting of technical reports and documentation.

Prerequisites: IFOR 205, IFOR 215

IFOR 255 Surveillance and Tracking: Technical and Ethical Aspects**Credits – 3**

Study of techniques, strategies, processes and analysis groups to collect evidence from different crime scenes by surveillance when observing authors and events. Application of scientific techniques and discussion of ethical aspects in a forensic and legal investigation.

Prerequisites: IFOR 240

IFOR 275 Integration Seminar in Forensic Investigation**Credits – 3**

The seminar provides an opportunity for students to integrate and apply knowledge, methods, principles and techniques of forensic investigation through research and analysis of case studies.

Prerequisites: All major and professional courses

IMEN 404 Industrial Safety and Health Management**Credits – 3**

The course is an introduction to concepts and techniques of safety and health management, based on a modern perspective on compliance with mandatory standards for workplace safety and health.

Prerequisites: QETE 255 QETE 260

INBU 350 International Business**Credits – 3**

This course presents to the students the concepts and administrative implications in the international business practice in the products and services merchandising all around the world. The course will make emphasis on the pros and cons of the economic theories, the government policies, the business strategies and the organizational structure of the international business.

Prerequisites: none

INBU 610 International Business Environment**Credits – 3**

This is an introductory course in international business. The basic content of the course includes (1) an overview of the means of conducting international business, with an emphasis on what makes international different from domestic; (2) the effects of the social systems within countries on the conduct of international business; (3) the major theories explaining international business transactions and the institutions influencing those activities; (4) the financial exchange systems and institutions that measure and facilitate international transactions; (5) the dynamic interface between countries and companies attempting to conduct foreign business activities; (6) corporate strategy alternatives for global operations; and (7)

international activities that fall largely within functional disciplines.

Prerequisites: none

INBU 709 International Business in Latin America and the Caribbean

Credits – 3

This course is focused on the business activities carried out across Latin America and the Caribbean. The course reveals macro environment aspects: politic, economy, legal and regulatory, technology, cultural and other and how they impact the multinational enterprise that wishes to establish itself in the region. Furthermore, it analyzes the particularities of the region from the functional perspective of the business organization.

Prerequisites: INBU 610

INBU 710 Legal Environment of International Business

Credits – 3

A study of the international political, bureaucratic, and legal structures regulating and governing international trade, including multilateral and bilateral arrangements. Schemes for the removal of trade barriers, methods of international contracting, and doing business abroad in the context of the international legal environment will be a primary course focus.

Prerequisites: INBU 610

INBU 711 Exports and Imports

Credits – 3

Managing the export/import department; government regulations affecting imports; financing, insuring, transporting, and marketing of exported or imported raw materials and finished products; methods of purchasing foreign products and selling domestic goods abroad; joint marketing; licensing; distributor relations.

Prerequisites: INBU 610

INBU 712 Contemporary Issues in International Business

Credits – 3

This course is designed to provide students with the opportunity to examine and analyze topical

issues in International Business. Such rapid changes in global environments may put potentially significant impact on the international business and the home and/or host nations associated. This subject assumes students to have fair degrees of understanding in the complexities of global cultural, political, economic, organizational, and financial forces of international business environments and recognize how they affect their firm. As contemporary issues around international business continues to evolve but many times unpredictably, challenges for firms to adjust, reshape and/or reconstruct their strategic directions and thereby organization and management structure become inevitable. This subject will introduce past, current and emerging issues in international business environments and equip students to apply theories/concepts learned from firsthand international business subjects into more coherent and real-life practices.

Prerequisites: INBU 610

INBU 715 Managing Global Production

Credits – 3

This course explores the management of technology and its relationship to the dynamics of globalization in production in both the manufacturing and service industries. It focuses primarily on the management of international supply chains and on the coordination of manufacturing and service activities across different geographies. In addition to analyses of corporate logistics, the course emphasizes international business process outsourcing and the modeling of international business problems.

Prerequisites: QUME 507, INBU 610

INBU 716 International Business Seminar

Credits – 3

Course designed to guide students to conduct research within International Business area under the direction and supervision of professor. The course is an individualized development. The course includes identification and discussion of problematic situations that can be investigated, analysis and events that relate to it. It also

includes the recognition of independent and dependent variables of the problem, formulation of basic research questions, type of research, formulating hypotheses, and defining limitations of the study. It also discusses the aspect of the readings relevant to the research population and sample of the study, design of instruments to be used in data collection, identification and description of the operational procedures and statistics to be used in the analysis of data collected in the study. Then the student emphasizes the aspect of statistical presentation of the findings and their interpretation, summary, conclusions and recommendations.

Prerequisites: 30 credits, including MARK 703-O

INBU 764 International Business Management Credits – 3

This course provides an overview of the particular aspects of doing business in a global context. It includes a discussion of the importance of the global business, the selection of countries as markets, and the development of a coordinated international business strategy in the marketing, human resources, accounting, and financial functions of a business entity.

Prerequisites: none

INGS 101 Research Information Literacy Credits – 3

This course analyzes the principles and processes comprised of information literacy skills. It promotes the application of these skills in a research project to generate new knowledge or improved understanding. Research methodologies, search, evaluation, and understanding of contents are emphasized. The use of information in an effective, legal, and ethical way is stressed. The course is competency-focused and encourages the responsible use of technology and information skills to generate new knowledge.

Prerequisites: none

ITAD 308 Family and Community: Bridges for the Infant and Toddler Formation Credits – 3

The course examines the role of family and community in the physical, mental, emotional and intellectual development of the infant and toddler from birth to age three. The strengths and weaknesses, resources and needs of the family and the community regarding the development of children of preschool and primary grades are identified. The course offers alternatives for the coordination and organization of social, cultural and recreational activities that contribute to the formation of children in this age group, both in educational settings and in the community.

Prerequisites: none

ITAD 403 Creation and Management of Environment for Infants and Toddlers Credits – 3

This course presents the policies and regulations governing the establishment and development of an educational center for infants and toddlers. It analyzes the knowledge and skills needed for planning, administration and coordination of these programs. During the course the following issues will be discussed: factors to consider when opening a center for infants and toddlers, the laws governing the opening of a center for infants and toddlers, the spaces needed inside and outside the center, and the materials and suitable equipment; as well as administrative aspects to consider when evaluating the physical infrastructure and personnel of the center.

Prerequisites: none

ITMA 501 Technology and Information Management Credits – 3

The course will enable students to attain a sound working knowledge of the technologies that govern the most relevant aspects of IT/IS. Students will acquire an overall view and technological foundation with a special focus on the field of management.

Prerequisites: none

MAIS 810 Information Systems Modeling Credits – 3

The course provides an understanding of the complexity of establishing information requirements in enterprise-wide applications, and the process of translating these requirements into global design architecture. Students have the opportunity to compare different methodologies for requirements analysis. Database architecture modeling in the design process is emphasized. The students explore several approaches for completing design specifications that satisfy existing information requirements.

Prerequisites: none

MAIS 815 Telecommunications Management

Credits – 3

The course will help students to understand the fundamentals necessary for the effective management of organizations that develop, operate, and/or use telecommunications. Topics will include the underlying technical aspects of voice and data networks, the protocols and services, industry and regulatory structures and practices, and practical questions that arise from these issues. The management perspective is emphasized.

Prerequisites: none

MAIS 820 Decision Support Systems

Credits – 3

This course will explore and discuss the development, implementation, and application of Decision Support Systems (DSS), how these systems can be applied to current business problems, as well as organizational issues associated with the implementation and usage of these systems. The course will consist of four main components: decision making, data management for DSS, Modeling techniques for DSS, and Collaborative Computing.

Prerequisites: none

MAIS 825 Information Security Management

Credits – 3

The course will help students to understand the fundamentals necessary for the effective management of organizations that develop, operate, and/or use telecommunications. Topics will include the underlying technical aspects of

voice and data networks, the protocols and services, industry and regulatory structures and practices, and practical questions that arise from these issues. The management perspective is emphasized.

Prerequisites: none

MAIS 827 Data Warehousing Management

Credits – 3

This course will introduce the student to the major activities involved in a data warehousing project. The course includes what data warehousing is and how it differs from other database systems, creating a database model that is specifically optimized for data warehousing, moving data from a source database to a warehouse. It will use different tools to access the data in a warehouse. Will discuss organizational and management issues and look at the common applications in warehousing today. Finally, the course takes a specific look at the kinds of support the Oracle DBMS provides for data warehousing.

Prerequisites: none

MAIS 830 Web-Based Information Architectures

Credits – 3

Study of the design, creation, and usage of web sites and related software. The course focuses on how to use search engines optimally, how to design e-business sites, how to analyze competition, and how to archive page access paths in service of successful e-commerce infrastructures. The course addresses issues related to the creation of search engines, and web-based information architectures.

Prerequisites: none

MAIS 832 Knowledge Management

Credits – 3

This course is designed to gain knowledge and critical thinking to achieve success in modern business administration, help students become familiar with current theories, practices, tools and techniques in knowledge management (KM), and guide students. Students to pursue a career in the information systems sector within nonprofit organizations, as well as develop the analytical

skills of the participants in Knowledge Management and Knowledge Management Systems. The revised technologies will include intranets, groupware, weblogs, instant messaging, content management systems and email in individual and organizational contexts. Students will use these technologies, review case studies, investigate knowledge organization methods and analyze and design Knowledge Management processes and systems.

Prerequisites: none

MAIS 835 IT Policy and Strategy

Credits – 3

This course provides students the opportunity to develop an understanding of the strategic use of information technology from a business perspective at the enterprise level. It emphasizes the development and implementation of policies and plans to achieve organizational goals. Includes defining the systems that support the operational, administrative, and strategic needs of the organization, its business units, and individual employees. Study of the approaches to managing the information systems function and the dual challenges of effectively controlling the use of well-established information technologies, while experimenting with selected emerging technologies.

Prerequisites: none

MAIS 842 Web Services

Credits – 3

In this course the students will explore, and construct web services designed for use in other servers over the Internet. Standing from a solid understanding of the state of the arts, and using relational databases, we will design and implement new services that facilitate collaboration and education. Participants will design, develop, and deploy web services. If appropriate, the web services created will be chained together to demonstrate the concept of web service supply chains.

Prerequisites: MAIS 830

MAIS 847 Special Topics in Information Security

Credits – 3

This course examines the characteristics of highly distributed applications, limitations of traditional security approaches, new alternatives now being developed, and implications for critical infrastructures. Topics of current interest include secure operating systems and networks, intrusion detection, cryptographic theory and applications, vulnerability analysis, and deceiving code detection.

Prerequisites: none

MAIS 852 Multimedia Systems

Credits – 3

Study of theoretical and practical issues in designing multimedia systems. Topics include introduction to multimedia systems, compression techniques, synchronization, user interface, storage, and operating system support for digital audio and video, as well as network and transport protocols for multimedia.

Prerequisites: MAIS 830

MAIS 857 Special Topics in Computer Information Systems

Credits – 3

Major elective course that provides an advanced introduction to enterprise information systems, primarily covering the managerial issues related to investing in, implementing, and customizing enterprise systems, with a goal to develop perspectives in the students about leveraging enterprise systems for strategic intents of a firm.

Prerequisites: none

MAIS 858 Data Mining

Credits – 3

This course introduces data mining as a tool for support to the decision-making process in base of the analysis of data obtained from informatic systems. During this process all the stages of the data mining process will be discussed: collection and aggregation of data for the creation of a data warehouse, warehouse cleaning and processing in order to create a minable data view; application of data mining techniques per se (association rule, Bayesian methods, support vector machines, artificial neural networks, fuzzy techniques, statistical modeling, etc.); evaluation

of interpretability and the quality of the knowledge gained, and, finally, dissemination and the use of that knowledge.

Prerequisites: none

MAIS 859 Service Oriented Architecture

Credits – 3

This course will explore and discuss the design principles and application of Service-Oriented Architecture (SOA), how these architectures can be applied within multiple business domains, current business problems, as well as organizational issues associated with the implementation of information systems through SOA. The course will cover three main aspects of this important trend in software engineering: design, modeling, and simulation.

Prerequisites: none

MAMC 551 Project Management

Credits – 3

This course is designed to approach the field of project management from a managerial perspective rather than an engineering or mathematical perspective. Consequently, the project management methodology essentially contained in the Project Management Body of Knowledge of the Project Management Institute (PMI) will be addressed. The course focuses on the study and practice of the project management life cycle to achieve a competitive advantage in today's business environment. It demonstrates how effective project management depends on the proper execution of activities such as estimating, planning, communicating, measuring, monitoring, reporting, and documentation. Throughout the course, the student will be able to acquire the required skills through the analysis of special topics, contemporary case studies, and the integration of software tools for the simulation of planning and execution processes.

Prerequisites: none

MAMC 552 Operations Management

Credits – 3

This course is designed to provide students of the Supply Chain and Logistics specialty of the

Business Administration Graduate Program the opportunity to study the strategic, tactical, and operational concepts of company operations and performance management. This course deals with the design and management of products, processes, and services within the supply chain. This course explores the development of production schedules, inventory management, product and service quality, material management, and company policies, as well as the basics of project management and customer service. The course explores the concepts of plant location analysis, logistics and distribution, technology, and lean supply chain.

Prerequisites: ADMI 500, QUME 507

MAMC 553 Enterprise Resources Planning

Credits – 3

This course is designed to provide students of the Supply Chain and Logistics specialty of the Business Administration Graduate Program the opportunity to integrate all the processes and data of an organization in a single system and study the corresponding multiple ERP platforms, according to its acronym in English. Contribute to creating competitive advantage through the coordination and flow of data through information systems. The central theme of the course is limited to the development and application of information systems for the total integration of managerial processes within the supply and logistics chain, relevant to the operational areas of an organization.

Prerequisites: none

MAMC 554 Supply Chain Design and Management

Credits – 3

This course is designed to provide students of the Supply Chain and Logistics specialty of the Business Administration Graduate Program the opportunity to study the concepts, fundamentals, and techniques of purchasing management that will allow them to perform effectively in this role. of vital importance in the operation of any organization. Topics such as the purchasing process; purchasing policies and procedures; the evaluation, selection, and

means of suppliers; negotiation, contracts, costs, and the purchase of transportation services, among others. This course explains the responsibility of the purchasing department and how purchasing management responds to the structure of organizations, the importance of achieving efficiency, maintaining optimal inventory levels, working with suppliers, and evaluating the quality of products and services.

Prerequisites: MAMC 552

MAMC 561 Logistics Management and Strategy
Credits – 3

This course is designed to provide students specializing in Supply Chain and Logistics of the Business Administration Graduate Program the opportunity to study the creation of competitive advantages using logistics according to the structure of three operational processes: the flow of materials, the flow of information and the response time to demand. In modern companies, the boundaries between functions, organizations, and geography are disappearing. Therefore, it is essential to examine the opportunities and challenges presented by the integrated structures of the future.

Prerequisites: MAMC 552, MAMC 553

MAMC 562 International Logistics and Global Supply Chain Management
Credits – 3

International logistics is one of the most efficient tools for the global positioning of a company. This course is designed to provide students of the Supply Chain and Logistics specialty of the Business Administration Graduate Program the opportunity to examine, identify, discuss, and critically analyze the concepts and theories of International Logistics through profitable integration of cargo transportation and distribution in international markets. Explain and illustrate the elements necessary for the profitable integration of cargo transportation and distribution in international markets.

Prerequisites: MAMC 554, MAMC 561

MANA 101 Introduction to Business
Credits – 3

The course presents a study of business, its nature, its environment, and opportunities. It introduces students to the broad principles of business in the fields of marketing, finance, organization, and administration and teaches the application of behavioral science to management. It also applies the discussion of diverse case studies related to business to encourage analytical thinking and reasoning.

Prerequisites: none

MANA 125 Business Ethics
Credits – 3

Concepts related to moral aspects of human behavior within the whole social system, and particularly in business settings or in groups where the individual operates.

Prerequisites: none

MANA 126 Business Communication
Credits – 3

Application of business communication principles through the creation of effective business documents and oral presentations. Includes study and application of team communication and use of technology to facilitate the communication process. Students will learn techniques for writing information to attend any business situation. They will also learn how to analyze their audience effectively to communicate both inside and outside of their organization.

Prerequisites: none

MANA 131 Human Relations in Trade
Credits – 3

Concepts dealing with the interaction and interpersonal relations of individuals and groups within business organizations. It includes an analysis of leadership and group behavior.

Prerequisites: none

MANA 204 Business Law and Professional Ethics
Credits – 3

This course provides the study of the legal aspects of common business transactions. Special attention is given to contracts, sales and marketable securities, transfer of property, deeds, and mortgages.

Prerequisites: none

MANA 210 Management Theories

Credits – 3

Study of all administrative theories and the management process in the sequence of planning, organizing, directing and controlling.

Prerequisites: none

MANA 213 Human Resources Management

Credits – 3

The theories, principles and processes of human resource management are studied. It includes the recruitment, training, supervision, motivation and direction of these resources and the related legislation.

Prerequisites: none

MANA 230 Organizational Behavior

Credits – 3

Study of human behavior both as individuals and as groups in the determination of organizational effectiveness. Special attention is given to formal and informal groups, the leader's role in conflict management, and concepts such as perception, learning, socialization, motivation, stress management, awareness and development of values.

Prerequisites: none

MANA 340 Production and Operations Management

Credits – 3

Principles of production management applied to problems such as product design, objectives, policies, work, methods and standards, plant location, layout, scheduling, maintenance, inventory, quality control, operations analysis, performance and cost control.

Prerequisites: QUME 250, MANA 210

MANA 350 Business, Government and Society

Credits – 3

Study of the philosophies, interrelationships, and perspectives regarding the role of business in society. Selected issues in the context of social responsibility are included. The analysis of specific legislation related to the field is also examined.

Prerequisites: none

MANA 401 Seminar in Strategic Management

Credits – 3

This is the capstone course of the management major and offers the student a hands-on overview of the strategic management process, focusing on the strategic analysis, strategy Formulation and strategy implementation phases. Students will deepen their analytical competencies while applying knowledge acquired in previous courses, skills and values to specific business issues.

Prerequisites: FINA 202, MANA 131, MANA 210, MARK 133 and 12 credits of major courses

MANA 404 Labor Relations

Credits – 3

Studies the worker-management relationships, development and operation of labor unions, public and private policies on labor relations, collective bargaining, job and union security, and labor laws.

Prerequisites: none

MANA 505 Management Information Systems

Credits – 3

Information systems designed to support management in the areas of finance, manufacturing, marketing databases, and data communication are introduced.

Prerequisites: none

MANA 511 International Management

Credits – 3

This course deals primarily with the managerial practices and functions that characterize successful international corporations. It covers issues of organizational structure, planning and budgeting systems, management development and human resources, ethics, cross-cultural issues, the applicability and adaptation of culture-

bound policies, communications, and the management of multi-cultural teams. Emphasis is placed on the processes by which multinational organizations are managed, including conflict management, multi-country integration mechanisms, and negotiation strategies.

Prerequisites: INBU 610

MANA 550 Advanced Strategy Management

Credits – 3

Analysis of the process of building strategies in organizations. Formal and informal strategic planning will be worked on. The strategic processes will be considered for the study and the way of raising the ideas within an organization. How they are pursued, how approval is found, and how it is incorporated into the strategy. Specific issues to consider are the nature and role of vision, the impact of organizational structure on the strategy-making process, value-based planning, and strategic decision-making.

Prerequisites: none

MANA 552 Industrial and Service Quality

Management

Credits – 3

This course presents an overview of the key theory and current practice of quality monitoring and improvement. The content introduces fundamental management tools, techniques, and specialized skills. Recent changes in ISO 9000 quality management standards will be studied. The course will focus on the introduction to the subject of quality management rather than on specific tools. Also, how to develop future skills, using specific tools. Specific examples of successes and failures of quality management will be analyzed and a review of the technical tools necessary to implement a quality program will be made.

Prerequisites: none

MANA 553 Human Behavior in the Organization

Credits – 3

The course is oriented towards the study of the impact of organizational behavior and its effects on the development of a company. The main

emphasis of this course is the application of the theories of human behavior, both individual and group, and the processes related to organizational effectiveness and efficiency. Consequently, the course focuses on aspects of the behavior of individuals and groups from the perspectives of learning styles, organizational culture, communication, personality, leadership, motivation, conflict, and management by objectives.

Prerequisites: none

MANA 554 International Management

Credits – 3

This course is designed as a framework for understanding the international aspects of management. The course examines the strategic aspects of managing a multinational or global company (cultural, linguistic, economic, political, and geographic). It also reviews the changing patterns of international business. It focuses on the decision to enter certain markets and the location of the main activities and regional headquarters. Topics include trade and foreign direct investment, levels of analysis, ways to enter international markets, institutional environment, labor relations, relations with host governments, cultural issues, legal and political considerations, and competitive market forces.

Prerequisites: none

MANA 561 Sales Force and Key Account

Management

Credits – 3

This course studies the various activities related to administration, responsible for serving sales representatives in a company. Planning functions, sales control, predictions, budgets, distributions by territories, and routes are included. Existing regulations and problems related to the hiring, selection, supervision, evaluation, motivation, and training of sales representatives are analyzed. The use and handling of the studied elements, related to contemporary problems of sales representatives, are studied. Ethical, legal, and international concepts related to sales representation are also studied.

Prerequisites: none

MANA 562 Pricing and Value Management

Credits – 3

The course introduces the discipline of strategic pricing management not only as an important part of marketing but also as an important area of the finance function and competitive strategy. Superior and sustainable company profitability can only be achieved by finding and exploiting synergies between customer needs and vendor capabilities. This is what is proposed by the study and application of the pricing strategy.

Prerequisites: none

MANA 600 Business Policy and Ethics

Credits – 3

This course covers the functional and support areas of business administration. The course approaches business policymaking and administration from the perspective of the general manager. Cases emphasizing economic, social, and moral problems having implications for corporate policy are examined.

Prerequisites: none

MANA 612 International Strategic Management

Credits – 3

Operating in a global rather than domestic arena presents the manager with many new opportunities. However, with these new opportunities come the challenges of managing strategy, organizations, and operations that are more complex, diverse, and uncertain. Unlike purely domestic competitors, companies that compete across borders must make choices about which product to offer around the globe; where to compete within the world; where to locate the various activities of the firm; and how to organize to effectively coordinate its worldwide activities. This course focuses on these challenges to develop and implement corporate strategies in a global environment. It is structured to provide students with conceptual and practical understanding of the strategic challenges of multinational corporate management. Operating in a global rather than domestic arena presents the manager with many new opportunities.

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Prerequisites: INBU 610

MANA 625 Total Quality Management

Credits – 3

Analysis and discussion of the elements of total quality management, change and its effects on organizational behavior. Also, the course examines the effects of changes in management of organizations in general, the responsibilities of the manager, and the behavior of the employees in the organization.

Prerequisites: none

MANA 720 Operations and Production Management

Credits – 3

This course stresses managing the production, distribution, materials, and information functions of manufacturing and service systems. It includes capacity determination, operating procedures analysis, operating systems design, control systems development, and new technology evaluation. The course utilizes current case examples of management skills required in the operations environment.

Prerequisites: none

MANA 742 Simulation

Credits – 3

The course is developed in a simulated environment of the companies and their managers to obtain the maximum performance of

it. This course attempts to create a business reality using the same variables, relationships, and events that we find in the business world. It is made up of various decision cycles (Commercial, Production, R&D, Human Resources, and Finance). The simulator aims to offer a representation of business reality. Reproducing business complexity, and at the same time achieving the aforementioned educational objectives, entails limiting the game scenario and therefore establishing a series of rules that limit the participants' ability to act. Simulation seeks to maximize efficiency in decision making, and to obtain the maximum. By joining a team of students (managers) responsible for running a company that competes in a market simulated by the program.

Prerequisites: 30 credits or more

MANA 750 Advanced Statistical Methods

Credits – 3

The course consists of four divisions: descriptive statistics, probability, statistical inference, and multivariate analysis. Include the study of probability distributions and hypothesis testing; regression analysis, lineal correlation, ANOVA, simultaneous equation models, quantile regression, binary regression models, time series analysis, and panel data analysis.

Prerequisites: none

MANA 754 Business Research Methods

Credits – 3

The course promotes integration of scientific research and managerial decision-making. Students can note the variety of research in different areas of business, such as production, operations research, business policy and strategy, organizational behavior, human resources management, information systems, marketing, accounting, and finance. The course includes discussion of the research process, from the statement of the problem to the conclusions. Aspects of ethical considerations involved in conducting research, including cross-cultural research, will also be discussed.

Prerequisites: none

MANA 762 Management Science

Credits – 3

The purpose of this course is to provide students with an inventory of theories to address key issues in Management and Organizational Research. The course includes discussions of the role of theories in the development of scientific research; the theories to analyze contemporary management and organizational issues; the underlying assumptions of management and organizational theories; and the application of deductive and inductive models in management and organizational research.

Prerequisites: none

MANA 800 Business Data Analysis

Credits – 3

The course includes the tools of managerial data analysis to transform raw business data regarding management processes and markets into organized information to identify meaningful patterns and relationship useful to interpret and perform analysis. This process provides useful knowledge for improved decision making. The course stresses the theoretical development and the practical application of each technique. The student may integrate the use of statistical analysis capabilities of pc-based computer software, summarize raw data and interpret patterns in those data, make and interpret statistical inferences, execute and interpret rudimentary regression analysis and recognize limitations of statistical analyses and identify pitfalls in their interpretations.

Prerequisites: none

MANA 802 Corporate Finance

Credits – 3

A comprehensive study of theoretical and empirical research on financial decisions; valuation of debt and assets; risk analysis and management; investment decisions; capital and cost of capital budget decisions; decisions of corporate finance and financial markets; policy dividends and capital structure decisions; interactions of investment and financial decisions; derived values, options, guarantees and convertible; consolidations, corporate

governance, restructuring; international financial management.

Prerequisites: none

MANA 804 Strategic Management

Credits – 3

Introduction to the theoretical perspectives and the analytical tools on complex case studies. Includes empirical findings in the strategic management process. The course will explore diagnosing the firm's current situation and the development of solutions to strategic and organizational problems. It will study how the organization builds sustainable competitive advantage in their respective industries.

Prerequisites: none

MANA 806 Organizational Design

Credits – 3

This course is designed to train theorist/researchers, practitioners in the design, redesign and implementation of effective organizations. It will focus on the analysis, planning, implementation, and evaluation of both the social and technical systems of organizations with emphasis on the structural changes necessary to improve and maintain productivity and the quality of work life. The course will bring emphasis on the integration of diverse theoretical perspectives.

Prerequisites: none

MANA 808 Business Consulting

Credits – 3

This course provides and in-depth understanding of strategy consulting. Course explores dimensions of defining and understands the strategy consulting assignment, client relationship management, work methodology, value creation, and presentation and follows up. It examines individual, interpersonal, and organizational theories of development and of intervention effectiveness. It will develop an understanding of how internal and external consultants add value to the organization.

Prerequisites: none

MANA 810 Negotiations Strategies

Credits – 3

This course includes the uses of the theory and research on effective negotiation strategies to build student understanding of, and skills for, managing differences and negotiation situations. The emphasis is on developing practical skills for effective negotiations that can be applied to concrete situations. Students should be prepared to learn from their own experiences and practice in this course.

Prerequisites: none

MANA 820 Management of Innovation and Technology

Credits – 3

This course recognizes the importance of technology in the organizations. It considers the issues associated with introducing new technology into organizations, also covers the management of various types of technology and its role in the organizations in the 21st century.

Prerequisites: none

MANA 822 Project Management in Business

Credits – 3

This course provides the theoretical knowledge and presents the best industry practices and techniques, for project management. The students can help business organizations to meet their goals and expectations using strategies to manage the process of planning, development and control of projects.

Prerequisites: none

MANA 824 Risk Management

Credits – 3

This course includes a comprehensive study of methods available for controlling risk and limiting financial exposure. Topics include insurance, underwriting, self-insurance, loss control, insurance fraud, workers compensation, government regulations and an examination of current issues in the insurance industry.

Prerequisites: none

MANA 830 Advanced Human Resource Management

Credits – 3

Advanced studies in Human Resources Management. Topics include employee selection, performance appraisal, compensation, training and development, human resources policy and strategy, and other areas of human resource management.

Prerequisites: none

MANA 832 Training & Human Resources Development

Credits – 3

This course explores the roles of training and organizational development in the growth, development, and success of organizations. Organizational development is examined in terms of its history, underlying assumptions, characteristics, components, and different types of interventions. Topics include effective training, need assessment, program development, instructional design, delivery, evaluation, and the determination of the return of investment (ROI).

Prerequisites: none

MANA 834 Seminar in Leadership

Credits – 3

This course will examine organizational leadership and its relationship to organizational development and change. This includes leadership and ethical behavior, inter and intra organizational leadership strategies, management theory and practice and organizational culture.

Prerequisites: none

MANA 840 Service Management

Credits – 3

This course provides an overview of management principles applied in the service industry. It includes the application of management theories, effective characteristics, problems, communications, leadership, and particular management problems in service industries.

Prerequisites: none

MANA 844 Managing Professional Services Organization

Credits – 3

This course addresses the critical needs of the professional services organizations. The course is valuable for those planning on entering the professional service in a management role, including such activities as consulting, financial advice, accounting, the law and other aspects of service industries.

Prerequisites: none

MANA 850 Strategic Planning in Public Organizations

Credits – 3

In this course the students will explore the theory and practice of the Strategic Planning Paradigm. As a tool for public administration, the students can learn how to apply the strategic planning like mission and vision statements, environmental scanning, identification of strengths and weakness, strategic policies and others.

Prerequisites: none

MANA 852 Project Planning and Programming

Credits – 3

Most of the public work is developed by projects and using specific budgets. In this course the students will learn how to develop project planning and how to use different tools for the programming of the projects like Precedence Diagram Method (PDM), Arrow Diagramming Method (ADM), Conditional Diagramming Method (ej. GERT), Expert Judgement and others.

Prerequisites: none

MANA 854 Management and Budgeting in Government

Credits – 3

This course addresses the theory of public management and budgeting spending and explores past and present applications in the federal and state government. The course also integrates experiences of management and budgeting in other countries in a way that the students can compare different scenarios.

Prerequisites: none

MANA 857 Special Topics in Entrepreneurship and Management

Credits – 3

This course is designed to promote the discussion of changing and emerging topics in the field that could not otherwise be effectively captured in the curriculum. Two alternatives are available: (1) lectures from visiting professors and (2) participation in international conferences or seminars. Visiting professors must prepare the course guidelines under the name Special Topics in Entrepreneurship and Management and a subtitle that refers to the topic. All proposed topics or participation in conferences must be approved by the DBA coordinator prior enrollment.

Prerequisites: none

MANC 101 Introduction to Business

Credits – 3

The course presents a study of business, its nature, its environment and opportunities. It introduces students to the broad principles of business in the fields of marketing, finance, organization and administration, and teaches the application of behavioral science by management. It also applies case studies to encourage analytical thinking.

Prerequisites: none

MANC 125 Business Ethics

Credits – 3

This course introduces business ethics behavior. Part philosophy and part business, it includes ethical issues encounter by the contemporary business professional. The course will introduce corporate employee responsibilities, leadership and decision-making in daily responsibilities and situations in work.

Prerequisites: none

MANC 126 Business Communications

Credits – 3

Application of business communication principles through creation of effective business documents and oral presentations. Includes study and application of team communication and use of technology to facilitate the communication process. Students will learn techniques for writing information to attend any business situation. They will also learn how to

analyze their audience effectively to communicate both inside and outside of their organization.

Prerequisites: none

MANC 127 Reconciliation and Auditing

Credits – 3

This course aims students to acquire the knowledge to assess the claims and payment process, identify possible errors, reconcile the evidence of payment, recover and mitigate loss for unpaid services and know the steps to follow to perform an audit in business. Emphasis is given to the procedures that are used in the different organizations, their policies, claims and payment skills, billing procedures and audit processes.

Prerequisites: ACCT 111

MANC 204 Legal Environment in Business

Credits – 3

Study the legal aspects of business transactions with special attention in contracts, sales, negotiable instruments, personal property, insurance, transportation, deeds of mortgage and the relationship of the government with companies.

Prerequisites: MANC 101

MANC 210 Administrative Theory

Credits – 3

This course examines the principles and functions of the managerial process. It analyzes the role and behavior of human resources in an enterprise and the interrelations among business functions. It studies the application of managerial planning, organization, direction and control through case studies.

Prerequisites: MANC 101

MANC 213 Personnel Administration

Credits – 3

The course covers basic knowledge in the specialized area of human resources management, including the study of the primary activities of a manager or personnel officer. Areas such as: analysis and job design, recruitment and selection, orientation and

training, personnel evaluation, importance of motivation and leadership in the dynamic business world, supervisor's role, knowledge of health and safety laws, equal employment opportunity, labor- management relations, among other issues.

Prerequisites: MANC 101

MARC 133 Fundamentals of Marketing

Credits – 3

This course studies marketing as a business function and social process, including problems and policies of manufacturers, wholesalers, and retailers in the marketing of goods and services. Studies channels of distribution, unfair competition, functions of sales departments, market research, and analysis applied to a global economy.

Prerequisites: MANC 101

MARC 133 Principles of Marketing

Credits – 3

Presents the basic concepts and applications most relevant to the marketing decision making process. Focuses on the universal concerns of managers who are responsible for marketing decisions. Includes the consumer's buying decisions process and types of consumer behavior as related to the basic marketing philosophies regarding products, price, promotion and distribution.

Prerequisites: none

MARC 206 Consumer Behavior

Credits – 3

This course studies consumer motivation, decision making in selection of goods or services, market definition, and site. It considers the role of anthropology, sociology, and social psychology in analyzing and understanding consumer behavior. It includes psychological principles that facilitate the understanding of individual traits such as learning experience, perception, attitudes, motivation, and personality.

Prerequisites: MARK 133

MARK 240 Introduction to Search Engines Platforms

Credits – 3

Millions of people use search engines like Google, Yahoo Search or Bing every day to find the information they need on the internet. This means that millions of people could fix, even for a single moment, their gaze and attention on some product, brand or service of an advertiser. This course introduces all areas of search engine optimization. The student will be able to understand the search engine, its optimization and how to increase traffic to the website that is critical to the success of electronic commerce.

Prerequisites: COIS 101

MARK 241 Social Media Marketing

Credits – 3

This course introduces the key platforms for digital marketing and demonstrates how to set up a social media experience for a company. The student will be able to identify the benefits of social media marketing and differentiate between the most influential networks and their advantages.

Prerequisites: MARK 242, MARK 240, MARK 133

MARK 242 Digital Marketing

Credits – 3

This class introduces the basic principles of digital marketing and its purpose. It will allow participants to develop clear and practical business goals for a digital marketing plan, gain insight from the audience and the industry by conducting digital searches across all search engines and social media platforms.

Prerequisites: MARK 251, MARK 240

MARK 247 Hispanic Marketing

Credits – 3

In this course the student will have the opportunity to study the economic, social and cultural characteristics of Hispanic consumers. Particular attention will be paid to identifying what is needed to reach this segment and recognizing the appropriate strategies that appeal to their interests.

Prerequisites: MARK 133

MARK 248 Multicultural Marketing**Credits – 3**

The consumer market continues to grow in its diversity and brands must remain relevant across multiple groups to be successful. This course focuses on identifying business opportunities among specific cultural groups and establishing connections with that audience to recognize competitive advantages.

Prerequisites: MARK 133

MARK 251 Advertising and Promotion**Credits – 3**

History, social and economic aspects of advertising and promotion. Includes advertising plans and media, organization, background, planning of advertising strategy, and how to select the advertising agency.

Prerequisites: MARK 133

MARK 255 Marketing Communications**Credits – 3**

This course seeks to equip participants to recognize the cultural background of the Hispanic population: the stereotypes, habits, and values that influence their decisions and distinguishes how cultural perceptions play an important role in the success of building adequate marketing communications.

Prerequisites: MARK 133

MARK 306 Sales**Credits – 3**

The course centers on the study of the foundations of professional selling, such as creating, communicating and delivering value. Initiating, developing and enhancing customer relationships will also be discussed.

Prerequisites: MARK 133

MARK 311 Electronic Marketing**Credits – 3**

This course examines how the evolution of marketing and the incorporation of the internet and other technologies have driven change by creating new business strategies and connections with the consumer. The course

delves into how the application of e-marketing complies with its function to create, communicate, and deliver value to customers. The course will also discuss how proper management e-marketing succeeds in establishing relationships with the customers that produce end up with as a result profit for the organization.

Prerequisites: MARK 133

MARK 318 Content Marketing**Credits – 3**

Today, it is imperative that every marketer makes sure that they deliver their brand content to the right people, at the right time, and through the right channels. This is a new mindset for most companies that are now beginning to develop strategies to establish an appropriate content strategy, manage an effective process, and achieve measurable results with content marketing.

Prerequisites: MARK 242

MARK 320 Marketing Research**Credits – 3**

This course examines the fundamentals of marketing research and the integration of statistical programs for gathering and analyzing information in order to support decision making. Students will gain theoretical knowledge and practical skills in research that will add value to the academy and will contribute to existing business solutions. The students will be ethical in their research. The knowledge gained in this discipline will be useful for finding solutions to problems and knowing the consumer behavior about preferences for a brand, product, service or business. Students will also learn about developing more effective promotions for a company in a digital world, creating a new product or modifying an existing product, identifying services that may have greater future demand and studying social networks to analyze the digital market.

Prerequisites: MARK 133, MARK 318, STAT 201, QUME 250

MARK 330 Retail

Credits – 3

This course familiarizes students with the decisions involved in running a retail firm, as well as the concepts and principles for making those decisions. The student will gain an understanding of retailing trends, technology in the industry, merchandise planning and management, pricing, location, promotional strategies, human resource management, store design and layout, customer service, and the international movement of retailers. The course will give students an insight into the retailing environment and will allow them to make decisions for effective management. The course also provides a good foundation for those interested in owning or running a small retail business or those interested in pursuing a retail career as a merchandise buyer or store manager.

Prerequisites: MARK 133

MARK 400 Service Marketing**Credits – 3**

The course provides a perspective of Service Marketing focused on service as a product and service to support the product and the application of its principles to the marketing mix. The student will gain the knowledge and practical skills for creating effective strategies in marketing services to meet changing needs, expectations and understanding consumer behavior. Topics include consumer behavior and positioning in the context of the service, the essential elements in the creation of service, physical and electronic distribution, as well as pricing and promotion as a tool to educate the consumer. Service marketing and consumer behavior will be studied, as well as the positioning in the context of the service, the essential elements in the creation of the service, the service through physical and electronic distribution channels, and price and promotion in service.

Prerequisites: MARK 133

MARK 410 International Marketing**Credits – 3**

Analysis of the characteristics of international marketing and the factors influencing the

marketing program. Includes international policies that determine decisions about products, distribution channels, promotion strategies, and legal and financial aspects of international markets.

Prerequisites: MARK 133

MARK 420 Product and Brand Management**Credits – 3**

Brands are one of the most valuable assets of any company. However, many marketing decisions are oriented to pricing, communication, or distribution in isolation without considering its impact on the value of the brand. In this course, the marketing strategies are examined from the perspective of brand strategies and tactics leading to the development of strong brands and maximizing the value of existing brands. Specifically, brand management includes product management, brand positioning, development, and measurement of brand equity over time. Topics include approaches to consumer positioning and brand identity, creating points of difference and competitive advantage, communications and marketing messages, brand development portfolios, sub-brands, line extensions and distribution strategies.

Prerequisites: MARK 133

MARK 425 Digital Marketing Forum**Credits – 3**

This course will help students contextualize all their learning throughout the program, offering students a practical overview of digital marketing. Participants will deepen their analytical skills by applying the knowledge acquired in previous courses, skills, and values to specific business topics.

Prerequisites: All major courses

MARK 426 Hispanic Marketing Forum**Credits – 3**

This course will help students contextualize all their learning throughout the program, offering students a practical overview of Hispanic marketing. Participants will deepen their analytical skills by applying the knowledge

acquired in previous courses, skills, and values to specific business topics.

Prerequisites: MARK 247, MARK 248, MARK 255

MARK 502 Marketing Management

Credits – 3

This course studies the theoretical foundations of marketing management and emphasizes the decision-making process based on needs assessment and current market opportunities. It includes the study of strategic marketing, segmentation, positioning, target market, information systems, marketing research, psychographics and demographic characteristics of consumers.

Prerequisites: none

MARK 511 Marketing Management

Credits – 3

This course places emphasis on planning and decision-making procedures in areas such as: marketing measurements, product development, price adjustments, advertising and distribution. In this course, texts, case studies, readings and computer exercises are used to provide experience in managing the components of the marketing mix.

Prerequisites: none

MARK 550 Integrated Marketing Communications

Credits – 3

This course provides students with the knowledge and experiences necessary to develop and implement an integrated marketing communication strategy using tools such as advertising, sales promotions, public relations, sales, and direct marketing, including the use of digital media.

Prerequisites: MARK 560

MARK 551 Marketing Research

Credits – 3

Market research is the fundamental activity on which sales and marketing decisions are based, significantly reducing the risks of failure in the corporate world. This provides managers a critical view of the necessities and characteristics of a

target audience, enabling a better understanding of them, providing information on the lifestyle and behavior that may alter and influence the act of purchase. Understanding consumer behavior as a decision maker and effectively acting upon it can offer companies a competitive advantage against the competition and a clear diagnosis in order to implement effective strategies.

Prerequisites: MARK 502, QUME 507

MARK 552 CRM Trust and Loyalty Management

Credits – 3

This course examines the strategic and tactical aspects of customer relationship management (CRM) to use customer databases to improve the value delivery process while reducing costs per customer. Also, the course includes the identification and development of strategies for specific consumers. As a business strategy, CRM focuses on identifying, selecting, acquiring, developing, and maintaining profitable relationships with consumers.

Prerequisites: All core courses

MARK 553 International Marketing

Credits – 3

This course focuses on the strategic marketing decisions necessary to operate as an exporting, international, multi-domestic, or global company. Special emphasis is placed on studying the global market environment and managing the global marketing mix.

Prerequisites: MARK 502

MARK 554 Services Marketing

Credits – 3

This course focuses on the study of the differentiating characteristics of services and the aspects of marketing strategies used to market services compared to those used to market tangible products. The intangible nature of services requires that consumers use different skills and strategies to decide to buy, and this, in turn, demands from marketing the need to develop strategies different from those used to market tangible products. In addition, the course emphasizes the interdisciplinary nature of services marketing.

Prerequisites: MARK 502

MARK 555 Sales Management

Credits – 3

This course focuses on examining sales management as a critical element within a company's marketing effort. Topics such as the relationship between sales and marketing, the ethical dilemma involved in the sales process, the sales process, the structure, the compensation plan, and the management of the sales force are included. Additionally, students will also develop skills related to how to plan and execute profitable sales strategies that create a competitive advantage.

Prerequisites: MARK 502

MARK 560 Consumer Behavior

Credits – 3

This course focuses on the study of consumer purchasing patterns, the purchasing decision processes they use, and the variables that influence that process. Emphasized is the use of consumer knowledge to develop effective marketing strategies.

Prerequisites: MARK 502

MARK 561 Brand Management

Credits – 3

Brand management refers to the process of creating, developing, and maintaining strong brands. Managing the brand is seen as an activity aimed at increasing the probability of purchase by differentiating the company's offer compared to that of competitors. In that sense, this course focuses on the process of creating and executing brand strategies with the purpose of developing strong brands. Special attention is given to the concept of brand equity and the process for creating that equity.

Prerequisites: MARK 502

MARK 562 Supply Chain Management for Marketing

Credits – 3

This course focuses on studying the management of the supply chain. This consists of value-creating processes that increase value and consumer satisfaction while reducing operating

costs, making the link between supply and demand more efficient and effective through the design and implementation of better inventory, location, and transportation systems and information.

Prerequisites: MARK 502

MARK 564 Hispanic Marketing Evolution

Credits – 3

In this course the student will have the opportunity to investigate how interest in Hispanic markets has evolved when considering economic, social, cultural characteristics and their purchasing power. Particular attention will be paid to identifying what is needed to reach this segment and recognizing the appropriate strategies that appeal to their interests.

Prerequisites: none

MARK 565 Comparative Marketing Communications

Credits – 3

The objective of this course is to equip participants to distinguish the cultural background of the Hispanic population: the stereotypes, habits, and values that influence their decisions and distinguish how cultural perceptions play an important role in the success of building adequate marketing communications.

Prerequisites: none

MARK 566 Multicultural Marketing Strategy

Credits – 3

The consumer market continues to grow in its diversity, faced with this challenge, brands must remain relevant among multiple groups to be successful. This course focuses on identifying successful business strategies among specific cultural groups and establishing connections with that audience to recognize competitive advantages.

Prerequisites: none

MARK 703-O Marketing Research

Credits – 3

This course examines the use of the scientific method in the acquisition, analysis and interpretation of marketing information. Various research methods, such as exploratory,

descriptive and experimental approaches will be examined. The most recent studies in the systematic gathering of internal and external information needed for making marketing decisions will be considered.

Prerequisites: QUME 507 and 24 credits

MARK 711 International Marketing

Credits – 3

Analysis and application of theory and problem solving for marketing management in the global environment. Emphasis is on the role of marketing in the multinational organization, planning and executing multi-country marketing strategies, managing and controlling international marketing operations, and evaluating global customers.

Prerequisites: MARK 703-O

MATH 101 Mathematical Reasoning I

Credits – 3

In this course, students will learn to reason and make sense of mathematics so that they can use math in meaningful ways. Students will develop reasoning habits, such as analyzing a problem, implementing a strategy, seeking and using connections and reflecting on a solution to solve problems and think about mathematics.

Prerequisites: none

MATH 111-112 Intermediate Algebra I and II

Credits – 6

This course covers the study of rational exponents and radicals, linear graphs and quadratic equations, inequalities, systems of equations and their applications, as well as special products factoring and rational expressions.

Prerequisites: MATH 111 for MATH 112

MATH 112ON College Algebra

Credits – 3

The College Algebra course includes the following topics: functions and graphs, polynomial and rational functions, exponential and logarithmic functions.

Prerequisites: none

MATH 120 Introduction to Algebra

Credits – 3

This course presents topics such as: the set of real numbers, percentage, algebraic expressions, linear equations, linear inequalities, polynomials and its basic operations. It emphasizes in application, problem solving, and comprehension skills.

Prerequisites: none

MATH 151 Pre-Calculus I

Credits – 4

This course presents the concepts of functions: polynomials, rational, exponential, and logarithmic functions, systems of equations; applications, graphs, theory of equations, and analytic geometry.

Prerequisites: MATH 112; **Co-requisites:** ENGI 122

MATH 152 Pre-Calculus II

Credits – 4

This course is a preparation for the differential and integral calculus in one variable. It is designed for students who plan to obtain a degree in science, mathematics, computer sciences, engineering, and mathematics education. The topics covered include trigonometric functions of real numbers and angles and their graphs, analytical trigonometry, applications of trigonometry, complex numbers and vectors, systems of linear equations, and analytic geometry.

Prerequisites: MATH 151

MATH 221 Calculus I

Credits – 4

This course includes the study and analysis of limits, continuity, derivatives and integrals of polynomial, rational, logarithm, exponential and trigonometric functions. Applications of differentiation to sketch the graph of a function, the concept of maximum and minimum values, rate of change, velocity, acceleration, speed, and others. The indefinite and definite integral. Analysis and application of the Fundamental Theorem of Calculus. It is designed for students

who plan to obtain a degree in science, mathematics, computer science or engineering.

Prerequisites: MATH 152

MEDA 201 Clinical Laboratory Procedures

Credits – 4

This course covers the performance and quality control for medical tests common to a medical office. Involves the study of medical laboratory principles and procedures, and covers the collection, performance and quality control for medical tests common to a physician's office setting, including clinical chemistry, phlebotomy, specimen collection and handling urinalysis, basic hematology, serology, microbiology and quality control. Also studies the theory and develops and practice components relating to universal precautions, OSHA safety regulations, aseptic technique, instrumentation, patient interviewing, taking and recording vital signs. Simulation included.

Prerequisites: BIOT 106, HEST 100, HEST 101;

Co-requisites: MEDA 202

MEDA 202 Examining Room Procedures

Credits – 4

The course includes medical procedures and instruction in clinical skills for the allied health scenarios. The student will focus on all needed processes to prepare a patient prior examination and routine clinical procedures, including the clinical documentation. It also provides instruction in clinical examining room procedures. Topics include asepsis, infection control, assisting with exams and treatment, patient education, EKG, vital signs, and medical emergencies. Upon completion, students should be able to demonstrate competence in exam room procedures.

Prerequisites: BIOT 106, HEST 100, HEST 101;

Co-requisites: MEDA 201

MEDA 203 Fundamentals of Pharmacology

Credits – 3

The content focuses on principles of pharmacology, drug classifications, administration routes, dosage calculations, therapeutic use, disinfection procedures, basic

concepts of nontraditional medicine, and drug interactions. The advantages and disadvantages of pharmacotherapy and the client's well-being are discussed.

Prerequisites: MATH 101, HEST 101, BIOT 106

MEDA 204 Medical Office Management

Credits – 3

The content emphasis is to provide the skills to manage a wide variety of medical office settings and tasks. The student will identify challenges in the medical office's field and provide effective solutions based on legal and ethical standards.

Prerequisites: MEDA 201, MEDA 202

MEDA 205 Medical Assistant Externship

Credits – 3

This course provides experience in selected physician's offices or other health care facilities. A qualified medical professional supervises the student during this activity.

Prerequisites: All courses

METE 224 Manufacturing Process Technology

Credits – 3

The course is an introduction to manufacturing processes and provides an overview of casting, forming, and metal removal processes. Manufacturing processes of plastics will also be discussed.

Prerequisites: MATH 151

METE 228 Mechanical Measurements

Technology

Credits – 3

The study of measurement technology, coordinate measuring machines, surface finish measurements, machine vision, and particle measurement in a clean environment. The monitoring of processes and operations, automatic control and data analysis.

Prerequisites: MATH 151

MGMT 101 Managerial Principles and

Leadership

Credits – 3

This course focuses on modern management principles and major theories and models of

leadership. The student will distinguish between the concepts of management and leadership, and will expose business terminology, concepts and current business topics. The course emphasizes the development and orientation towards leadership as well as understand critical related issues. Includes the role and responsibilities of managers and leaders, decision-making at different leadership scenarios, leadership in quality and planning in strategic management.

Prerequisites: none

MGMT 220 Organization and Business

Behavior

Credits – 3

Study of concepts, theories and practices related to individual and group behavior and their impact on the effectiveness and efficiency of the organization as a system. Analysis and evaluation of mission and vision, organizational structure and design, information and communication technology, policies and practices, power and decision-making, innovation, strategic change and learning, leadership, teamwork and diversity in the company with global focus. Upon completion of the course, the student will apply the integrated model of organizational behavior, through analysis and case assessment, scientific research and current events from a professional and ethical perspective.

Prerequisites: none

MGMT 230 Human Resources Management and Handling Diversity

Credits – 3

Study of models and strategies of management and human resource development from the perspective of diversity in the workplace. Analysis and evaluation of basic fundamentals in strategic planning of human resources to promote and ensure the inclusion of a diverse workforce in all aspects of organizational life. Implementation of theories and strategies of human resources linked to recruitment, selection, training and development, compensation, benefits and incentives,

retention and succession of a diverse workforce, aligned to the objectives and business results, changes in the labor market, globalization and competitive advantage.

Prerequisites: MGMT 101

MGMT 431 Integration Seminar

Credits – 3

Comprehensive, theoretical, conceptual and decision analysis approach from the perspective of strategic change. This course allows application of knowledge, skills and abilities acquired in previous courses in order to improve the effectiveness and efficiency of the company. Emphasis is placed on research as an essential element in a strategic context, linked to changes occurring in the economy, technology, labor, business and trends in the discipline of study. The course is based on the analysis of case studies and research from international companies.

Prerequisites: All major courses

MGMT 530 Human Resources Management and Handling Diversity

Credits – 3

Study of models and strategies of management and human resource development from the perspective of diversity in the workplace. Analysis and evaluation of fundamentals in strategic planning of human resources to promote and ensure the inclusion of a diverse workforce in all aspects of organizational life. Implementation of theories and strategies of human resources linked to recruitment, selection, training and development, compensation, benefits and incentives, retention and succession of a diverse workforce, aligned to the objectives and business results, changes in the labor market, globalization and competitive advantage.

Prerequisites: none

MGMT 655 Integration Seminar

Credits – 3

Analysis of real and simulated case studies for the appropriate application of the planning, decision-making, and problem-solving processes. Comparative analysis of patterns and managerial

problems are covered in the course. The seminar is geared toward the application of related principles, concepts, and theories. This course includes the development of an individual research project.

Prerequisites: 30 credits or more

MHSA 674 Human Development

Credits – 3

The course deals with theories of human development. It includes an analysis of the relationship among physical, intellectual, and social influences on all stages of human development.

Prerequisites: none

MIBC 101 Medical Terminology and

Abbreviations

Credits – 3

This course introduces the student to the knowledge and use of the vocabulary, concepts and terms frequently used in medical offices and other places where health services are offered. It is divided into four basic sections: 1) etymology of the medical terms (prefix, root, and suffix) 2) common abbreviations 3) systems of the human body (function, organs, conditions or related diseases) 4) medical specialties and sub-specialties and their functions.

Prerequisites: none; **Co-requisites:** BIOT 106

MIBC 102 Medical Services Billing

Credits – 3

In this course, students will learn the basics of the health care reimbursement system in the United State. Reviewed in detail are the types of contracts and coverage that insurance companies provide and the diagnosis and procedural coding systems that service providers are required to use. The course details the correct documentation necessary to submit claims based on the patient's insurance selection, as well as details regarding patient care services, physician care management, release of information, deficiency analysis, delinquency reporting, and revenue cycle management.

Prerequisites: MATH 101, MIBC 101

MIBC 103 Clinical and Professional Coding

Credits – 4

In this course, the student will learn to identify and select codes for services, procedures, and diagnoses used in the outpatient setting. Skills will be practiced utilizing, ICD-10-CM, and HCPCS Level II code books. Emphasis will be in ICD-10-CM diagnosis coding and CPT procedural/service coding for medical services.

Prerequisites: MIBC 102, MIBC 107

MIBC 105 Billing and Electronic Records

Credits – 4

In this course the student will perform activities related to medical billing, referrals, pre-authorizations, and other elements of electronic transmission related to the revenue cycle process). The student learns to use a clearinghouse as well as patient financial management and electronic health record systems to complete the billing process. In addition, students work with the digitalization of paper and electronic documents, the electronic prescribing, and various federal laws that impact medical billing and electronic records.

Prerequisites: All courses

MIBC 106 Reconciliation and Auditing

Credits – 3

This course allows students to acquire the knowledge to assess the claims and payment process, identify possible errors, reconcile the evidence of payment, recover and mitigate loss for unpaid medical services, and know the steps to follow in order to perform an audit in a medical office or outpatient area. The student will learn the technical or specialized vocabulary and terminology commonly used by health insurance companies and the health care industry. Emphasis is given to the procedures used by various health insurance companies and Medicare, among others, such as their policies, claims and payment processes, reimbursement procedures, and audit processes.

Prerequisites: MIBC 102, MIBC 107

MIBC 107 Health, Safety and Medical Law and Ethics**Credits – 3**

This course studies the legal aspects of the medical billing and coding profession. It covers the legal requirements of medical records in relation to its retention, security controls, maintenance, and confidentiality, within the institution as well as outside. Emphasis is given to the application of professional ethics and legal aspects in health information management.

Prerequisites: MIBC 101, BIOT 106

MSNT 500 Sports and Exercise Nutrition**Credits – 3**

The course integrates nutrition principles, standards and guidelines, focusing on understanding how dietary needs have implications in sports and exercises. The content gives students comprehensive knowledge of nutrition and how it supports training, recovery and performance in sports and exercises, considering diet plans, supplements, eating disorders and exercise patterns, among others.

Prerequisites: none

MSNT 510 Life Cycle Nutrition**Credits – 3**

The course will enable students to explore the role of nutrition from preconception until the older adult stage. Each life cycle is discussed considering physiological changes, as well as lifestyle factors and nutritional requirements. The content includes the study of special nutritional needs, aspects about physiology, and health concerns. Physical growth, eating problems and other nutrition-related conditions are examined for each stage of life. Recommendations for improving the nutritional well – being of individuals throughout the life cycle will be discussed.

Prerequisites: none

MSNT 520 Health Communication**Credits – 3**

Comprehensive overview of health communication that addresses different forms of delivering high quality health promotion

messages at the individual, family, professional, organizational and societal level. Discussion includes various communication methods, mass media, the art of public speaking and social marketing, in order to persuade, influence, empower and support. Health communications includes how messages from interpersonal, organizational, cultural and media sources affect health behaviors, attitudes, actions of individuals and beliefs, in a variety of settings.

Prerequisites: none

MSNT 530 Nutrition for Health**Credits – 3**

This course emphasizes the role of nutrition and lifestyle choices in promoting optimal health. Discussion of how dietary intake influences health and wellbeing. The content integrates aspects of food choices and health, and nutrition principles in the life cycle.

Prerequisites: none

MSNT 540 Nutritional Problems: A Global Perspective**Credits – 3**

The course will focus on nutrition issues and problems related to global health inequality. Students will explore the nature and extent of global inequalities, according to health and nutrition, as well as the implications of the health crisis that afflicts countries, with special attention to problems such as food habits, malnutrition and food security. The content includes the discussion about how to improve health and well-being to reduce observed disparities.

Prerequisites: none

MSNT 550 Epidemiology of Public Health for Health Professionals**Credits – 3**

This course presents the basic tenets of the epidemiology of public health for health professionals. Emphasis will be on definition, identification, and prevention of nutrition-related disease, as well as improving the health of a population by improving nutrition. Malnutrition will be discussed on an

environmental, economic, and societal level to equip students with the necessary knowledge to explain, communicate and apply the basic principles of epidemiology in their professions and how their discipline contributes to public health goals.

Prerequisites: none

MSNT 560 Nutrition and Disease Prevention

Credits – 3

Discussion of the etiology of major nutrition problems in different populations, the role of the diet in disease prevention and treatment, and the promotion of health through nutrition. The course focuses on improving food choices, dietary intake, and nutritional status. Students will examine nutrition issues facing at-risk populations, including pregnant and lactating women, infants, children, adolescents, adults and the elderly.

Prerequisites: none

MSNT 570 Nutrition in Alternative and Complementary Medicine

Credits – 3

This course discusses the role of nutrition in alternative and complementary medicine. Evidence-based recommendations will be presented for the use of alternative and complementary medicine. The wide range of approaches to health and well – being will be emphasized. The most commonly used therapies will be discussed as an adjunct to conventional medical care.

Prerequisites: none

MSNT 592 Research Methodology

Credits – 3

This course presents the principal methods of human nutrition research with focus on the role of the nutritionist as part of a research team. Qualitative and quantitative research, research ethics, quality control, selection of dietary assessment methodology and sources of funding are discussed. A research study is conducted as part of this course and results are shared with other students and faculty members. The students will have the

opportunity to analyze research articles from well-recognized journal of nutrition topics.

Prerequisites: none

MSPA 500 Theory Practice Change in the Administration of Public Policy

Credits – 3

This course deals with modern age theories and ideologies which guide and shape the development, administration and evaluation of public policy. It focuses on and under-standing of the concepts of individualism, collectivity and community development by behavioral philosophers and scientists. It provides for planning, as well as its methods and application. The course also presents a critical analysis of the various models which translate public policy and its application to specific approaches and concrete actions.

Prerequisites: none

MSPA 505 Computer Education for Public Administrators

Credits – 3

The course covers basic knowledge in the use of computers (computer literacy). Three basic areas are developed: (1) the ability to use the technological innovations, (2) the ability to incorporate the technological innovations into particular area of interest and (3) the ability to implement strategies and policies geared to the improvement of the administration team.

Prerequisites: none

MSPA 510 Research and Quantitative Methods in Public Administration

Credits – 3

This course deals with the concepts in research methodology and the statistic related to the process which are applicable to the Public Administration program. A multidisciplinary approach appropriate for the Public Administration professions will be presented. The course will also develop in students the capacity for objective decision making with a minimum of prejudice and subjectivity. The course emphasizes practical elements of methodology and applied statistics will be emphasized.

Prerequisites: none

MSPA 520 Administrative Law and Ethics

Credits – 3

Students become familiar with the set of legal norms and regulations concerning the various organizations, institutions, and public agencies, as well as with the justice system, the ordinances of services legally pertaining to these agencies, and the relations between these agencies and the individuals receiving those services. It includes the study of the dispositions which govern administrative processes, as well as ethical models in public administration.

Prerequisites: none

MSPA 530 Planning and Evaluation in Public Administration: Theories Methods and Techniques

Credits – 3

The purpose of this course is to prepare students to deal with problems management, solutions and evaluate outcomes. A panoramic view of the planning and evaluation theories are discussed. The main approach of the course is strategic planning, which in recent decades has become the practice in all organizations, both public, private and nonprofit. The student will learn to think strategically to address the challenges of public, private and nonprofit organizations.

Prerequisites: MSPA 510

MSPA 540 Seminar: Planning, Development and Evaluation of Human Resources

Credits – 3

The course will cover concepts and theories on communication, leadership, human motivation, perception, emotions, personality of organization and administration. Analysis of the components of Human Resources administration such as: recruitment and selection of personnel, job classification and evaluation, personnel training, retirement, motivation and human relations in Public Administration.

Prerequisites: MSPA 520

MSPA 550 Fiscal Resources Management

Credits – 3

Study of the fiscal administration and formulation in the public sector and in nonprofit organizations. Analysis and evaluation of concepts, theories, models, scopes and strategies in the budgetary process.

Prerequisites: MSPA 530

MSPA 710 Research Seminar for Public Administration

Credits – 3

The seminar offers students the opportunity to carry out an investigation integrating the knowledge obtained through the analysis of administrative systems and their contingent functions and how they affect public and private institutions. Students will analyze the activities of planning, organizational, design, and formulation. The decision-making process in the organization will be covered.

Prerequisites: All major courses

NRSE 100 Pathophysiology

Credits – 3

This course provides the students with an introduction to pathophysiology using a body systems approach and within the lens of the nursing process. Students will gain an understanding of common pathophysiological states as preparation for more advanced nursing knowledge.

Prerequisites: HESC 107, BIOL 117, BIOL 117L

NRSE 109 Nutrition Essentials for Nursing Practice

Credits – 3

This course is designed to introduce the nursing student to clinical dietary and nutritional principles and their role for proper growth and development as well as maintenance of health across the lifespan. Discussions focus on nutritional care fundamentals, including nutritional assessment, identifying risk factors, determining nutrient requirements, and selecting appropriate interventions to include health teaching and therapeutic communication/counseling. Life cycle nutrition, functional elements of nutrition support, nutritional care trends, and nutritional

considerations in specific disease states and the impact of cultural, lifestyle, and economic influences are integrated throughout the course.
Prerequisites: none

NRSE 200 Nursing Informatics

Credits – 3

This theoretical course introduces Nursing Informatics (NI) with the integration of digital technology and information science. NI's foundation, rise and the role as a Nursing profession and in the healthcare, industry is explored. Emphasis is placed on the protection, privacy and confidentiality of the information in health care settings. The students will complete assignments that simulate the role of the NI nurse. Exercises will be presented using scenarios of virtual patients to prepare the students in documenting on the Electronic Health Record.

Prerequisites: NRSE 203L, NRSE 203, NRSE 203C, NRSE 204, NRSE 204L

NRSE 201 Nursing Fundamentals

Credits – 3

This course provides, in a variety of settings, selected client experiences that assist the student to integrate content from classroom learning activities and skills laboratory learning. The clinical client care experiences focus on nursing assessment, use of basic nursing skills sets, and teaching for health promotion. There is an emphasis on client safety. Faculty will provide students with formative and summative evaluation.

Prerequisites: BIOL 117, BIOL 117L; **Co-requisites:** NRSE 201C, NRSE 201L

NRSE 201L Nursing Fundamentals Laboratory

Credits – 1

This course provides, in a variety of settings, selected client experiences that assist the student to integrate content from classroom learning activities and skills laboratory learning. The lab experiences focus on nursing assessment, use of basic nursing skills sets, safe medication administration and teaching for health promotion. There is an emphasis on client

safety. Faculty will provide students with formative and summative evaluation.
Prerequisites: BIOL 117, BIOL 117L;
Co-requisites: NRSE 201, NRSE 201C

NRSE 201C Nursing Fundamentals Clinical

Credits – 1

This course provides, in a variety of settings, selected client experiences that assist the student to integrate content from classroom learning activities and skills laboratory learning. The clinical client care experiences focus on nursing assessment, use of basic nursing skills sets, safe medication administration and teaching for health promotion. There is an emphasis on client safety. Faculty will provide students with formative and summative evaluation. Students must successfully complete all course activities as detailed on the clinical evaluation form to pass the course.

Prerequisites: BIOL 117, BIOL 117L;
Co-requisites: NRSE 201, NRSE 201L

NRSE 202 Health and Physical Assessment

Credits – 3

This course provides the students with the knowledge and skills necessary to perform a comprehensive health assessment utilizing interview and communication techniques, and the skills of history taking, inspection, palpation, percussion, and auscultation. Skills and knowledge are developed to implement assessment strategies to maintenance structural, personal, and social integrity throughout the life cycle.

Prerequisites: BIOL 117, BIOL 117L; **Co-requisites:** NRSE202L

NRSE 202L Health and Physical Assessment Laboratory

Credits – 1

This course provides the students with the knowledge and skills necessary to perform a comprehensive health assessment utilizing interview and communication techniques, and the skills of history taking, inspection, palpation, percussion, and auscultation. The laboratory component is designed to promote cognitive and

psychomotor skills necessary to assess the integumentary, head (eyes, ears, nose, mouth) and neck (throat), lymphatics, respiratory, and cardiovascular systems. Practice of assessment techniques occurs through experiential learning in the laboratory environment.

Prerequisites: BIOL 117, BIOL 117L;

Co-requisites: NRSE202

NRSE 203 Medical Surgical Nursing I

Credits – 4

This course introduces the student to nursing care of diverse adult and geriatric populations with chronic and acute common medical/surgical health problems. The nursing process is used to organize care of pathophysiology and disease process. There is a focus on the development of evidenced-based knowledge through the application of empathy/caring as part of the nursing process, communication skills, critical thinking and therapeutic interventions, as essential to ensuring optimal care for diverse populations.

Prerequisites: NRSE 201, NRSE 201L, NRSE 201C, NRSE 202, NRSE 202L; **Co-requisites:** NRSE 203C, NRSE 203L

NRSE 203L Medical Surgical Nursing I

Laboratory

Credits – 1

This course introduces the student to nursing care of diverse adult and geriatric populations with chronic and acute common medical/surgical health problems. The nursing process is used to organize care of pathophysiology and disease process. There is a focus on the development of evidenced-based knowledge through the application of empathy/caring as part of the nursing process, communication skills, critical thinking and therapeutic interventions, as essential to ensuring optimal care for diverse populations. Students in the laboratory component will learn and demonstrate skills associated with medical/surgical clients.

Prerequisites: NRSE 201, NRSE 201L, NRSE 201C, NRSE 202, NRSE 202L; **Co-requisites:** NRSE 203, NRSE 203C

NRSE 203C Medical Surgical Nursing I Clinical

Credits – 1

This course introduces the student to nursing care of diverse adult and geriatric populations with chronic and acute common medical/surgical health problems. The nursing process is used to organize care of pathophysiology and disease process. There is a focus on the development of evidenced-based knowledge through the application of empathy/caring as part of the nursing process, communication skills, critical thinking and therapeutic interventions, as essential to ensuring optimal care for diverse populations. This course provides, in a variety of settings, selected client experiences that assist the student to integrate content from classroom learning activities and skills laboratory learning. Faculty will provide students with formative and summative evaluation. Students must successfully complete all course activities as detailed on the clinical evaluation form to pass the course.

Prerequisites: NRSE 201, NRSE 201L, NRSE 201C, NRSE 202, NRSE 202L; **Co-requisites:** NRSE 203, NRSE 203L

NRSE 204 Pharmacology

Credits – 3

The focus of this course is to assist the student in applying knowledge of pharmacology and the nursing process to direct nursing decisions relative to safe drug administration and to ensure compliance with standards of practice. This course focuses on identification of drug classifications, drug interactions, calculation dosages and solutions, and application of the nursing process to clinical situations.

Prerequisites: NRSE 201, NRSE 201L, NRSE 201C, NRSE 202, NRSE 202L; **Co-requisites:** NRSE 204L

NRSE 204L Pharmacology Laboratory

Credits – 1

The focus of this course is to assist the student in applying knowledge of pharmacology and the nursing process to direct nursing decisions relative to safe drug administration and to ensure compliance with standards of practice.

This course focuses on identification of drug classifications, drug interactions, calculation dosages and solutions, and application of the nursing process to clinical situations. Students in the laboratory component will learn and demonstrate skills associated with medication administration, including dosage and calculation of medications.

Prerequisites: NRSE 201, NRSE 201L, NRSE 201C, NRSE 202, NRSE 202L; **Co-requisites:** NRSE 204

NRSE 205 Pathophysiology

Credits – 3

This course provides the students with an introduction to pathophysiology using a body systems approach and within the lens of the nursing process. Students will gain an understanding of common pathophysiological states as preparation for more advanced nursing knowledge.

Prerequisites: HESC 107, BIOL 116 AND BIOL 116L, BIOL 117, BIOL 117L

NRSE 220 Health and Physical Assessment

Credits – 2

This course provides the students with the knowledge and skills necessary to perform a comprehensive health assessment utilizing interview and communication techniques, and the skills of history taking, inspection, palpation, percussion, and auscultation. Skills and knowledge are developed to implement assessment strategies to maintenance structural, personal, and social integrity throughout the life cycle.

Prerequisites: BIOL 117, BIOL 117L;

Co-requisites: NRSE 220L

NRSE 220L Health and Physical Assessment

Laboratory

Credits – 1

This course provides the students with the knowledge and skills necessary to perform a comprehensive health assessment utilizing interview and communication techniques, and the skills of history taking, inspection, palpation, percussion, and auscultation. The laboratory component is designed to promote cognitive and

psychomotor skills necessary to assess the integumentary, head (eyes, ears, nose, mouth) and neck (throat), lymphatics, respiratory, and cardiovascular systems. Practice of assessment techniques occurs through experiential learning.

Prerequisites: BIOL 117, BIOL 117L; **Co-requisites:** NRSE 220

NRSE 225 Mental Health Nursing

Credits – 3

This course focuses on the theory and application of the nursing process basic to psychiatric-mental health nursing related to individuals, families, and groups. Emphasis is placed on critical thinking, therapeutic communication, cultural diversity, spirituality, family dynamics, loss and grieving, stress and coping, crisis intervention, violence, abuse, psychiatric disorders, and community resources. The impact of mental health issues across the life span is explored. The course introduces specialized assessment and counseling skills necessary for the care of the individual experiencing situational and maturational stressors as well as nursing diagnosis and interventions based on empathy/caring.

Prerequisites: NRSE 250, NRSE 250C, NRSE 255, NRSE 255C; **Co-requisites:** NRSE 225C

NRSE 225C Mental Health Nursing Clinical

Credits – 1

This course focuses on the theory and application of the nursing process basic to psychiatric-mental health nursing related to individuals, families, and groups. Emphasis is placed on critical thinking, therapeutic communication, cultural diversity, spirituality, family dynamics, loss and grieving, stress and coping, crisis intervention, violence, abuse, psychiatric disorders, and community resources. The focus of the clinical component of the course is on the application of empathy/caring as part of the nursing process in patients with psychiatric disorders. Effective therapeutic interventions, communication skills, patient safety, application of the nursing informatics process, community mental health, critical thinking, cultural diversity, cultural competence,

and nutrition are applied in clinical practice.
Prerequisites: NRSE 250, NRSE 250C, NRSE 255, NRSE 255C; **Co-requisites:** NRSE 225

NRSE 230 Medical Surgical Nursing I

Credits – 4

This course introduces the student to nursing care of diverse adult and geriatric populations with chronic and acute common medical/surgical health problems. The nursing process is used to organize care of pathophysiology and disease process. There is a focus on the development of evidenced-based knowledge through the application of empathy/caring as part of the nursing process, communication skills, critical thinking and therapeutic interventions, as essential to ensuring optimal care for diverse populations.

Prerequisites: NRSE 201, NRSE 201L, NRSE 201C;

Co-requisites: NRSE 230C, NRSE 230L

NRSE 230L Medical Surgical Nursing I

Laboratory

Credits – 1

This course introduces the student to nursing care of diverse adult and geriatric populations with chronic and acute common medical/surgical health problems. The nursing process is used to organize care of pathophysiology and disease process. There is a focus on the development of evidenced-based knowledge through the application of empathy/caring as part of the nursing process, communication skills, critical thinking and therapeutic interventions, as essential to ensuring optimal care for diverse populations. Students in the laboratory component will learn and demonstrate skills associated with medical/surgical clients.

Prerequisites: NRSE201, NRSE 201L, NRSE 201C;

Co-requisites: NRSE 230, NRSE 230C

NRSE 230C Medical Surgical Nursing I Clinical

Credits – 1

This course introduces the student to nursing care of diverse adult and geriatric populations with chronic and acute common medical/surgical health problems. The nursing

process is used to organize care of pathophysiology and disease process. There is a focus on the development of evidenced-based knowledge through the application of empathy/caring as part of the nursing process, communication skills, critical thinking and therapeutic interventions, as essential to ensuring optimal care for diverse populations. This course provides, in a variety of settings, selected client experiences that assist the student to integrate content from classroom learning activities and skills laboratory learning. Faculty will provide students with formative and summative evaluation. Students must successfully complete all course activities as detailed on the clinical evaluation form to pass the course.

Prerequisites: NRSE201, NRSE 201L, NRSE 201C;

Co-requisites: NRSE 230, NRSE 230L

NRSE 240 Medical Surgical Nursing II

Credits – 3

This course focuses on patient care of high acuity patients with complex medical/surgical conditions. Emphasis is on strengthening critical thinking, clinical reasoning and decision-making skills necessary for safe, patient-centered nursing care. The importance of collaboratively perform nursing interventions using safe nursing practice through the integration of the nursing process that reflects caring behaviors in response to physical, emotional, and cultural patient needs is addressed. As an advanced nursing student, attention is given to strengthening one's organizational and time management skills, incorporating evidence-based practice, and creating a safe patient care environment to achieve high quality patient outcomes. This course provides, in a variety of settings, selected client experiences that assist the student to integrate content from classroom learning activities and skills laboratory learning. Faculty will provide students with formative and summative evaluation. Students must successfully complete all course activities as detailed on the clinical evaluation form to pass the course.

Prerequisites: NRSE 250, NRSE 250C, NRSE 255, NRSE 255C; **Co-requisites:** NRSE 240C, NRSE 240L

NRSE 240L Medical Surgical Nursing II

Laboratory

Credits – 1

This course focuses on patient care of high acuity patients with complex medical/surgical conditions. Emphasis is on strengthening critical thinking, clinical reasoning and decision-making skills necessary for safe, patient-centered nursing care. The importance of collaboratively perform nursing interventions using safe nursing practice through the integration of the nursing process that reflects caring behaviors in response to physical, emotional, and cultural patient needs is addressed. As an advanced nursing student, attention is given to strengthening one's organizational and time management skills, incorporating evidence-based practice, and creating a safe patient care environment to achieve high quality patient outcomes. This course provides, in a variety of settings, selected client experiences that assist the student to integrate content from classroom learning activities and skills laboratory learning Faculty will provide students with formative and summative evaluation. Students must successfully complete all course activities as detailed on the clinical evaluation form to pass the course.

Prerequisites: NRSE 250, NRSE 250C, NRSE 255, NRSE 255C; **Co-requisites:** NRSE 240, NRSE 240C

NRSE 240C Medical Surgical Nursing II Clinical

Credits – 1

This course focuses on patient care of high acuity patients with complex medical/surgical conditions. Emphasis is on strengthening critical thinking, clinical reasoning and decision-making skills necessary for safe, patient-centered nursing care. The importance of collaboratively perform nursing interventions using safe nursing practice through the integration of the nursing process that reflects caring behaviors in response to physical, emotional, and cultural patient needs is addressed. As an advanced

nursing student, attention is given to strengthening one's organizational and time management skills, incorporating evidence-based practice, and creating a safe patient care environment to achieve high quality patient outcomes. This course provides, in a variety of settings, selected client experiences that assist the student to integrate content from classroom learning activities and skills laboratory learning Faculty will provide students with formative and summative evaluation. Students must successfully complete all course activities as detailed on the clinical evaluation form to pass the course.

Prerequisites: NRSE 250, NRSE 250C, NRSE 255, NRSE 255C; **Co-requisites:** NRSE 240, NRSE 240L

NRSE 250 Maternal and Child Nursing

Credits – 2

This course utilizes the nursing process for the assessment and management of the childbearing family. Emphasis is on the bio-psycho-social cultural needs of the family during the phase of pregnancy, childbirth and the neonatal period including abnormal conditions. The student will utilize critical thinking and a systematic problem-solving approach to plan for the basic care needs of the childbearing family during the prenatal, intra-partum, and post-partum periods. Students develop the necessary knowledge base and learn the importance of collaboration with others of the health care delivery team to provide care, teaching, and therapeutic communication to provide counseling for pregnancy, delivery and newborn nursing. Students will complete the required hours in a skill laboratory, in the simulation laboratory, and in clinical practice.

Prerequisites: NRSE 230, NRSE 230, NRSE 230L, NRSE 230C, NRSE 204, NRSE 204L; **Co-requisites:** NRSE 250C

NRSE 250C Maternal and Child Nursing Clinical

Credits – 1

This course utilizes the nursing process for the assessment and management of the childbearing family. Emphasis is on the bio-psycho-social cultural needs of the family during

the phase of pregnancy, childbirth and the neonatal period including abnormal conditions. The student will utilize critical thinking and a systematic problem-solving approach to plan for the basic care needs of the childbearing family during the prenatal, intra-partum, and post-partum periods. Students develop the necessary knowledge base and learn the importance of collaboration with others of the health care delivery team to provide care, teaching, and therapeutic communication to provide counseling for pregnancy, delivery and newborn nursing. Students will complete the required hours in a skill laboratory, in the simulation laboratory, and in clinical practice.

Prerequisites: NRSE 230, NRSE 230L, NRSE 230C, NRSE 204, NRSE 204L; **Co-requisites:** NRSE 250

NRSE 255 Nursing Care of Children and Adolescents

Credits – 2

This course focuses on the use of the nursing process to develop and implement nursing management strategies for children, adolescents and their families experiencing acute, chronic, and critical health conditions. The family centered approach is utilized with a focus on health promotion, health teaching, acute and chronic health conditions, therapeutic communication/counseling and rehabilitative needs of children considering infancy, childhood, and adolescence from a developmental context. The nursing process is utilized as a guide for empathy/caring-based intervention focusing on family-centered care and is used as the means through which students learn to collect, organize, and analyze information as they work to develop therapeutic relationships with children and their families. The course covers common and complex health problems of infancy, childhood, and adolescence.

Prerequisites: NRSE 230, NRSE 230L, NRSE 230C, NRSE 204, NRSE 204L; **Co-requisites:** NRSE 255C

NRSE 255C Nursing Care of Children and Adolescents Clinical

Credits – 1

This course focuses on the use of the nursing process to develop and implement nursing management strategies for children, adolescents and their families experiencing acute, chronic, and critical health conditions. The family centered approach is utilized with a focus on health promotion, health teaching, acute and chronic health conditions, therapeutic communication/counseling and rehabilitative needs of children considering infancy, childhood, and adolescence from a developmental context. The nursing process is utilized as a guide for empathy/caring-based intervention focusing on family-centered care and is used as the means through which students learn to collect, organize, and analyze information as they work to develop therapeutic relationships with children and their families. The course covers common and complex health problems of infancy, childhood, and adolescence.

Prerequisites: NRSE 230, NRSE 230L, NRSE 230C, NRSE 204, NRSE 204L; **Co-requisites:** NRSE 255

NRSE 260 Nursing Knowledge Integration

Credits – 1

This course is designed to provide the associate degree nursing student guidance and preparation for passing the national nursing licensure exam (NCLEX-RN). Topics include review of the nursing process, NCLEX client needs categories, NCLEX exam management, test taking skills and review of nursing program content.

Prerequisites: Must be taken in the final term. All previous NRSE courses.

NRSE 290 Nursing Capstone Leadership Seminar

Credits – 3

This course is designed to integrate the knowledge learned throughout the curriculum and requires seniors to demonstrate mastery of content learned in liberal arts and sciences and nursing courses. The course focuses on the synthesis of content to facilitate the student's transition into professional nursing through an exploration of trends and issues in professional nursing and participation in experiential-based

nursing experiences. Teaching-learning strategies address the transition to the professional nursing role and the changing dynamics in health care that could challenge new nurses as they enter a full practice role for the first time. Students will review key elements of management and leadership theory and roles and will examine strategies and processes that address professionalism; morale and governance; improvement of care delivery; facilitation of change; quality and safety principles; technology and health data management; evidence-based practice; clinical judgment and decision.

Prerequisites: Must be taken in the final term. All previous NRSE courses. **Co-requisites:** NRSE 290C

NRSE 290C Nursing Capstone Leadership

Clinical

Credits – 2

This course is designed to integrate the knowledge learned throughout the curriculum and requires seniors to demonstrate mastery of content learned in liberal arts and sciences and nursing courses. The course focuses on the synthesis of content to facilitate the student's transition into professional nursing through an exploration of trends and issues in professional nursing and participation in experiential-based nursing experiences. Teaching-learning strategies address the transition to the professional nursing role and the changing dynamics in health care that could challenge new nurses as they enter a full practice role for the first time. Students will review key elements of management and leadership theory and roles and will examine strategies and processes that address professionalism; morale and governance; improvement of care delivery; facilitation of change; quality and safety principles; technology and health data management; evidence-based practice; clinical judgment and decision making. Students in a variety of clinical settings will integrate the knowledge, skills and attributes of the entry level registered nurse.

Prerequisites: Must be taken in the final term. All previous NRSE courses. **Co-requisites:** NRSE 290

NRSE 300 Essentials of Telehealth for Nursing

Credits – 3

This course explores telehealth technologies and the application to nursing practice. Focus is placed on translating telehealth technologies into practice through learning about and utilizing real time videoconferencing, home monitoring technologies, and store and forward technologies. Credentialing, reimbursement, regulatory, and policy issues related to implementation of telehealth will also be emphasized. Students will examine model telehealth programs showing increased access to care and improved healthcare outcomes while exploring issues surrounding nursing telehealth practice.

Prerequisites: NRSE 200; **Co-requisites:** NRSE 300L

NRSE 300L Essentials of Telehealth Nursing

Laboratory

Credits – 1

This clinical course will provide hands on telehealth and telepresenter experience so that the student can utilize this knowledge to integrate telehealth creatively into nursing practice. The interface between technology and practice will be highlighted as students experience, participate, and utilize telehealth in a variety of practice settings, applying this knowledge into practice. Students have the opportunity to be credentialed as a Certified Telemedicine Clinical Presenter (CTCP).

Prerequisites: NRSE 200; **Co-requisites:** NRSE 300

NRSE 303 Medical Surgical Nursing II

Credits – 4

This course focuses on patient care of high acuity patients with complex medical/surgical conditions. Emphasis is on strengthening critical thinking, clinical reasoning and decision-making skills necessary for safe, patient-centered nursing care. The importance of collaboratively

perform nursing interventions using safe nursing practice through the integration of the nursing process that reflects caring behaviors in response to physical, emotional, and cultural patient needs is addressed. As an advanced nursing student, attention is given to strengthening one's organizational and time management skills, incorporating evidence-based practice, and creating a safe patient care environment to achieve high quality patient outcomes. This course provides, in a variety of settings, selected client experiences that assist the student to integrate content from classroom learning activities and skills laboratory learning. Faculty will provide students with formative and summative evaluation. Students must successfully complete all course activities as detailed on the clinical evaluation form to pass the course.

Prerequisites: NRSE 203, NRSE 203L, NRSE 307, NRSE 307L; **Co-requisites:** NRSE 303C, NRSE 303L

NRSE 303L Medical Surgical Nursing II

Laboratory

Credits – 1

This course focuses on patient care of high acuity patients with complex medical/surgical conditions. Emphasis is on strengthening critical thinking, clinical reasoning and decision-making skills necessary for safe, patient-centered nursing care. The importance of collaboratively perform nursing interventions using safe nursing practice through the integration of the nursing process that reflects caring behaviors in response to physical, emotional, and cultural patient needs is addressed. As an advanced nursing student, attention is given to strengthening one's organizational and time management skills, incorporating evidence-based practice, and creating a safe patient care environment to achieve high quality patient outcomes. This course provides, in a variety of settings, selected client experiences that assist the student to integrate content from classroom learning activities and skills laboratory learning. Faculty will provide students with formative and summative evaluation. Students must successfully complete all course activities as

detailed on the clinical evaluation form to pass the course. Students in the lab environment will learn, practice and demonstrate understanding of assigned nursing skills and methods.

Prerequisites: NRSE 203, NRSE 203L, NRSE 307, NRSE 307L; **Co-requisites:** NRSE 303, NRSE 303C

NRSE 303C Medical Surgical Nursing II Clinical

Credits – 1

This course focuses on patient care of high acuity patients with complex medical/surgical conditions. Emphasis is on strengthening critical thinking, clinical reasoning and decision-making skills necessary for safe, patient-centered nursing care. The importance of collaboratively perform nursing interventions using safe nursing practice through the integration of the nursing process that reflects caring behaviors in response to physical, emotional, and cultural patient needs is addressed. As an advanced nursing student, attention is given to strengthening one's organizational and time management skills, incorporating evidence-based practice, and creating a safe patient care environment to achieve high quality patient outcomes. This course provides, in a variety of settings, selected client experiences that assist the student to integrate content from classroom learning activities and skills laboratory learning. Faculty will provide students with formative and summative evaluation. Students must successfully complete all course activities as detailed on the clinical evaluation form to pass the course. Students in the clinical environment will care for clients with complex medical/surgical problems under the guidance of assigned faculty.

Prerequisites: NRSE 203, NRSE 203L, NRSE 203C, NRSE 307, NRSE 307C; **Co-requisites:** NRSE 303, NRSE 303L

NRSE 304 Maternal and Child Nursing

Credits – 3

This course utilizes the nursing process for the assessment and management of the childbearing family. Emphasis is on the bio-psycho-social cultural needs of the family during the phase of pregnancy, childbirth and the

neonatal period including abnormal conditions. The student will utilize critical thinking and a systematic problem-solving approach to plan for the basic care needs of the childbearing family during the prenatal, intra-partum, and post-partum periods. Students develop the necessary knowledge base and learn the importance of collaboration with others of the health care delivery team to provide care, teaching, and therapeutic communication to provide counseling for pregnancy, delivery and newborn nursing.

Prerequisites: NRSE 203L, NRSE 203, NRSE 203C, NRSE 204, NRSE 204L, NRSE 305; **Co-requisites:** NRSE 304C, NRSE 304L

NRSE 304L Maternal and Child Nursing

Laboratory

Credits – 1

This course utilizes the nursing process for the assessment and management of the childbearing family. Emphasis is on the bio-psycho-social cultural needs of the family during the phase of pregnancy, childbirth and the neonatal period including abnormal conditions. The student will utilize critical thinking and a systematic problem-solving approach to plan for the basic care needs of the childbearing family during the prenatal, intra-partum, and post-partum periods. Students develop the necessary knowledge base and learn the importance of collaboration with others of the health care delivery team to provide care, teaching, and therapeutic communication to provide counseling for pregnancy, delivery and newborn nursing. Students in the laboratory environment will learn, practice and demonstrate proficiency of associated nursing skills.

Prerequisites NRSE 203L, NRSE 203, NRSE 203C, NRSE 204, NRSE 204L, NRSE 305; **Co-requisites:** NRSE 304, NRSE 304C

NRSE 304C Maternal and Child Nursing Clinical

Credits – 1

This course utilizes the nursing process for the assessment and management of the childbearing family. Emphasis is on the bio-psycho-social cultural needs of the family during

the phase of pregnancy, childbirth and the neonatal period including abnormal conditions. The student will utilize critical thinking and a systematic problem-solving approach to plan for the basic care needs of the childbearing family during the prenatal, intra-partum, and post-partum periods. Students develop the necessary knowledge base and learn the importance of collaboration with others of the health care delivery team to provide care, teaching, and therapeutic communication to provide counseling for pregnancy, delivery and newborn nursing. Students will complete the required hours in, in the simulation laboratory, and in clinical practice.

Prerequisites NRSE 203L, NRSE 203, NRSE 203C, NRSE 204, NRSE 204L, NRSE 305; **Co-requisites:** NRSE 304, NRSE 304L

NRSE 305 Mental Health Nursing

Credits – 3

This course focuses on the theory and application of the nursing process basic to psychiatric-mental health nursing related to individuals, families, and groups. Emphasis is placed on critical thinking, therapeutic communication, cultural diversity, spirituality, family dynamics, loss and grieving, stress and coping, crisis intervention, violence, abuse, psychiatric disorders, and community resources. The impact of mental health issues across the life span is explored. The course introduces specialized assessment and counseling skills necessary for the care of the individual experiencing situational and maturational stressors as well as nursing diagnosis and interventions based on empathy/caring.

Prerequisites: NRSE 203L, NRSE 203, NRSE 203C, NRSE 204, NRSE 204L; **Co-requisites:** NRSE 305C

NRSE 305L Mental Health Nursing Laboratory

Credits – 1

This course focuses on the theory and application of the nursing process basic to psychiatric-mental health nursing related to individuals, families, and groups. Emphasis is placed on critical thinking, therapeutic communication, cultural diversity, spirituality,

family dynamics, loss and grieving, stress and coping, crisis intervention, violence, abuse, psychiatric disorders, and community resources. The impact of mental health issues across the life span is explored. The course introduces specialized assessment and counseling skills necessary for the care of the individual experiencing situational and maturational stressors as well as nursing diagnosis and interventions based on empathy/caring. Students in laboratory will plan client care and learn, practice, and demonstrate understanding of nursing skills.

Prerequisites: NRSE 203L, NRSE 203, NRSE 203C, NRSE 204, NRSE 204L; **Co-requisites:** NRSE 305, NRSE 305C

NRSE 305C Mental Health Nursing Clinical Credits – 1

This course focuses on the theory and application of the nursing process basic to psychiatric-mental health nursing related to individuals, families, and groups. Emphasis is placed on critical thinking, therapeutic communication, cultural diversity, spirituality, family dynamics, loss and grieving, stress and coping, crisis intervention, violence, abuse, psychiatric disorders, and community resources. The focus of the clinical component of the course is on the application of empathy/caring as part of the nursing process in patients with psychiatric disorders. Effective therapeutic interventions, communication skills, patient safety, application of the nursing informatics process, community mental health, critical thinking, cultural diversity, cultural competence, and nutrition are applied in clinical practice.

Prerequisites: NRSE 203L, NRSE 203, NRSE 203C, NRSE 204, NRSE 204L; **Co-requisites:** NRSE 300

NRSE 307 Nursing Care of Children and Adolescents Credits – 3

This course focuses on the use of the nursing process to develop and implement nursing management strategies for children, adolescents and their families experiencing acute, chronic, and critical health conditions. The family

centered approach is utilized with a focus on health promotion, health teaching, acute and chronic health conditions, therapeutic communication/counseling and rehabilitative needs of children considering infancy, childhood, and adolescence from a developmental context. The nursing process is utilized as a guide for empathy/caring-based intervention focusing on family-centered care and is used as the means through which students learn to collect, organize, and analyze information as they work to develop therapeutic relationships with children and their families. The course covers common and complex health problems of infancy, childhood, and adolescence.

Prerequisites: NRSE 300, NRSE 300L, NRSE 304, NRSE 304C; **Co-requisites:** NRSE 307L, NRSE 307C

NRSE 307L Nursing Care of Children and Adolescents Laboratory Credits – 1

This course focuses on the use of the nursing process to develop and implement nursing management strategies for children, adolescents and their families experiencing acute, chronic, and critical health conditions. The family centered approach is utilized with a focus on health promotion, health teaching, acute and chronic health conditions, therapeutic communication/counseling and rehabilitative needs of children considering infancy, childhood, and adolescence from a developmental context. The nursing process is utilized as a guide for empathy/caring-based intervention focusing on family-centered care and is used as the means through which students learn to collect, organize, and analyze information as they work to develop therapeutic relationships with children and their families. The course covers common and complex health problems of infancy, childhood, and adolescence. In the laboratory setting, students will plan the care of clients and learn, practice, and demonstrate understanding of nursing skills.

Prerequisites: NRSE 300, NRSE 300L, NRSE 304, NRSE 304C; **Co-requisites:** NRSE 307, NRSE 307C

NRSE 307C Nursing Care of Children and Adolescents Clinical

Credits – 1

This course focuses on the use of the nursing process to develop and implement nursing management strategies for children, adolescents and their families experiencing acute, chronic, and critical health conditions. The family centered approach is utilized with a focus on health promotion, health teaching, acute and chronic health conditions, therapeutic communication/counseling and rehabilitative needs of children considering infancy, childhood, and adolescence from a developmental context. The nursing process is utilized as a guide for empathy/caring-based intervention focusing on family-centered care and is used as the means through which students learn to collect, organize, and analyze information as they work to develop therapeutic relationships with children and their families. The course covers common and complex health problems of infancy, childhood, and adolescence. This course provides, in a variety of settings, selected client experiences that assist the student to integrate content from classroom learning activities and skills laboratory learning. Faculty will provide students with formative and summative evaluation. Students must successfully complete all course activities as detailed on the clinical evaluation form to pass the course.

Prerequisites: NRSE 300, NRSE 300L, NRSE 304, NRSE 304C; **Co-requisites:** NRSE 307, NRSE 307L

NRSE 403 Community Health Nursing

Credits – 3

This course introduces concepts of community health utilizing the population-focused nursing process. Health promotion, risk reduction, health teaching and disease management across the lifespan in selected community settings based on the Healthy People 2030 guidelines. Diverse roles of the community and public health nurse are examined, and a community assessment is completed using research and data processing skills. Clinical experiences focus on the study of principles and practices involved in community health nursing and the

development of skills for health education in community settings. Students apply the nursing process, communication skills, critical thinking, and empathy/caring-based therapeutic interventions in nursing care.

Prerequisites: NRSE 203, NRSE 203L, NRSE 203C, NRSE 307, NRSE 307; **Co-requisites:** NRSE 403C, NRSE 403L

NRSE 403L Community Health Nursing

Laboratory

Credits – 1

This course introduces concepts of community health utilizing the population-focused nursing process. Health promotion, risk reduction, health teaching and disease management across the lifespan in selected community settings based on the Healthy People 2030 guidelines. Diverse roles of the community and public health nurse are examined, and a community assessment is completed using research and data processing skills. Clinical experiences focus on the study of principles and practices involved in community health nursing and the development of skills for health education in community settings. Students apply the nursing process, communication skills, critical thinking, and empathy/caring-based therapeutic interventions in nursing care. Students in the laboratory environment will plan the care of clients and populations and learn, practice and demonstrate understanding of nursing skills related to community and population health.

Prerequisites: NRSE 203, NRSE 203L, NRSE 203C, NRSE 307, NRSE 307; **Co-requisites:** NRSE 303, NRSE 403C, 403L

NRSE 403L Community Health Nursing Clinical

Credits – 1

This course introduces concepts of community health utilizing the population-focused nursing process. Health promotion, risk reduction, health teaching and disease management across the lifespan in selected community settings based on the Healthy People 2030 guidelines. Diverse roles of the community and public health nurse are examined, and a community assessment is completed using research and

data processing skills. The laboratory portion of the course will provide students with opportunities to practice and demonstrate skills associated with community health. Clinical experiences focus on the study of principles and practices involved in community health nursing and the development of skills for health education in community settings. Students apply the nursing process, communication skills, critical thinking, and empathy/caring-based therapeutic interventions in nursing care. **Prerequisites:** NRSE 203, NRSE 203L, NRSE 203C, NRSE 307, NRSE 307; **Co-requisites:** NRSE 403

NRSE 410 Knowledge Integration in Nursing

Credits – 3

This course is designed to provide the pre-licensure bachelor's degree nursing student guidance and preparation for passing the national nursing licensure exam (NCLEX-RN). Topics include review of the nursing process, NCLEX client needs categories, NCLEX exam management, test taking skills and review of nursing program content.

Prerequisites: All previous NRSE courses. Must be taken in the final term.

NRSE 416 Healthcare Quality and Outcomes

Credits – 3

Students will focus on evidence-based processes and strategies consistent with a culture of safety and accountability to improve nursing care quality in a variety of settings.

Prerequisites: NRSE 300, NRSE 300L, NRSE 304, NRSE 304C

NRSE 417 Clinical Prevention and Population Health

Credits – 3

This theoretical course provides the student with perspectives on individual and population-based health promotion and disease prevention. Students are introduced to health systems and health policy that support collaborations between clinical care and public health. Quantitative and analytic skills are introduced to assess, compare, describe, and monitor the health of populations

Prerequisites: NRSE 203, NRSE 203L, NRSE 203C, NRSE 307, NRSE 307C

NRSE 418 Nursing Leadership

Credits – 3

The focus of this course is effective nursing leadership and management in various healthcare systems. The impact of the economy, information technology, and politics are considered as influencers related to opportunities for growth and improvement of the interdisciplinary health care team. The student is encouraged and is provided with the opportunity to critically analyze case studies in various health care settings. The focus of this course utilizes a systems framework and critical thinking strategies to study the coordinating role of the professional nurse within health care delivery. Further, this course seeks to introduce the student to diverse concepts and theories from research and literature. The course also focuses on leadership skills that emphasize maintaining empathy-caring based therapeutic interventions, interpersonal relationships, communication, and collaboration within the interdisciplinary health care team, care coordination, delegation, and developing conflict resolution skills.

Prerequisites: NRSE 303, NRSE 317, NRSE 406. Must be taken in the final term.

NRSE 420C Nursing Capstone Clinical

Credits – 1

This course is designed to integrate the knowledge learned throughout the curriculum and requires seniors to demonstrate mastery of content learned in liberal arts and sciences and nursing courses. The course focuses on the synthesis of content to facilitate the student's transition into professional nursing through an exploration of trends and issues in professional nursing and participation in experiential-based nursing experiences. Teaching-learning strategies address the transition to the professional nursing role and the changing dynamics in health care that could challenge new nurses as they enter a full practice role for the first time. Students will review key elements of

management and leadership theory and roles and will examine strategies and processes that address professionalism; morale and governance; improvement of care delivery; facilitation of change; quality and safety principles; technology and health data management; evidence-based practice; clinical judgment and decision making.

Prerequisites: All previous NRSE courses. Must be taken in the final term.

NRSE 500 Theoretical Foundations of Advanced Practice

Credits – 3

Analysis of philosophies, conceptual frameworks, and theories of nursing and other sciences. Discussion of the impact of theories on the development of the nursing profession. Emphasis on the development of theories, classification, components, and evaluation. Will argument about Advances in nursing research and their contributions to professional practice.

Prerequisites: none

NRSE 501 Public Health Policies, Ethics and Systems

Credits – 3

"The Health Service delivery system of the United States is analyzed during this course. The social, economic, cultural, and political forces that impact the provision of primary health services with emphasis on nursing care are discussed. The professional aspects of advanced practice nursing are analyzed, including the implementation of the role in the reform of the health system. The impact of public policy and the process of legislation at the local, national, and global levels on the health care of individuals and communities is discussed. In addition, the student is provided the opportunity to design innovative strategies that can influence the direction of public policies that improve health services and contribute to the improvement of the nursing profession. This includes an analysis of different ethical dilemmas and the factors that influence the moral state and ethics in health service delivery systems.

Prerequisites: none

NRSE 502 Nursing Science and the Research Process

Credits – 3

Analysis of the research process and evidence-based practice and its application in the nursing profession. Emphasis on the research process and its contributions to the improvement of nursing practice. Discussion of the steps of the research process designs and related ethical and legal aspects. It requires the writing of a research proposal that promotes the improvement of nursing services.

Prerequisites: NRSE 500

NRSE 503 Nursing Research Project Proposal to Publication

Credits – 3

Phase of implementation of a clinical research project in nursing, considering the ethical aspects of research. It requires the presentation and approval of the Human Rights Committee of the Institution (IRB). Emphasis on the application of the research proposal, analysis of the results and recommendations. Discussion of the steps of the process of dissemination of the results. The student presents the proposal to the assigned committee.

Prerequisites: NRSE 502, HESC 500

NRSE 504 Advanced History Taking and Physical Assessment

Credits – 3

The theoretical knowledge and advanced skills are presented for the development of the necessary competences to make an estimate of health and comprehensive physical examination, to the clients, throughout the life. Description of the concepts of anatomy, physiology, physiopathology and skills for the identification of physical and psychological signs and symptoms, stages of development, physio pathological changes, and the psychosocial and cultural characteristics of the individual, family and community. Discussion of the components of the health estimate and physical examination. In addition, the practice of health history skills, and exploration techniques for physical

examination in different body systems, is required. Emphasis on the development of competencies to diagnose, plan, implement and evaluate individuals and their families in a variety of practice settings within the scope and responsibility of their profession.

Prerequisites: NRSE 506, NRSE 507

NRSE 505 Health Promotion and Disease Prevention Transcultural Consideration

Credits – 3

Discussion of health priorities, according to Healthy People 2030. Analysis of human caring as an essential dimension of advanced practice nursing work, especially dealing with life crises, health maintenance problems, and change in health practices. Discussion of demands made by changing lifestyles and disease patterns, new and complex technologies, shifting demographics, global economies, dramatic health system changes and sociobiological and environmental threats to health and safety. Development of culturally competent holistic plans of care that addresses the health promotion and disease prevention needs of client populations that address the health promotion and disease prevention needs of client populations.

Prerequisites: NRSE 501

NRSE 506 Advanced Pathophysiology

Credits – 3

Analysis of complex interrelations and interdependence of pathophysiologic concepts, which produce alteration of human functioning across the life span. This serves as a primary component of the foundation for clinical assessment, decision-making and patient management in advanced nursing practice. Interpretation of the natural history and clinical manifestations for specific illnesses in terms of their etiology and pathogenesis. Description of the relationship between pathologic changes in body defense and the illness experience. Discussion of the features of pathophysiologic processes involved in the body's reactions to injury and infection, the immune response, circulatory disturbances, and abnormalities of

cellular growth. Description of the relationship between pathophysiologic process and alterations in body fluids and the pathophysiologic process involved in altered endocrine, exocrine, and neuromuscular functions.

Prerequisites: NRSE 507

NRSE 507 Advanced Pharmacology

Credits – 3

Analysis of the essential pharmaco-therapeutics for advance nursing practice. Study of the actions and effects of drugs on human systems across the lifespan. Analysis of the scope of legal professional nursing responsibilities related to pharmacology in an expanded role. Description and identification of the actions, effects, uses and potential interaction of the major categories of drugs. Discussion of the pharmacologic process of absorption, distribution, metabolism, excretion, and the factors that influence the pharmacokinetics of drugs. Analysis of the physiologic effects of the drugs in the individual across the lifespan and the factors, which influence the patient response to therapeutic agents, adverse drug reactions and appropriate interventions. Description of the controversies related to the bioavailability and bioequivalence of the drugs.

Prerequisites: NRSE 506

NRSE 508 Diagnostic & Differential

Credits – 3

Development of advanced practice proficiency in the ordering, analysis and interpretation of appropriate diagnostic tests related to primary care for accurate diagnosis, treatment and referral. Knowledge of clinical decision making will be discussed. This includes comprehension of important pathophysiologic, epidemiologic, psychosocial and clinical management concepts that will help the FNP to determine which diagnostic tests are indicated given the patient's clinical presentation. Discussion and practice of proper specimen collection, handling of specimens, appropriate use of diagnostic tests, accurate interpretation of test results with an appreciation of sensitivity and specificity of the

particular test, and appreciation of time factors that influence availability and interpretation of test results will also be included. Practical laboratory sessions will be given concurrently with the theory session.

Students will develop the critical thinking skills necessary to form a differential diagnosis. These differential diagnoses are established after analyzing the findings from the history and physical assessment and results of laboratory findings (diagnostic findings). This course emphasizes the importance of ordering the correct diagnosis. Discussion and practice of proper specimen collection, handling of specimens, analysis and interpretation of blood tests, and radiologic examinations will be covered. The course will be offered Co-requisites: the Advanced Physical Assessment (APA) course. Case studies will be discussed for every topic included in the APA course.

Prerequisites: NRSE 506, NRSE 507, NRSE 504

NRSE 509 Pharmacology for FNP

Credits – 3

Practical exposure to the general principles of providing and monitoring drug therapy for FNP's, as well as identification of a disease, review of the drugs used to treat the disease, select treatments, special patient considerations, and therapy adjustment. Finally, learn how to provide a primary, secondary, and tertiary line therapy when the first line fails. Discuss the prescription, monitoring, and evaluation of pharmacologic agents utilized to treat common disease states. Description of the teaching needed by individuals and families, to properly adhere to prescribed pharmacology therapy. Identify the roles and responsibilities of the FNP in prescribing pharmacologic agents, monitoring, and evaluating patient responses. The collaborative role of the FNP with the physician when consulting in providing, monitoring and evaluating the pharmacologic agents is identified and discussed as well.

Prerequisites: NRSE 506, NRSE 507

NRSE 510 Primary Care 1

Credits – 3

This course is the first of a three-part series focusing on established primary care evidence-based guidelines. Provides advanced practice knowledge of standard protocols through discussion in conference sessions and clinical experience. Emphasizes wellness, illness prevention, treatment of chronic and acute diseases throughout the life span. Builds upon the advanced practice core courses of advanced pathophysiology, advanced pharmacology, advanced history taking, and physical assessment. Integrates theories of collaborative practice, cultural competencies, ethical and legal issues. Covers: Health Maintenance Issues, Skin Disorders, and Infection diseases, general symptoms and management of head, ears eyes, nose and throat (HEENT) problems, behavioral problems, and mental health.

Prerequisites: NRSE 504, NRSE 505, NRSE 506, NRSE 507, NRSE 508; **Co-requisites:** NRSE 510C

NRSE 510C Primary Care 1 Clinical

Credits – 3

This course is the first of a three-part series focusing on established primary care evidence-based guidelines. Provides advanced practice knowledge of standard protocols through discussion in conference sessions and clinical experience. Emphasizes wellness, illness prevention, treatment of chronic and acute diseases throughout the life span. Builds upon the advanced practice core courses of advanced pathophysiology, advanced pharmacology, advanced history taking, and physical assessment. Integrates theories of collaborative practice, cultural competencies, ethical and legal issues. Covers: Health Maintenance Issues, Skin Disorders, and Infection diseases, general symptoms and management of head, ears eyes, nose and throat (HEENT) problems, behavioral problems, and mental health. Students in the clinical course will work with a preceptor to meet clinical objectives.

Prerequisites: NRSE 504, NRSE 505, NRSE 506, NRSE 507, NRSE 508; **Corequisites:** NRSE 510

NRSE 511 Primary Care 2

Credits – 3

This course is the second of a three-part series focusing on established primary care evidence-based guidelines. Provides advanced practice knowledge of standard protocols through discussion in conference sessions and clinical experience. Emphasizes wellness, illness prevention, treatment of chronic and acute diseases throughout the life span. Builds upon the advanced practice core courses of advanced pathophysiology, advanced pharmacology, advanced history taking, and physical assessment. Integrates theories of collaborative practice, cultural competencies, ethical and legal issues. Covers: Pulmonary and Cardiovascular Disorders, Gastrointestinal Diseases, Metabolic and Endocrine Disorders.

Prerequisites: NRSE510, NRSE 510C, NRSE504, NRSE505, NRSE506, NRSE507, NRSE 508, NRSE 509; **Co-requisites:** NRSE 511C

NRSE 511C Primary Care 2 Clinical

Credits – 3

This course is the second of a three-part series focusing on established primary care evidence-based guidelines. Provides advanced practice knowledge of standard protocols through discussion in conference sessions and clinical experience. Emphasizes wellness, illness prevention, treatment of chronic and acute diseases throughout the life span. Builds upon the advanced practice core courses of advanced pathophysiology, advanced pharmacology, advanced history taking, and physical assessment. Integrates theories of collaborative practice, cultural competencies, ethical and legal issues. Covers: Pulmonary and Cardiovascular Disorders, Gastrointestinal Diseases, Metabolic and Endocrine Disorders. Students in the clinical course will work with a preceptor to meet clinical objectives.

Prerequisites: NRSE510, NRSE 510C, NRSE504, NRSE505, NRSE506, NRSE507, NRSE 508, NRSE 509; **Co-requisites:** NRSE 511

NRSE 512 Primary Care 3

Credits – 3

This is the third course of a three-part series focusing on established primary care patient

care evidence-based guidelines. Provides advanced practice knowledge of standard protocols through discussion in conference sessions and clinical experience. Emphasizes wellness, illness prevention, treatment of chronic and acute diseases throughout the life span. Builds upon the advanced practice core courses of advanced pathophysiology, advanced pharmacology, advanced history taking, and physical assessment. Covers: Genitourinary Disorders, Prenatal Care, Post-partum and Family Planning, Women's Health Issues, Pediatric Development and Common Health Issues, Sexually Transmitted Diseases, Hematologic Disorders, Musculoskeletal Disorders and Ambulatory Emergencies.

Prerequisites: NRSE511, NRSE 511C, NRSE504, NRSE505, NRSE506, NRSE507, NRSE 508, NRSE 509, NRSE 510, NRSE 510C; **Co-requisites:** NRSE 512C

NRSE 512C Primary Care 3 Clinical

Credits – 3

This is the third course of a three-part series focusing on established primary care patient care evidence-based guidelines. Provides advanced practice knowledge of standard protocols through discussion in conference sessions and clinical experience. Emphasizes wellness, illness prevention, treatment of chronic and acute diseases throughout the life span. Builds upon the advanced practice core courses of advanced pathophysiology, advanced pharmacology, advanced history taking, and physical assessment. Covers: Genitourinary Disorders, Prenatal Care, Post-partum and Family Planning, Women's Health Issues, Pediatric Development and Common Health Issues, Sexually Transmitted Diseases, Hematologic Disorders, Musculoskeletal Disorders and Ambulatory Emergencies. Students in the clinical course will work with a preceptor to meet clinical objectives.

Prerequisites: NRSE511, NRSE 511C, NRSE504, NRSE505, NRSE506, NRSE507, NRSE 508, NRSE 509, NRSE 510, NRSE 510C; **Co-requisites:** NRSE 512

NRSE 513 Residency

Credits – 3

Students will be paired with qualified and credentialed nurse practitioners or primary care physicians, physicians specialized in pediatrics, geriatrics, or in any other specialty (according to our student's needs), who will be oriented, trained, and certified to serve as preceptors in our FNP program. Cover: pediatric disorders, physiological changes of the elderly population, and elderly disorders. Weekly seminar conferences provide a forum for clinical case study discussions, case presentations, and preparation for the Exit Exam Advanced Practice Registered Nurse: Family Nurse Practitioner. A minimum grade of 80% is required to pass the course.

Prerequisites: NRSE511, NRSE 511C, NRSE504, NRSE505, NRSE506, NRSE507, NRSE 508, NRSE 509, NRSE 510, NRSE 510C, NRSE512, NRSE 512C, NRSE 529; **Co-requisites:** NRSE 513C

NRSE 513C Residency Clinical

Credits – 3

Students will be paired with qualified and credentialed nurse practitioners or primary care physicians, physicians specialized in pediatrics, geriatrics, or in any other specialty (according to our student's needs), who will be oriented, trained, and certified to serve as preceptors in our FNP program. Cover: pediatric disorders, physiological changes of the elderly population, and elderly disorders. Weekly seminar conferences provide a forum for clinical case study discussions, case presentations, and preparation for the Exit Exam Advanced Practice Registered Nurse: Family Nurse Practitioner. A minimum grade of 80% is required to pass the course. Students in the clinical course will work with a preceptor to meet clinical objectives.

Prerequisites: NRSE511, NRSE 511C, NRSE504, NRSE505, NRSE506, NRSE507, NRSE 508, NRSE 509, NRSE 510, NRSE 510C, NRSE512, NRSE 512C, NRSE 529; **Co-requisites:** NRSE 513

NRSE 529 Pediatric Primary Care

Credits – 3

This course provides graduate students in the Family Health program with didactic content emphasizing primary care of pediatric patients from infancy through adolescence. Provides advanced practice knowledge of standard protocols through discussion in conference sessions and clinical experience. Emphasizes pediatric wellness, illness prevention, treatment of acute and chronic diseases from infancy to adolescence. Builds upon the advanced practice core courses of advanced pathophysiology, advanced pharmacology, advanced history taking, and physical assessment.

Prerequisites: NRSE 510, NRSE 510C, NRSE 511, NRSE 511C, NRSE504, NRSE 505, NRSE 506, NRSE 507, NRSE 508, NRSE 509

NURS 210 Nursing Informatics

Credits – 3

This course assists students to develop basic competencies in use of computers, data management software, patient care technologies, electronic communication, data gathering devices to deliver quality patient care. Issues and policies related to ethics and privacy regarding the treatment of patient information (HIPAA) and the impact of informatics related to data, technology, privacy, security and systems are addressed.

Prerequisites: none

NURS 400 Nursing Role in Family Care and the Community

Credits – 3

The student will apply the theoretical and empirical knowledge in the use of the nursing process in populations and community environments to promote, maintain, and restore health. The students will examine the roles and various scenarios of professional nursing and public health community during the assessment phase, applying research skills, effective communication, and the satisfaction of health needs of populations and communities.

Prerequisites: none

NURS 401 Diversity in the Nursing Profession

Credits – 3

During this course, the student will examine the influence of cultural diversity in the nursing practice with the patient, individuals, towns, and communities. They will analyze the impact of cultural diversity, beliefs, values, and influence in health care and nursing practice. They will explore their own cultural beliefs related to health care, customer behaviors, cultural perspective, and cross-cultural communication barriers.

Prerequisites: none

NURS 402 Management and Leadership Seminar in Nursing

Credits – 3

In this course, the student will analyze the fundamentals of leadership and management in health services. Emphasis is placed on the application of advanced communication skills in collaboration with the multidisciplinary team. The different types of leadership, the characteristics of a leader, and organizational changes for a better teamwork will be discussed. They will also evaluate the leadership theories and models to foster safe environments and effective work. Through the seminar, they will apply the problem-solving step methods to address complex issues within health organizations.

Prerequisites: HESM 110

NURS 403 Nutrition for Nursing

Credits – 3

In this course, the student will analyze the nurse role and care in the estimate, analysis, and intervention of the nutritional needs at all stages of the life cycle. Emphasis is placed on the discussion of essential nutrients and the importance of the food pyramid for nutritional health maintenance. Also, they will analyze the influence of food in weight control, health problems, and the most common diseases.

Prerequisites: none

NURS 404 Regulation and Healthcare Policy

Credits – 3

The purpose of this course is to examine the fundamentals of health policy, the financial

structure of the health systems, and regulatory environments that have an impact on nursing practice and care to the individual, family, and community as patients, while emphasizing on those issues affecting the health policy and the focus on the influence of the nursing profession in policy matters and regulations.

Prerequisites: HESM 110

NURS 407 Knowledge Integration in Nursing

Credits – 3
The focus of this course is the integration of knowledge, skills and attitudes for professional nursing practice. Students have the opportunity to familiarize themselves with the requirements established by law to practice nursing.

Prerequisites: Must be taken in the final term.

NURS 600 Health Policy, Finance and Regulatory Environments

Credits – 3

The purpose of this course is to examine the fundamentals of health policy, the financial structure of the health systems, and regulatory environments that have an impact on nursing practice and care to the individual, family, and community as patients, while emphasizing on those issues affecting the health policy and the focus on the influence of the nursing profession in policy matters and regulations.

Prerequisites: HESM 520, HESM 560, ADMI 500, ITMA 501

NURS 601 Quality Assurance and Risk Management in Healthcare Organizations

Credits – 3

In this course students examine healthcare quality assurance and risk management and the methods that are utilized to achieve improvements in healthcare organizations. Topics include the link between patient safety and legal and regulatory compliance; the role of accreditation organization requirements in patient safety; evidence-based outcomes and standards of care; the development and archiving of reports, data, and device evidence in medical error situations; and managing patient safety

compliance through credentialing of healthcare professionals.

Prerequisites: NURS 600

NURS 602 Management and Leadership in Nursing Seminar

Credits – 3

In this course, the student will analyze the fundamentals of leadership and management in health services. Emphasis is placed on the application of advanced communication skills in collaboration with the multidisciplinary team. The different types of leadership, the characteristics of a leader, and organizational changes for a better teamwork will be discussed. They will also evaluate the leadership theories and models to foster safe environments and effective work. Through the seminar, they will apply the problem-solving step methods to address complex issues within health organizations.

Prerequisites: NURS 600

NRSE 700 Nursing Theories, Conceptual Models and Philosophies

Credits – 3

This course will explore the development of nursing knowledge and theory; the philosophies of science and epistemologies, their influence on knowledge development for doctoral nursing practice, and strategies for theory development and analysis will be discussed. Also, it focuses on the exploration of the nature of theory development in nursing, analysis of selected nursing and related theories, and the relevance of theory to research and practice in nursing.

Prerequisites: none

NRSE 701 Advanced Epidemiology for Nursing Practice

Credits – 3

This course introduces students to epidemiology concepts and methods for disease prevention, surveillance, detection, and intervention to promote the health of populations. Emphasis is placed on critical thinking, analytic skills and application to clinical nursing settings. Discuss specific epidemiologic skills including accessing existing datasets, analysis of published

epidemiologic studies, data interpretation, and application of criteria for screening for disease in community. Opportunities for active participation in simulated disease investigations are included.

Prerequisites: none

NRSE 702 Evidenced-based Practice

Credits – 3

This course introduces students to the fundamentals and principles of Evidence-Based Practice (EBP) and its relation to nursing practice. The resources available to facilitate EBP in nursing practice, the models for implementation, the steps, the components of the establishment of the clinical question in the PICO format (Patient, Intervention, Comparison, Outcome) and the statistical analysis are discussed. General strategies to undertake an evidence-based project are discussed. The challenges and strengths of existing clinical evidence, the role of nursing professionals and their application in patient care, are analyzed.

Prerequisites: HESC 700

NRSE 703 Health Care Policy, Ethics and Advocacy

Credits – 3

This course provides a holistic overview of health care policy planning from development to implementation. Students will apply current evidence to analyze and evaluate health care policy frameworks from the perspective of professional, political, social, and regulatory issues. They will examine the current U.S. health care system based on public and governmental interests and will explore the role of the doctoral prepared nurse as an advocate and leader in the integration of health care policies into practice.

Prerequisites: none

NRSE 704 Scholarship Project I: Mentorship

Credits – 3

The cornerstone course will provide students with the tools and support they require to conduct a scholarly literature review and to develop a clear statement of the problem. A minimum of 125 hours is spent in clinical immersion. Clinical

immersion objectives and activities are developed by the student and revised and approved by the faculty member as a mentor and based on the proposed clinical project. The approved project would be submitted to the IRB for evaluation and final approval.

Prerequisites: NRSE 702, HESC 700

**NRSE 705 Nursing Science for Clinical Practice
Credits – 3**

This course explores the scientific principles and philosophical underpinnings of nursing practice relevant to the role of the D.N.P. Concepts, models, and theories from nursing and other disciplines will be applied to clinical practice problems. Students will analyze various approaches used in research and evaluate the published research quality. Models of human resources management, changes, and strategic planning are explored; as well as the development and implementation of programs. The concepts of communication, conflict resolution, leadership, teamwork, patient-centered care, collaboration, and negotiation are discussed. Students will develop search strategies to answer questions related to a selected topic of interest.

Prerequisites: none

**NRSE 706 Scholarship Project II: Project Plan
Credits – 3**

This course will provide students with the support and direction needed to develop a comprehensive, site-specific project plan in collaboration with faculty members and his or her mentor. An IRB approval will be required to proceed with the project plan. A minimum of 125 hours is spent in practicum experiences.

Prerequisites: NRSE 704

**NRSE 707 Transcultural and Global Health
Disparities
Credits – 3**

This course emphasizes interprofessional collaboration in clinical prevention to improve the health outcomes of patients and the general

population. The concepts of cross-cultural nursing, theories, philosophies, ethics, research, pluralism and functional relationships for nursing care are discussed. The impact of globalization on health planning and care, and the need to design health care systems that respond to diverse cultural needs, are analyzed. The focus is on selected global health problems assessed in a multidisciplinary manner to ensure attention to the underserved and their complex needs determined by cultural diversity.

Prerequisites: none

**NRSE 708 Scholarship Project III:
Implementation
Credits – 3**

This project experience provides an opportunity for the student to execute the project plan in collaboration with the sponsoring site. The experience reflects the interest of the student and is designed to meet individual interests and career goals. This advanced practice project allows the student to learn to manage time and resources, assess implementation issues, and utilize communication and collaboration while working with a clinical mentor to implement the project plan. A minimum of 125 hours spent in practicum experiences is required.

Prerequisites: NRSE 704, NRSE 706

**NRSE 709 Nursing Technology and Health Care
Information Systems
Credits – 3**

During this course, the students are introduced to the specialty of nursing informatics, the information system life cycle, telemedicine, and the use of technology to enhance nursing care and patient safety. The foundations for the integration of information sciences and computer sciences are provided as support for both evidence-based practice and administrative decision-making. Emphasis on the demonstration of conceptual abilities and technical skills essential to managing patient care data with clinical information systems. Current issues, health literacy, and challenges in using clinical information systems are also explored. Finally, the process of designing, using,

and manipulating small and large databases for the analysis of patient results is discussed.

Prerequisites: none

NRSE 710 Scholarship Project IV: Evaluation

Credits – 3

This is the final component of the project experience. All but 125 of the required 1,000 clinical hours must be completed prior to starting NRSE 710. The course content, as in the other project courses, reflects the interest of the student and is designed to meet individual student needs and career goals. This final course allows the student, with guidance from mentor, to evaluate the evidenced-based practice (EBP) project outcomes and develop scholarly written and oral reports that disseminate and integrate new knowledge. The final product will reflect the student's ability to employ effective communication and collaboration skills; to take a leadership role; to influence health care quality and safety; to evaluate practice; and to successfully negotiate change in health care delivery for individuals, families, populations, or systems across a broad spectrum of health care. A minimum of 125 hours is spent in clinical immersion. Clinical immersion objectives and activities are developed by the student and faculty member as a mentor and based on the proposed clinical project.

Prerequisites: NRSE 704, NRSE 706, NRSE 708

NRSE 711 Scholarship Project Practice

Matriculation

Credits – 3

This course may be repeated up to four times, based on the number of hours needed to complete the required 1,000 practicum hours for the D.N.P. degree.

Prerequisites: none

ODHR 203 Strategic Organizational Communication

Credits – 3

Introduction to the foundation of strategic organizational communication. This course provides students with an overview of the necessary skills of strategic communication

inside organizations. Theories and concepts of strategic communication are discussed and how it integrates other managerial skills such as planning, interpersonal relations, negotiation, and conflict resolution, among others. It emphasizes the application of concepts to real situations for problem solving.

Prerequisites: none

ODHR 204 Organizational Psychology

Credits – 3

This course studies theories and psychological principles inside organizations. It focuses in relating basic concepts with the opportunity to increase productivity in the work setting, understanding organizational and human behavior and improving individual performance. Topics include teams in organizations, motivation, differences, attitudes and work relevant emotions, stress, leadership, and organizational change and development. Students will apply psychological theories to problems and/or work settings.

Prerequisites: none

ODHR 305 Diversity in Organizations

Credits – 3

This course presents a variety of theories and perspectives that arise from differences in race, culture, religion, gender, age and other characteristics related to diversity in a job environment. Students will understand how these dimensions affect performance, motivation, productivity and success of organizations. How to face and to change practices such as: stereotypes, prejudices, perceptions and other beliefs that present barriers to reach the competitiveness of individuals and organizations will be discussed. The course emphasizes the interconnection of social and cultural processes to avoid possible factors that might generate discriminatory practices.

Prerequisites: none

ODHR 306 Conflict Resolution and Arbitrage

Credits – 3

This course provides students with the necessary knowledge for conflict management at all organizational levels. It emphasizes the development of negotiation skills, arbitration, and managing objections in order to develop alternatives that satisfy the interests of all parties. The design of strategies necessary for a successful negotiation process will be studied.

Prerequisites: none

ODHR 307 Training and Human Resource Development

Credits – 3

Needs analysis, design, implementation and evaluation of training and human capital development in work organizations. The course emphasizes the recognition of human talent as a competitive advantage in high performance organizations. Creating a climate of positive and healthy workplace through professional training programs and human capital development, allowing motivate, encourage and provide skills necessary to optimize their performance. Includes topics such as leadership development, motivation and retention, needs analysis, design and management of training.

Prerequisites: none

ODHR 308 Leading Organizational Change

Credits – 3

Discussion of the principles and models of organizational changes and the development of skills to lead these changes. Emphasizes on managing effectiveness of organizational change elements and forces that act against these changes. Emphasizes intervention designs and recommendations for strategic changes from a human perspective. Includes topics of effective communication, design of strategic plans, process evaluation, phases of changes implementation and diagnosis.

Prerequisites: none

ODHR 409 Consulting Management Principles in Human Resources

Credits – 3

In this course the student will integrate managerial concepts learned through his/her

career education in the area of human resources. Throughout the course the student will develop a consulting strategy to improve the effectiveness of an organization. By integrating managerial concepts, the student will evaluate practices and processes that increase productivity, effectiveness and approach from leaders towards more productive companies in the fundamental areas of human resource management.

Prerequisites: MGMT 220, MGMT 230

ODHR 410 Organizational Coaching

Credits – 3

This course provides the student fundamental knowledge of coaching practices for managerial improvement. Emphasizes the integral approach of human relations in organizations and techniques for the development of organizational coaches. Concepts such as leadership, instructing, training, and motivating teamwork to achieve goals are discussed. The concepts of empowerment and constant feedback to teams are studied.

Prerequisites: none

ODHR 411 Total Quality in Work Scenarios

Credits – 3

Discussion of the principles and techniques in Total Quality Management (TQM) with emphasis on its application in organizations. This course provides the student the necessary knowledge which enables him/her to become part of TQM programs, either as a participant or as who designs it. This allows him/her to understand a general panorama and the specific details of total quality.

Prerequisites: none

OFAD 141 Keyboard Skills

Credits – 3

Special emphasis will be given to key by touch using a computer keyboard. Development of speed and accuracy. Training in simple documents, such as: memorandums, documents with proofreader's marks, and also basic functions of Microsoft Word application such as: create, save, print, edit, and centralize text.

Prerequisites: none

OFAS 121 Basic Keyboarding

Credits – 3

This course introduces students in the use of computer and word processing skills. Its major objectives are to develop touch control of the keyboard and proper techniques, to build speed and accuracy, and to provide practice in applying those basic skills to the formatting of basic parts of e-mails and business letter in block style. The course is developed from exercises of application, research, cooperative work, use of technology and reflection.

Prerequisites: none

OSMB 100 Medical Terminology

Credits – 3

This course is designed for students to learn the terms and procedures used in a medical facility. In addition, students will learn medical vocabulary and their meanings.

Prerequisites: none

OSMB 101 Accounting for Medical Billing

Credits – 3

This course prepares the student in the basics of accounting through the study of accounting concepts and the analysis of financial reports.

Prerequisites: none

OSMB 102 Billing

Credits – 3

This course provides students with the skills and abilities to process bills for health services.

Prerequisites: OSMB 100

OSMB 103 Coding

Credits – 3

The course includes the study of the nomenclature of diseases and health conditions, as well as an introduction to ICD 10 CM & PCS coding including the organization and implementation of the code sets. Also discussed is the CPT procedural code set, alignment of diagnosis and procedure codes, and application of code sets in the US health care system.

Prerequisites: OSMB 100

OSMB 104 Billing Audit

Credits – 3

This course reviews the basics of medical billing in the US health care system. Students will learn to assess patient charges, review billing for problems, explore denials management, and examine the billing and compliance auditing process.

Prerequisites: OSMB 102, OSMB 103

OSMB 105 Legal and Administrative Procedures

Credits – 3

This course legal issues associated with health care administrative processes and the medical billing process.

Prerequisites: OSMB 102

OSMB 106 Electronic Billing

Credits – 3

This course prepares students in the use and management of electronic billing programs. Students will be able to assess the full revenue cycle through an expanded look at the electronic billing process.

Prerequisites: COIS 101, OSMB 102, OSMB 103

OSMB 107 Electronic Medical Record

Credits – 3

This course prepares students in the use and management of electronic medical records and how medical records are used in the medical billing process.

Prerequisites: COIS 101, OSMB 102

OSMB 108 Integrated Applications

Credits – 3

In this course students will learn about the use of Microsoft Office programs such as Word, Excel, PowerPoint, Access, and Outlook in the health care organization.

Prerequisites: COIS 101

OSMB 109 Introduction to Database Management

Credits – 3

This course is designed to enable the students to develop the techniques and skills necessary for the analysis and design of the database.

Prerequisites: COIS 101

OSMB 110 Introduction to Office System

Technology

Credits – 3

This course is designed to enable the student to develop skills for the use and management of technological tools utilized in health care organizations.

Prerequisites: COIS 101

OSMB 111 Medical Transcription

Credits - 3

This course is designed to enable students to develop the skill to transcribe medical record information from dictated provider reports.

Prerequisites: COIS 101, OSMB 100

OSMB 113 Coding of Services and Procedures

Credits – 3

This course provides students the knowledge and basic skills required for the coding of medical services and procedures. Practical exercises will be included in order to search for coding of services, procedures, and treatments, using the CPT code manual as a resource for services and procedures.

Prerequisites: OSMB 103

OSMB 114 Health, Safety, Medical Law, and Ethics

Credits – 3

This course studies one of the many uses of medical records: its use as legal protection to the patient and to the institution that provides the health care services. It covers the legal requirements of medical records in relation to its retention, security controls, maintenance, and confidentiality, within the institution as well as outside. Emphasis is given to the application of professional ethics and legal aspects in health information management.

Prerequisites: none

PARS 101 Introduction to Legal Practices and Ethics

Credits – 3

This course is designed to introduce the student to the paralegal profession and legal ethics. The course focuses on the role of the paralegal in the legal environment and career-related topics, including job search criteria, Leadership and human relations skills and health and safety paralegal environments. The course will also provide an overview of the legal system and selected areas of the law.

Prerequisites: CRIM 100, CRIM 101

PARS 102 Real State Fundamentals

Credits – 3

Survey of real property law in the State, including classification of interests in real property; methods of acquiring ownership in real property; ownership interests; surveys and land descriptions; encumbrances of real property; easements and licenses; buying and selling real property; deeds of conveyance; recording systems; title abstracting and title insurance. Stresses practical application for paralegal.

Prerequisites: CRIM 100, CRIM 101, CRIM 102

PARS 103 Civil Litigation Fundamentals

Credits – 3

Focuses on the litigation process as related to the court system of the State. Attention to function of law, roles of the attorneys, judge and jury; basic substantive law, pleadings, discovery, trial settlement and appeal, everything from the perspective of a civil proceeding.

Prerequisites: CRIM 103

PARS 104 Legal Research and Theory with Legal Writing

Credits – 3

This course provides an introduction to the legal system, law library system, research and analysis and practical American legal writing. Students learn to research, format, and cite all primary and secondary sources on both state and federal levels.

Prerequisites: CRIM 103, PARS 105

PARS 105 Computer Technology in a Legal Office

Credits – 3

This course is designed to assist students in developing analytical and technological skills to enable them to logically approach the application of computer technology to the field of law. This course includes learning activities designed to ensure competence in the basic use of computers and applications within the law office, from a paralegal perspective.

Prerequisites: none

PARS 106 Foundations of Wills, Trusts, and Estate Administration

Credits – 3

In-depth analysis of Florida Probate Code as basic substantive law, which governs, wills, trusts and estate administration in the State. It covers the responsibilities and duties in the field of estate administration that can be performed by a paralegal, emphasizing the drafting of estate planning documents and ethical considerations.

Prerequisites: PARS 101, PARS 104

PARS 107 Insurance Case Manager of Paralegals

Credits – 3

This course will introduce the student to fundamental principles of insurance law. It focuses on the pre-suit litigation process as related to insurance claims in Florida. Students will gain experience and skills in dealing with the different types of insurance policies, policy language and its interpretation. From a paralegal perspective, the student will understand general principles such as coverage, insurable interest, risks, exclusions, and the relationship between client, attorney and insurance carrier.

Prerequisites: PARS 101

PARS 108 Family Law

Credits – 3

This course offers an introduction to family law, historical and social contexts that encompass the current definition of the family unit, its creation, preservation and dissolution. The students will

examine case and statutory law as well as constitutional limitations from the perspective of the paralegal's role in a family law practice. Students will learn about such topics as marriage, parenthood, support – child and spousal, among others.

Prerequisites: CRIM 100, CRIM 101

PARS 109 Debtor-Creditor/Bankruptcy

Credits – 3

This course presents an overview of topics in debt collection practices, post judgment debt collection and bankruptcy law. This is a basic course in debtor/creditor law with an emphasis on bankruptcy cases and concepts. Students will examine an overview of topics in debt collection practices, post judgment debt collection and bankruptcy procedures. The course begins by reviewing non-judicial debt collection practices and limitations and judicial state law debt collection; it also studies the Federal Bankruptcy Code – concepts, policies, and cases.

Prerequisites: PARS 101

PARS 110 Paralegal Law Office Management Skills

Credits – 3

This course presents the fundamentals of law office management and organization, including basic principles and structures of management, administrative and substantive systems in the law office, and law practice technology.

Prerequisites: All major courses

PCTC 101 Nursing Assistant Skills

Credits – 4

This course is designed to provide the student with the knowledge and skills necessary to perform basic and compassionate care services for patients (acute care setting) or resident (long-term care setting) as an entry-level nurse aide. It will prepare students in the following: performing physical comfort measures and safety functions, applying principles of infection control, understanding patient populations, providing physiological and psychological support. Topics include promoting the proper environment; recording and monitoring of vital

signs, height, weight measurements; observing, reporting, and charting, admission, transfer, and discharge, and coping with death. Skills demonstrated in lab portion of the Course.

Prerequisites: HEST 100, HEST 101, BIOT 106, MATH 101

PCTC 102 Clinical Laboratory Phlebotomy Procedure with EKG

Credits – 3

Involves the study of laboratory procedures, and covers the collection, performance and quality control for medical tests common in a Laboratory and Health Care Settings. This course covers a more advanced study of the anatomy and physiology of the circulatory system. Laboratory sessions are focused on students learning the effective techniques of blood draws through repetition and covers the phlebotomist's role and responsibilities. The course covers certification for Phlebotomy and includes the requisite number of sticks and blood draws required for certification. Also includes clinical chemistry, properly performing EKG procedures, aseptic technique, instrumentation, and taking and recording vital signs. Lab included.

Prerequisites: BIOT 106, HEST 101, MATH 101

PCTC 103 Personal Patient Care-Plan and Procedures

Credits – 3

This course provides training in providing care and assistance with tasks related to the activities of daily living and personal care, under the general supervision of a registered nurse. Including, but not limited to personal patient care, patient care procedures personal care, patient rights, maintaining mobility, nutrition and hydration Topics include Body Mechanics – Positioning and Moving Residents; Care of the Resident's Environment; Assisting Residents with Bathing; Toileting and Perineal Care; Skin Care; Hygiene and Grooming; Nutrition; Hydration; Elimination. Skills demonstrated in lab.

Prerequisites: PCTC 101, MEDA 203

PCTC 104 Geriatric Care

Credits – 4

This course provides an introduction of the history and importance of the nurse aide along with scope of practice. Emphasis is placed on the knowledge and skills needed to provide safe, quality care of residents. Topics include Role of the Nurse Aide in LTC; Safety Measures; Emergency Measures; Infection Control; Residents Rights and Independence; End of Life Care; Communication and Interpersonal Skills and Taking Care of Yourself. Also provides the knowledge/skills to understand and interact with the resident who has mental health disorders as well as understand the psychology of interaction with residents on various levels of life. Topics include Psychosocial Needs of Residents; Culture Change; Specific behavior Problems. Skills demonstrated in lab.

Prerequisites: PCTC 102, PCTC 103

PCTC 105 Health Care Delivery System and Rehabilitation Services

Credits – 3

This course provides the knowledge/skills needed to help residents maintain the highest possible level of independence and functional ability (physical and psychosocial). Topics include Introduction to Restorative Services: The Role of the Nurse Aide in Restorative Care.

Prerequisites: PCTC 102, PCTC 103

PCTC 106 Patient Care Clinical Externship

Credits – 3

Students are assigned to a healthcare facility, under facility/staff supervision. Clinical externships consist of 120 hours and take place at a local healthcare facility chosen by the University staff.

Prerequisites: All courses

PHAR 210 Pharmaceutical Calculations I

Credits – 3

In this course, the aspects related to the solution of problems of pharmaceutical nature are discussed: foundations of measures and calculations, reasons, and proportions, metric system, apothecary and avoirdupois systems,

domestic system, conversions between the system and the interpretation of prescriptions.

Prerequisites: MATH 120

PHAR 211 Pharmaceutical Calculations II

Credits – 3

In this course the following aspects related to the solution of problems of pharmaceutical nature are discussed: preparations of percentage, increase, and reduction of formulas, concentration, and dilution, pediatrics dosage, thermometry, parenteral preparations and calculations related to filling prescriptions.

Prerequisites: PHAR 210, PHAR 212

PHAR 212 Pharmacy Administration

Credits – 3

The course is designed to provide the student with the basic business management skills, the laws, and regulations applicable to the operational aspects of a commercial drugstore. The relations with the suppliers, patients, management and other personnel of the community pharmacy are studied. The students through study cases evaluate facts for the purchase, management, and maintenance of a drugstore.

Prerequisites: none

PHAR 226 Pharmacotherapy for Pharmacy Technicians I

Credits – 3

This is the first of a three parts course that integrates the basic knowledge in anatomy, physiology, pathophysiology, and pharmacology necessary to carry out effectively the functions of a pharmacy technician in the state. Emphasis is given not only to the pharmacologic part where the student is familiarized with the generic and trade names of the drug, but also safe and effective use of medicines of more demand today.

Prerequisites: PHAR 210, PHAR 212

PHAR 227 Pharmacotherapy for Pharmacy Technicians II

Credits – 3

This is the second of a three parts course that integrates the basic knowledge in anatomy, physiology, pathophysiology, and pharmacology necessary to carry out effectively the functions of a pharmacy. Emphasis is given not only to the pharmacologic part where the student is familiarized with the generic and trade names of the drug, but also safe and effective use of medicines of more demand today. Students will analyze and evaluate the pharmacotherapy of the most common illnesses.

Prerequisites: PHAR 211, PHAR 226

PHAR 228 Pharmacotherapy for Pharmacy Technicians III

Credits – 3

This is the third of a three parts course that integrates the basic knowledge in anatomy, physiology, pathophysiology, and pharmacology necessary to carry out effectively the functions of a pharmacy technician in the state. Emphasis is given not only to the pharmacologic part where the student is familiarized with the generic and trade names of the drug, but also safe and effective use of medicines of more demand today.

Prerequisites: PHAR 227

PHAR 230 Pharmaceutical Technology I

Credits – 3

This course presents the different types of drug delivery systems. The aspects related to the drug bioavailability and route of administration for different dosage forms are discussed. Emphasis is given to their physicochemical properties, formulations, preparation methods, preservation packaging, and storage. Aspects related to the bioavailability of the drug and route of administration for different dosage forms are briefly discussed.

Prerequisites: PHAR 212, PHAR 228; **Co-requisites:** PHAR 230L

PHAR 230L Pharmaceutical Technology I Laboratory

Credits – 3

This laboratory type course offers students the opportunity to put into practice the knowledge

acquired in the Pharmaceutical Technology I course. It familiarizes the student with the basic equipment and materials required in a community or hospital pharmacy for the preparation of compounding drugs. Examples of different dosage forms that are prepared are solutions, syrups, tinctures, emulsions, lotions, ointments, among others.

Prerequisites: PHAR 212, PHAR 228; **Co-requisites:** PHAR 230

PHAR 231 Pharmaceutical Technology II

Credits – 3

This is a continuation course that presents the different types of dosage forms and drug delivery systems. Emphasis is given to their physicochemical properties, formulations, preparation methods, preservation packaging, and storage. Aspects related to the drug bioavailability and route of administration for different dosage forms are briefly discussed. Laboratory practice is included for almost all the topics of the course. Requires laboratory.

Prerequisites: PHAR 230; **Co-requisites:** PHAR 231L

PHAR 231L Pharmaceutical Technology II

Laboratory

Credits – 3

This continuation course presents the different types of drug delivery systems. The aspects related to the drug bioavailability and route of administration for different dosage forms are discussed. Emphasis is given to their physicochemical properties, formulations, preparation methods, preservation packaging and storage. The students also evaluate aspects of how the patient should take proper care of the different formulation types.

Prerequisites: PHAR 230; **Co-requisites:** PHAR 231

PHAR 233 Posology

Credits – 3

Study of the activities related to the filling of facultative prescriptions. The student will apply concepts studied on dose, administration routes, drug concentration, and interactions. Emphasis

is given in the prescription interpretation, correct labeling, and instructions to the patient.

Prerequisites: PHAR 211, PHAR 212

PHAR 250 Hospital Pharmacy

Credits – 2

The course is a comprehensive study of the pharmaceutical services provided by the pharmacy to the hospital departments in concern. The content includes analysis and evaluation of the drug distribution systems. It also emphasizes in-patients and out-patients dispensing procedures that govern the safe administration of drugs and biological. Computers in hospital pharmacy, intravenous additives system, hyperalimentation and other special topics are also evaluated.

Prerequisites: PHAR 210, PHAR 212

PHAR 251 Prescription Dispensing and Pharmaceutical Specialties I

Credits – 3

This course includes the discussion of all the activities related to the prescription dispensing process to the patient. Among the topics included are the following: interpretation of the prescription, medical indications, product selection, prescription preparation, packaging and labeling, as well as patient orientation regarding the medication's proper use, storage, disposal, and possible interactions. Different pharmaceutical specialties, such as generic drugs, trade/brand names, and medications that do not require a prescription (OTC/over the counter) are also studied.

Prerequisites: PHAR 210, PHAR 211, PHAR 212, PHAR 226, PHAR 227, PHAR 228, PHAR 230, PHAR 230L, PHAR 231, PHAR 231L, PHAR 233, PHAR 250

PHAR 252 Prescription Dispensing and Pharmaceutical Specialties II

Credits – 3

This is a continuation course that includes the discussion of all the activities related to the prescription dispensing process. Topics included are the following: prescription interpretation, product selection, prescription preparation,

packaging and labeling. Instruction to the patient regarding the proper use of medications, possible interactions and proper storage and disposal are discussed. Emphasis is given to the study of the different product specialties such as, generic drugs, trade names and over the counter drugs (OTC).

Prerequisites: PHAR 210, PHAR 211, PHAR 212, PHAR 226, PHAR 227, PHAR 228, PHAR 230, PHAR 230L, PHAR 231, PHAR 231L, PHAR 233, PHAR 250, PHAR 251

PHAR 255 Pharmaceutical Legislation

Credits – 3

This course introduces those laws and regulations that directly affect the profession and the pharmaceutical industry in the United States, and the federal and state regulations related to the production, distribution, and management of pharmaceutical products and other substances of common sale in pharmacies in the United States.

Prerequisites: PHAR 212

PHAR 256 Supervised Practice in Pharmacy I

Credits – 2

Supervised practice is designed to develop in students the necessary skills for pharmacy service, patient-oriented, which is acquired through experiences in a community or hospital pharmacy. Clinical practice is conducted under the direct supervision of a state Department of Health licensed and registered pharmacist. Through their work in community or hospital pharmacy, students will obtain experience in the following areas: pharmacy management, prescription dispensing, patient-oriented services and the use of profiles. This clinical practice is directed and coordinated by a professor of the institution and will require a minimum of 80 hours of practice per semester.

Prerequisites: PHAR 210, PHAR 211, PHAR 212, PHAR 226, PHAR 227, PHAR 228, PHAR 230, PHAR 230L, PHAR 231, PHAR 231L, PHAR 233, PHAR 250, PHAR 251, PHAR 252, PHAR 255; **Co-requisites:** PHAR 258

PHAR 257 Supervised Practice in Pharmacy II

Credits – 2

This course is the continuation of Clinical Practice I. Its purpose is to continue the development of previously acquired pharmaceutical services skills. This practice is carried out in a community or hospital setting, under the direct supervision of a pharmacist licensed and registered with the state Department of Health. The student will continue gaining experience in the following areas: pharmacy administration, dispensing, patient-oriented services, and the use of profiles, among other services. This clinical practice will be coordinated and supervised by a professor of the institution and a minimum of 80 hours of clinical practice is required.

Prerequisites: PHAR 256

PHAR 258 Practicum Seminar

Credits – 2

This seminar course is intended to provide students with the opportunity to review all the knowledge in the approved courses and during the first phase of their practical experience to prepare them to take their professional exam. Emphasis will be given in relevant areas such as pharmaceutical calculations, drug treatment, and technical, administrative and legal aspects of the pharmacy practice.

Prerequisites: PHAR 210, PHAR 211, PHAR 212, PHAR 226, PHAR 227, PHAR 228, PHAR 230, PHAR 230L, PHAR 231, PHAR 231L, PHAR 233, PHAR 250, PHAR 251, PHAR 252, PHAR 255; **Co-requisites:** PHAR 256

PHAT 100 Introduction to Pharmacy

Credits – 3

This course familiarizes the student with the history of medicine and pharmacy. Subsequently, the student will understand the pharmacy technician career, as well as, professional technician associations, the importance of continuing education, and the existence of different levels of a pharmacy technician. The student will correlate the different methods of communication (e.g., verbal, nonverbal, written, etc.) in the workplace

when interacting with coworkers, patients or any special patient group. Furthermore, the student will adept at using basic pharmacy drug references. The student will identify the role of the pharmacy technician in the community pharmacy practice, as well as, other pharmacy duties, identify the pharmacy layout, and other pharmacy services. Moreover, the student will learn about the different types of institutional pharmacy practice, as well as, the pharmacy technician role within each of the different environments. Finally, the student will discover all the additional pharmacy practice settings and advanced roles for a pharmacy technician.

Prerequisites: HEST 100

**PHAT 115 Pharmaceutical Calculations
Credits – 3**

This course describes the history of pharmacy calculations. Furthermore, the student will be able to convert Arabic numbers into roman numerals, as well as, traditional time into military time, and Fahrenheit temperatures to Celsius temperatures. The student will be able to identify the medication dosage form as well as the ability to convert between various systems to calculate quantity and days' supply. The student will apply formulas and calculate doses by body weight and body surface, to calculate infusion rates, dilution and alligations.

Prerequisites: MATH 101

**PHAT 120 Pharmacotherapy
Credits – 3**

This course relates competencies learned from anatomy, physiology and a basic knowledge of pharmaceutical chemistry. The student will be able to describe major components of systems, locations, functions, as well as primary symptoms of conditions associated with dysfunction of the system and common drugs used for treatment. These systems include nervous, endocrine, cardiovascular, respiratory, gastrointestinal, renal, reproductive, and hematological systems. The student will understand the role of the pharmacy technician in the patient care process, as well as how to

assist pharmacists in responding to emergent patient situations, safely and legally.

Prerequisites: BIOT 106

**PHAT 125 Administration and Pharmacy Law
Credits – 3**

This is a comprehensive course, which instructs the student on pharmacy law, ethics, and regulatory agencies in the development, manufacturing, packaging, marketing, licensing, sale, and distribution of controlled substances, medications, and medical devices in various pharmacy settings. Furthermore, the course covers the patient's right of medication safety, as well as safety strategies, including United States Pharmacopeia <797> regulations, to reduce medication errors. Students will discuss how the OTC (over the counter) products are regulated, discuss restricted OTC, as well as, how a prescription drug becomes an OTC drug.

Prerequisites: PHAT 100

**PHAT 130L Pharmacy Sterile and Non-Sterile
Compounding Laboratory
Credits – 3**

This course covers the differences of sterile and non-sterile preparations, the need of certain medications to be sterile as well as necessary standard precautions, supplies, and equipment in the process of compounded sterile and non-sterile preparations. The student will learn about the United States Pharmacopeia (USP) <797>, USP-NF <795>, how to list the main components, as well as, the three risk levels. Furthermore, the student will describe and demonstrate the proper aseptic techniques as well as the key components of USP <800> regulations to be competent in compounding hazardous preparations. Lastly, the student will apply course knowledge regarding pharmacy sterile and non-sterile compounding throughout practice exercises.

Prerequisites: PHAT 115, PHAT 120

**PHAT 135 Posology
Credits – 3**

This course will integrate the Joint Commission Official "Do Not Use List", as well as, the medical

terminology to interpret prescriptions and communicating effectively in the field. Furthermore, the student will compare the classification of medications and relate them to the pertaining body system. The student will identify the dosage formulation and routes of administration; as well as, the pharmacokinetic and pharmacodynamics of drugs in the human body. Moreover, the student will describe the purpose of excipients in the production of medication. The student will discover and differentiate generic and trade names, define suffixes, and infixes; as well as, discuss therapeutic agents and classify drugs using the drug schedules under the Controlled Substance Act (CSA).

Prerequisites: PHAT 115

PHAT 148 Introduction to Pharmacy Practice

Credits – 3

This course provides the structure to review, emphasize, reinforce, and refresh the knowledge from previous core professional courses such as pharmaceutical calculations, pharmacotherapy, pharmacy administration and law, sterile, non-sterile compounding, and posology to prepare for their externship. The student will submit any pertinent documentation for the placement in the pharmacy of preference. In addition, this course will prepare the student with test-taking techniques, strategies, and reviews to take the Pharmacy Technician Certification Exam (PTCE).

Prerequisites: HEST 100, MATH 101, BIOT 106, PHAT 100, PHAT 115, PHAT 120, PHAT 125, PHAT 130L, PHAT 135; **Co-requisites:** PHAT 150

PHAT 150 Externship I

Credits – 3

This externship enables the student to apply and integrate foundational professional competencies, as well as personal and interpersonal knowledge and skills. In a real-life pharmacy environment, the student will apply patient care, quality, and safety knowledge and skills. The externship will provide the student with opportunities to process and handle medication orders, while following regulations in compliance with state and federal laws. The

student in the externship will complete a total of 80 hours in a retail/chain pharmacy environment affiliated under the supervision of a pharmacist with an active license/registration in the state in which the program is offered.

Prerequisites: HEST 100, MATH 101, BIOT 106, PHAT 100, PHAT 115, PHAT 120, PHAT 125, PHAT 130L, PHAT 135; **Co-requisites:** PHAT 148

PHAT 151 Externship II

Credits – 3

This externship provides an additional opportunity for the student to apply and integrate foundational professional competencies, as well as personal and interpersonal knowledge and skills. In a real-life pharmacy environment, the student will apply patient care, quality, and safety knowledge and skills. The externship will provide the student with opportunities to process and handle medication orders, while following regulations in compliance with state and federal laws. The student in the externship will be completing a total of 80 hours in a compounding, hospital, or infusion environment under the supervision of a pharmacist with an active license/registration in the state in which the program is offered.

Prerequisites: PHAT 148, PHAT 150

PHIL 201 Introduction to Philosophy

Credits – 3

Study of the nature and development of philosophical thoughts and its problems. Studies the principal philosophers from Greece to the present.

Prerequisites: none

PHLE 100 Blood Borne Pathogens

Credits – 2

This course includes topics related to protecting yourself from blood borne pathogens on the job, following the Occupational Safety and Health Administration (OSHA) standards. . All health care workers are covered by the standard if it is reasonably anticipated that you could be exposed to blood borne pathogens while performing your job duties. Learn how to properly approach patient, identify patient, and

learn all the appropriate steps that the Phlebotomist must apply before collection of blood. Also discussed are topics related to HIV/AIDS, such as understanding the disease, how it is contracted, and understanding what precautions to take as a health care worker and what equipment to use for protection.

Prerequisites: none

PHLE 101 Collection Equipment and Specimen Transportation Procedures

Credits – 3

This course includes topics related to learning how to identify the proper tubes and the reagents within the tubes as well as to identify appropriate laboratories to which to send specimens. Also covered will be the use of safety devices, how to dispose of needles, and understanding what safety devices are available. Some cases may require special preparation of the patient before collection of the blood specimens, special handling techniques for research patients, as well as use of special collection equipment such as for blood cultures or blood gases. Students will also examine the timing specimens and the use of a centrifuge.

Prerequisites: BIOT 106, PHLE 100, MATH 101

PHLE 102-O Communication and Interview Techniques in Health Care Settings

Credits – 2

This course allows students to explore techniques related to communication with patients. Activities such as role playing will allow for interactive learning of the patient interview process and other important communication techniques. The scope of practice for phlebotomists will be reviewed, as well as job duties and skills, time management of the health care professional, and continuing professional education. Professional organizations for phlebotomists will be examined, as well as the importance of accreditation and certification.

Prerequisites: none

PHLE 103 Phlebotomy Clinical Externship

Credits – 3

Students are assigned to a healthcare facility, under facility/staff supervision. Clinical externships consist of 160 hours and take place at a local healthcare facility chosen by the University staff.

Prerequisites: All courses

POSC 373 Political System of the United States
Credits – 3

The course covers the evolution of the federal government, its structure, procedures, and functions. Emphasis will be placed on organization as well as on separation of powers in the legislative, executive, and judicial branches.

Prerequisites: none

POSC 380 Constitutional Law

Credits – 3

The course is an introduction to the constitutional development of United States, with emphasis on civil rights provisions in the Constitution.

Prerequisites: none

PRMG 600 Operations Management

Credits – 3

This course will introduce concepts and techniques for coordination and planning to manage and control manufacturing and service operations. In general, the course provides definitions of operations management terms, tools, and techniques for analyzing operations, and strategic context for making operational decisions. The content is organized in modules: Operations Analysis, Coordination and Planning, Quality Management, Project Management and Supply Chain Management.

Prerequisites: none

PRMG 601 Project Scope and Time Management

Credits – 3

This course includes the definition and analysis of the project management processes required to ensure that the project includes all the work required to complete the project according to project goal, objectives, needs, and expectations.

Definition and analysis of the processes required to ensure that the project is completed on time taking into consideration activity list, durations, activity sequencing, start and finish dates and graphical representations such as GANTT and Critical Path Method charts. It is the application of how the project scope baseline is defined and how the work breakdown structure is created and defined.

Prerequisites: none

PRMG 602 Project Cost Management

Credits – 3

Definition and analysis of the processes required to ensure that the project is completed within the approved budget. It is the application of financial concepts, earned value and forecasting techniques. There is a discussion regarding cost estimating, budgeting, S-curves, operation, and maintenance life cycle costs, contingency reserve and baseline. The budget definition for a project is covered as part of this course. The discussion of the differences between a new change to the approved project budget and project variances are reviewed. Impact analysis about critical project areas is also covered.

Prerequisites: PRMG 601

PRMG 603 Project Quality Management

Credits – 3

Definition and analysis of the processes required to ensure that the project and each deliverable satisfy the needs for which they were undertaken. It is the application of quality concepts, quality costs and quality control to the management process. The course emphasizes the importance of quality plan definition, the requirements, the audits, the quality control, and the quality baseline. The definition and development of a quality plan are covered. The discussion of the differences between a new change to the approve quality plan, and project variances are reviewed. Impact analysis about critical project areas is also covered.

Prerequisites: PRMG 601

PRMG 604 Project Human Resources and Risk Management

Credits – 3

Definition and processes required to make more effective use of human resources assigned to the project and the project team development analysis. Study of the characteristics of successful teams. Strategies for the selection and recruitment of members of the team. Development and teamwork control. Description and analysis of the processes involved in the identification, analysis, and answers to the project risks. Development of a plan of risks and opportunities and a plan of responses to risks. Identification, qualification, and quantification of risks and opportunities. Analysis of the impact of risks and opportunities by critical factors of success or “Triple Constraint.”

Prerequisites: PRMG 601, PRMG 602

PRMG 605 Project Integration Management

Credits – 3

The students will have the opportunity to participate in a real project to apply the project management concepts by developing a project (definition and analysis of the processes) required to ensure that the five processes groups and nine knowledge areas of the project are properly coordinated in the project. Aspects required to integrate all areas of knowledge and processes established, will be complemented with the discussion.

Prerequisites: 30 credits or more

PRMG 606 Project Procurement Management

Credits – 3

Definition and analysis of the processes required to acquire goods and services from outside the performing organization. Topics include the discussion about contract types, negotiation processes, contractual terms and conditions, clauses, procurement team, quality levels, financial components among others. Also covered in the class are a cost-benefit analysis, make or buy decisions, management of proposals, quotations, and contracts.

Prerequisites: PRMG 602, PRMG 604

PRMG 607 Project Communication Management

Credits – 3

Definition and analysis of the processes required to ensure timely and appropriate generation, collection, dissemination, storage, and ultimate disposition of project information. Emphasis is on the components of effective communications with project stakeholders, and the definition of project team ground rules and conflict management are also covered.

Prerequisites: PRMG 601

PRMG 608 Using a Project Management Information System**Credits – 3**

This course covers the use of a Project Management information system tool such as Microsoft Project. The attendee will receive knowledge of schedule development, resource management, dependencies, dashboards, metrics, cost estimating and budget, baseline setup, using reporting options, among others.

Prerequisites: PRMG 601, PRMG 602

PROD 205 Audiovisual Production I**Credits – 3**

Introductory and theoretic study of the administrative and production processes of film, video and multimedia. Study of the human resources of production from the point of view of a producer and the processes of pre-production, production and postproduction. Elaboration of the responsibilities and tasks of producer from the conception of the production design, final projection and distribution of an audiovisual object. Study of the languages of audiovisual production.

Prerequisites: COMM 205

PRTE 630 Instructional Design and Technological Project I**Credits – 3**

In this course, students apply their knowledge and skills gained to develop, write and present instructional design proposal that meets a need of a hypothetical client of a distance learning program.

Prerequisites: ETEG 503, ETEL 602, ETEL 604 or ETEL 605

PRTE 640 Instructional Design and Technological Project II**Credits – 3**

In this course, students apply their knowledge and skills gained to develop, write and present instructional design proposal that meets a need of a hypothetical client of a professional learning program.

Prerequisites: PRTE 630

PSYC 121 – PSYC 122 General Psychology I and II**Credits – 6**

The course is an introduction to basic theories of human behavior and their relation to social progress and individual growth.

Prerequisites: PSYC 121 for PSYC 122

PSYC 123 General Psychology (Compendium)**Credits – 3**

Study of basic principles, concepts and theories of individual and social behavior.

Prerequisites: none

PSYC 205 Personal Growth and Development**Credits – 3**

The course emphasizes the dynamics of human behavior, and techniques for effective interpersonal relations. Human activity and mechanisms for personal and social adjustment are analyzed in order to achieve understanding of oneself and others.

Prerequisites: PSYC 122

PSYC 206 Human Growth and Development**Credits – 3**

A study of the changes in behavior and mental processes across the life-span and the biological, psychological, social and cultural factors influencing those changes.

Prerequisites: none

PSYC 221 Child Psychology**Credits – 3**

Main theories of child development, emphasizing cognition, learning, personality and behavior.

Prerequisites: none

PSYC 222 Adolescent Psychology

Credits – 3

The course deals with adolescent development and behavior, including personality, learning, vocational selection, moral development and social adjustment in society. Alienation and social Commitment will also be discussed.

Prerequisites: PSYC 122

PSYC 225 Social Psychology

Credits – 3

The course centers on the relationship between the individual and society. Attitudes, perception of group behavior, prejudices, and conformity will be discussed.

Prerequisites: PSYC 122

PSYC 228 Diversity Psychology

Credits – 3

Study of the human and cultural diversity from the perspective of the sciences of conduct. Analysis of the differences and similitudes of the individual human behavior as it relates to ethnicity, gender, religion, age, disabilities, sexual orientation, learning differences, types and levels of intelligence, language, and socioeconomic status, among others. Analysis of the psychological, social, economic and legal implications using as a framework current research on diversity.

Prerequisites: none

PSYC 283 Human Development

Credits – 3

Course covers human development theories from conception to death, providing emphasis in personality issues, but also including biological and social bases of human behavior.

Prerequisites: PSYC 123

PSYC 305 Human Relations and Public Service

Credits – 3

The course deals with the complexity and the dynamics of human relationships. The variables that influence individual behavior in group situations will be studied. Topics include

motivation, leadership, communication, resistance to change, and the importance of good human relations in public service.

Prerequisites: PSYC 122

PSYC 307 Group Dynamics

Credits – 3

The course covers group dynamics, cohesion, structure, emotional factors, leadership, and communication. The classroom situation is used as a laboratory for the concepts studied.

Prerequisites: PSYC 122

PSYC 321 Theories of Personality

Credits – 3

The course deals with theories, problems and research regarding the role of motivational, perceptive, socioeconomic, biological, genetic, somatic, and learning factors in the development of the personality.

Prerequisites: PSYC 122

PSYC 343 Learning Theories

Credits – 3

The course covers theories of learning as a determinant of behavior. Topics include variables in the learning process, experimentation and application to education.

Prerequisites: PSYC 122

PSYC 350 Principles of Psychopathology

Credits – 3

The course covers dynamics, diagnosis, and prediction of abnormal behavior. Mental disorders and illnesses will be discussed. Psychotherapies used in the treatment of abnormal behavior will be analyzed.

Prerequisites: PSYC 122

PSYC 355 Industrial Psychology

Credits – 3

The course deals with the application of psychological techniques to industry and business. Emphasis is on promotion and recruitment of personnel. Psychological factors that determine efficiency of industrial organizations will be discussed.

Prerequisites: PSYC 122

PSYC 360 Seminar on Human Sexuality**Credits – 3**

The Human Sexuality Seminar includes the study of the anatomy and formation of sexual organs, analysis of the biological, psychological and social characteristics that contribute to sexual identity and individual behavior. It also includes the cultural factors of sexuality, the ethical dimension, the dysfunction in sexual behavior and sexually transmittable illnesses like AIDS.

Prerequisites: PSYC 122

PSYC 400 Experimental Psychology**Credits – 3**

The course is an introduction to experimental methods from a methodological point of view. Topics emphasized include epistemological bases of sciences, ethical issues in conducting experimental research, APA Ethical Standards, scientific and non-scientific approaches to knowledge, and goals of scientific methods. Other topics discussed include independent and dependent age, external validity, experimental and statistical hypothesis, and identification of statistically significant effects, elements of descriptive and inferential statistics, treatment effects, experimental treatment, control and experimental groups, and features of the experimental methods. Basic experimental designs discussed include completely randomized, within subject, and factorial designs. Emphasis will be placed on independent group designs, random groups, matched groups and others.

Prerequisites: PSYC 122, STAT 301

PSYC 405 Physiological Psychology**Credits – 3**

The course covers physiology and human behavior, including the central nervous system, the autonomous nervous system, cortical processes, processes of emotion, motivation, and behavioral disorders with physical etiology. Relationships between learning and psychological processes will be discussed.

Prerequisites: PSYC 122

PSYC 450 Integration Seminar**Credits – 3**

The course centers on analyzing psychologists' work and functions in diverse service settings. It includes discussion of the psychologist's Code of Ethics and the most relevant laws involved in the rendering of psychological services. The design and implementation of a community service activity are also included.

Prerequisites: PSYC 122, PSYC 350

PSYC 510 Motivation and Learning**Credits – 3**

This course focuses on different theories concerning motivation and learning processes. Their scope, importance and relation to human behavior will be discussed.

Prerequisites: none

PUAG 502 Public and Nonprofit Organizations: Management and Leadership**Credits – 3**

This course is designed to review the theory and examine the practice of leadership and management in public and nonprofit organizations. Students will examine the mission, organizational structure, resources, and work processes in both sectors. It focuses on the roles played by not-for-profit organizations in meeting the public good. It also examines internal management issues such as structure, budget, and operations; and external issues such as board functions, legal status, marketing, media relations, and fund-raising.

Prerequisites: none

PUAG 512 Public and Non-Profit Accounting and Finance**Credits – 3**

The course examines the normative or value issues surrounding financial decisions and the accounting and reporting associated with these decisions. Attention is given the various philosophies and criteria that can be used to make and judge financial reporting. They include tax choices, debt and other obligations, revenue fee generation, cash and investment management, assets purchases and sales,

spending and programmatic decisions and insurance or risk management. A framework is presented to show the key issues in developing accounting and reporting systems for governments and nonprofit organizations. The criteria, such as economic efficiency and legal and budgetary compliance, for judging financial performance are central to this framework.

Prerequisites: none

PUAG 515 Research Methods Applied to Public Affairs

Credits – 3

This course focuses on the study and practice of the most common research methodologies used in need analysis and program evaluation for public issues. Methodologies include questionnaires, surveys, checklists, interviews, documentation reviews, observation, focus groups, and case studies. The course includes practice in research proposal writing, data collection techniques design, sampling, coding, data analysis, and final report writing. Training and use of basic descriptive and inferential computer statistical tools are also included. No previous training in statistics is required, but fluency in high school algebra concepts is recommended. This course will be conducted using different teaching methods including, but not limited to lectures, audiovisual presentation, case studies, Internet assignments, action research, technical practices, and field experiences.

Prerequisites: none

PUAG 524 Legal, Ethical and Governance Issues in Public and Nonprofit Organizations

Credits – 3

This course will provide an overview of the legal environment of non-profit organizations. Emphasis will be given to examining the law as it impacts various aspects of non-profits including incorporation, governance, fundraising and solicitation, employment, political activities, and tax status. The goal is to provide students with the information necessary to understand how the law regulates and structures non-profit entities. It addresses the moral challenges that leaders face

in the public and nonprofit sectors. It also examines the values and virtues important to sustained ethical leadership as well as strategies to build strong institutional cultures and support ethical practices in institutions.

Prerequisites: none

PUAG 535 Strategic Management and Public Policy

Credits – 3

This course introduces students to the concept of public service strategies and how they relate to the public policy-making process. It involves students in the analysis of public service strategies by requiring them to focus on the strategy-making process in an organization of their choice. Aspects of modernization including new methods of policymaking and decision making are examined and key strategies for service improvement. It considers the theories, models, tools, techniques, and methodologies used in the field of strategic management. It aims to enhance the ability of students to play a substantive role in developing, implementing, and monitoring strategy for organizations operating in the public sector.

Prerequisites: none

PUAG 604 Urban Affairs and Public Policy

Credits – 3

This course explores national and local urban policy concerning the major problems that cities and metropolitan regions confront today. Economic globalization, income inequality, and metropolitan decentralization shape the urban policy and analytic focus of the course. It will cover the types of public policies (federal, state, and local) applicable to community groups, how public policy treats these organizations differently than local government as the central actor, and how local governments act in partnership with community organizations by encouraging social capital and empowerment through citizen participation.

Prerequisites: none

PUAG 605 Topics and Cases in Urban Policy and Planning

Credits – 3

This course focuses on the basic analysis for the revitalization of and planning for communities in general and neighborhoods. Emphasis is given to the implementation of community and neighborhood revitalization programs as well as on the methods used by the public sector to design programs for deteriorated neighborhoods that fail to generate sufficient social and economic activity on their own. The course will include analysis of issues in the areas of social planning, education, economic planning, environmental issues, and related areas. The emphasis is on the project-driven discussion of urban government leadership and management in the context of community systems, collaboration, service delivery, and community planning development. The course provides an opportunity for participants to apply their theoretical and methodological training to a specific urban development issue or opportunity. Students in the course will both, study research examining community and neighborhood revitalization programs, as well as complete a project in the field. This course will be conducted using different teaching methods including, but not limited to lectures, audiovisual presentation, case studies, Internet assignments, action research, field experiences, and conferences.

Prerequisites: none

PUAG 608 Community Organizations and Public Policy

Credits – 3

The course will cover how community-based organizations are affected by and affect urban development and city services. We will cover the types of public policies (federal, state, and local) applicable to community groups, how public policy treats these organizations differently than local government as the central actor, and how local governments act in partnership with community organizations by encouraging social capital and empowerment through citizen participation. Community organizations often are defined by how state, federal and city

governments define poverty, urban blight, and other measures of the community (including people, not just place). The capabilities and interests of communities often are quite different than those narrowly defined perceptions, and new public policy strategies are recognizing this. How communities communicate to the public policy arena and how government addresses community in that arena are important topics to consider as we search for effective means to solve problems and address issues that are of interest to both the nonprofit and public sectors.

Prerequisites: none

PUAG 615 Development of Financial Proposals for Public Sector

Credits – 3

This course is a practical hands-on study of the concepts, strategies, and techniques of resource development in public and not-for-profit organizations. Emphasis on the formulation of needs and capacity studies, organization of goals and objectives, grant proposals and budget preparation. This course will be conducted using different teaching methods including, but not limited to lectures, audiovisual presentation, case studies, Internet assignments, action research, field experiences, and conferences. A grant proposal for a hypothetical public or nonprofit organization project is a requirement.

Prerequisites: none

PUAG 625 Human Resources and Labor Relations Administration in Public Sector and Non-Profit Programs

Credits – 3

This course focuses on the study of the relationship between employers, employees, and their labor relations organizations in government and the nonprofit sector. The course integrates methods designed to assist individuals and organizational groups in preparing for present and future opportunities; review and practice of techniques to improve knowledge, skills, attitudes, group behavior, and organizational structures. Topical problems, issues from operational and theoretical perspectives; emphasis on political, legal, economic, social, and

environmental forces that shape the human resource function in public and nonprofit agencies will also be examined. The student will explore the negotiation and administration of collective bargaining agreements and issues that accompany the growth of the non-union sector in both private, non-profit and public sectors.

Prerequisites: none

PUAG 626 Special Topics

Credits – 3

The course explores modern topics in the field of public administration and non-profit management. Study of the economic, political, social affairs and contemporary challenges that affect the administration of public sector and nonprofit agencies are done. Understanding of the relationships between social, political, economic, and communication systems of today's modern world. Analysis of the management and leadership characteristics of the new public sector administrator, according to new management trends in the changing environment of the 21st Century.

Prerequisites: none

PUAG 630 Development and Management of Strategic Alliances with Non-Profit Organizations

Credits – 3

This course will provide the analysis of on management issues unique to the nonprofit sector. The course focuses on the hands-on use of real-world examples of organizations input on community service and the non-profit sector efficiency as services providers in substitution of the traditional public sector organization. Attention is also provided to managing volunteers and fundraising. The student is challenged to a critique approach of the issues related to the development and empowerment of the non-profit sector as an opportunity to boost and expand the non-financial resources available to serve the communities. Also, the course discusses the opportunities to empower these organizations to be capable of being intermediaries in long-term contractual and non-contractual relationships with the traditional

governmental organizations to meet the unmet community needs. This course will be conducted using different teaching methods including, but not limited to lectures, audiovisual presentation, case studies, Internet assignments, action research, field experiences, and conferences.

Prerequisites: none

PUAG 632 Legislative Process

Credits – 3

This course focuses on a strategic study of the legislative process in the state and its impact on public and non-profit management.

Prerequisites: none

PUAG 640 Development and Management of E-government Projects

Credits – 3

This course focuses on the perspective of the issues surrounding the design and implementation of e-government projects and information policies. These issues include the development of e-government, e-governance, political influences, strategic planning, design and implementation of information systems, information resource management, privacy and security, information quality, and knowledge management. This course will be conducted using different teaching methods including, but not limited to lectures, audiovisual presentation, case studies, Internet assignments, action research, field experiences, and conferences. Multiple channels of communication and engaging discussions will serve to facilitate knowledge building. Students are expected to catch up with readings and assignments, group workshops and activities to immerse students with relevant issues and practices in E-Government.

Prerequisites: none

PUAG 665 Capstone Course

Credits – 3

The purpose of this course is to engage the students in a capstone experience intended to bring together the various areas of knowledge and skills covered in the program. This course integrates knowledge from the curriculum and uses this core knowledge to complete an applied

research project that demonstrates proficiency in key concepts, methods, and skills in the public and nonprofit management program.

Prerequisites: 9 credits of specialization

PUHE 101 Introductions to Public Health and Health Education

Credits – 3

Introduction to the different conceptions about health, as well as the basic principles of education. Analysis of the relationships that exist among the 4 mayor factors that determine health. Deals with various epidemiologic concepts about health and illness, the natural history of diseases, attention and prevention levels, specific protection measures and health promotion. Emphasis is placed on existing health education models for individual and community intervention.

Prerequisites: none

PUHE 201 Introduction to Biostatistics

Credits – 3

Basic concepts and principles of statistics applied to life and health. Emphasis in the basic techniques

used in scientific research, primarily in areas of health education and public health. Analysis of the major statistical concepts such as: the scientific method and the statistics method and others.

Prerequisites: none

PUHE 203 Introductions to Epidemiology

Credits – 3

Studies the occurrence, distribution and causes of diseases in communities using the epidemiologic method. The epidemiologic, as well as the scientific method are applied to the health-illness process and its causes, particularly transmissible, chronic, mental diseases and high-risk behaviors.

Prerequisites: PUHE 201

PUHE 210 Biological Aspects of Human Diseases

Credits – 3

Develops sound scientific attitudes, the concepts and the basic biological processes of diseases, such as: inflammation, immunological reactions, regeneration and growth control, fibrosis and necrosis using the scientific method as the tool. Pathogenesis is incorporated to the various perspectives of epidemiology and disease control as they relate to public health. Laboratory experiences promote the application of technology to the study of the principal human diseases and agents that cause them.

Prerequisites: PUHE 203, SCIE 111

QETE 240 Quality Management Principles and Improvement Tools

Credits – 3

This course focuses on the organizational goal of producing a quality product or service. The meaning and benefits of quality, the cost of quality and problem-solving tools for continuous improvement. Topics include overview of quality philosophies; principles of quality, commitment to continuous improvement, customer focus and paradigm shift, understanding process variation and employee involvement Also, describes the quality tools that provide the basics for examining processes and systems and making data-based decisions to improve work processes and systems. Covers the 7-step improvement process, includes flow-charting, Pareto charts and cause and effect diagrams.

Prerequisites: ENGI 122, MATH 151

QETE 245 Fundamentals of Statistical Process Control/Metrology

Credits – 3

This course provides the basic concepts of Statistical Process Control (SPC, for its acronym in English). The course covers control charts, including the adjustment of scales, graphing, interpreting and analyzing process capability. Troubleshooting techniques are emphasized and practical exercises are integrated into the implementation of SPC in the workplace. Different instruments that are used for data collection are studied, with the purpose of performing statistical analysis.

Prerequisites: ENGI 122, MATH 151; **Co-requisites:** QETE 245-L

QETE 245L Lab. of Fundamentals of Statistical Process Control/Metrology

Credit – 1

The course covers control charts, including the adjustment of scales, graphing, interpreting and analyzing process capability. Techniques are emphasized problem solving and practical exercises are integrated into the implementation of SPC in the workplace. Are discussed, different instruments used for data collection, with the purpose of statistical analysis. Laboratory.

Prerequisites: ENGI 122, MATH 151; **Co-requisites:** QETE 245

QETE 250 Introduction to Technical Engineering Management

Credits – 3

An introduction to the principles of administration of engineering, including the management functions of planning, decision making, organizing, human aspects, leading, and controlling. Also, in this course, the students describe the functions and typical activities in the product life cycle.

Prerequisites: QETE 240, QETE 245, QETE 245-L

QETE 255 Fundamentals of Lean Manufacturing-Six Sigma

Credits – 3

Fundamental concepts of Lean Manufacturing, Six Sigma and other contemporary performance improvement methodologies or contemporary quality management systems. Students try to determine cause and effect to predict, improve and optimize the performance of the process. In addition, it uses basic tools such as: 5S, Kaizen and others.

Prerequisites: QETE 250

QETE 260 Principles of Industrial Regulations and Validations

Credits – 4

This course covers the study of current Good Manufacturing Practices (cGMP's) and the series of international quality standards known as ISO

9000 through 9004, ISO 10011, 10012, ISO 13485 and ISO 14000. The validation for characterizing processes, intermediates process and final products emphasizing effectiveness cost while determining what levels of validation are required for different phases of development and process improvement also are included. Includes topics such as validation of water systems, cleaning validation, computer systems validation, equipment validation and recent trends in process validation.

Prerequisites: QETE 250

QUME 250 Quantitative Methods

Credits – 3

Pre-calculus course for students with the major in Business Administration. Includes: linear equations, linear inequalities and functions, quadratic function, exponential functions and logarithms; financial mathematics and matrix algebra. All topics are applied to problems of Business Administration and Economics.

Prerequisites: MATH 112

QUME 507 Quantitative Methods and Statistics for Business

Credits – 3

This course provides an overview of quantitative methods and statistics applied in commerce and industry especially for the analysis of business situations and decision-making. Decision modeling of organizational systems uses statistics, mathematical and computer models to provide a quantitative perspective on identifying, analyzing, and solving complex decision problems. Topics covered include equations for quantitative analysis, introduction to linear programming, break-even analysis, descriptive statistics, correlation and regression analysis, time series data analysis, probability, money variables over time, decisions analysis, networks analysis, sampling methods, statistical inference, hypothesis testing, and managing quantitative research simulation. Some sections may be technologically mediated.

Prerequisites: none

QYLE 110 Attitude Development and University Adaptation

Credits – 3

This course was designed to support students in facilitate the process of student transition to university life. Students will learn to access information, use technology to be able to meet course requirements and gain knowledge of the University's policies and procedures that impact completion of program of study. Must be taken the 1st part of term or enrollment.

Prerequisites: none

REIL 101 Research and Information Literacy

Credits – 3

This course focuses on analysis of the basic principles of research and the development of information skills. The course presents the basic methodology of researching a topic of interest, identifying appropriate sources after conducting a systematic search for information, and promoting the use of information in an effective, legal, and ethical manner.

Prerequisites: none

REIL 102 Research and Information Literacy

Credits – 4

This course focuses on analysis of the basic principles of research and the development of information skills. The course presents the basic methodology of researching a topic of interest, identifying appropriate sources after conducting a systematic search for information, and promoting the use of information in an effective, legal, and ethical manner.

Prerequisites: none

RESM 850 Seminar in Information Systems I *

Credits – 3

In this course we examine the scope and role of research in management information systems. An exploration of theoretical foundation underlies the course. Information systems (IS) support the making and communication of decisions. Thus, this course highlights the role of IS research in the decision theory and other managerial frameworks. The course seeks to develop an understanding of the rather unique

interdisciplinary nature of information systems research and its application and integration to other organizational disciplines. It is specifically designed for students to develop the necessary knowledge and ability to understand and evaluate current research in the field. This course will also allow you to make progress on your research in a structured way and to help fulfill program requirements, and also to present professionalization information crucial to success in the field.

Prerequisites: Comprehensive test, Advisor's approval

RESM 860 Seminar in Information Systems II *

Credits – 3

This course presents the fundamental techniques in business research integrating the most effective research design in a changing environment. The course includes the topics of design, configuration, measurement scaling and sampling. It addresses quantitative and/or qualitative research using survey instruments and other data collection procedures. It deals with the issues of planning for data analysis, model building and the data analysis process in light of current developments in the field of modeling. It also deals with the issue of research reporting and evaluation, with contemporary ethical considerations in business research.

Prerequisites: RESM 850

RESM 862 Seminar in Management I

Credits – 3

The primary objective of this doctoral seminar is to survey the major theoretical perspectives and issues studied in organization and management research. Organization theory is currently one of the liveliest areas in all social sciences in part because of the importance of understanding organizations. The course is designed to present and discuss the key domains in organization and management research. Also, students will learn how to write research proposals (grant writing) related to the discipline.

Prerequisites: Advisor's approval

RESM 864 Seminar in Management II

Credits – 3

This course presents the fundamental techniques in business research integrating the most effective research design in a changing environment. The course includes the topics of design, configuration, measurement scaling and sampling. It addresses quantitative and/or qualitative research using survey instruments and other data collection procedures. It deals with the issues of planning for data analysis, model building and the data analysis process considering current developments in the field of modeling. It also deals with the issue of research reporting and evaluation, with contemporary ethical considerations in business research.

Prerequisites: Advisor's approval

RESM 866 Dissertation I ****Credits – 6**

This is the first of two required courses of dissertation writing and was designed to help the student to produce a research proposal. This research proposal must have at least three (3) chapters as follows: Problem statement, Literature review and Methodology. This proposal should be the input for the second dissertation course.

Prerequisites: Comprehensive Test

RESM 867 Continuation of Dissertation I *****Credits – 3**

This is the continuation of the first of two required courses of dissertation writing and was designed to help the student to produce a research proposal. This research proposal must have at least three (3) chapters as follows: Problem statement, Literature review and Methodology. This proposal, after approval by the Dissertation Proposal Committee, will be the input for the second dissertation course. The student has up to a maximum of three (3) attempts, any exceptions must be discussed with the Dean.

Prerequisites: RESM 866

RESM 868 Dissertation II ****Credits – 6**

This is the second of the two required courses of dissertation writing and was designed to help the

student to produce the dissertation. This document must be the result of the research developed by the student and must comply with the requirements established in the Dissertation Manual of the School. This course should finish with the oral defense of the dissertation made by the student.

Prerequisites: RESM 866

RESM 869 Continuation of Dissertation II *****Credits – 3**

This course was designed to allow the student to continue the process of producing the dissertation. This document must be the result of the research developed by the students and must comply with the requirements established in the Dissertation Manual of the School. The course ends with the oral defense of the dissertation.

Prerequisites: RESM 868

SBOT 101 Principles of Selling**Credits – 3**

Combination of principles and techniques of selling. Emphasis on person-to-person situations, consumer motivations, persuasion and problems dealing with psychology of sales situations related to small business operations.

Prerequisites: MANC 101

SCIE 111 Integrated Sciences I**Credits – 3**

This course integrates concepts from the different areas of science applying the scientific method. The relationship between science and technology is established. The origin and development of the Universe is studied the planet Earth, and the origin and evolution of the organisms. The concepts of matter and energy applied to systems are studied. The sources and uses of energy and their impact on the environment are described, incorporating real life situations.

Prerequisites: none

SCIE 112 Integrated Sciences II**Credits – 3**

This course integrates different science concepts through the scientific method. They will study

the origin and evolution of organisms, the interaction among them, with the environment and the importance of conservation of the environment and biodiversity. They will study the human body as a system-emphasizing human and public health, nutrition and sexuality. Finally, the interdisciplinary field of modern biotechnology is studied, considering its variety of applications and contributions.

Prerequisites: SCIE 111

SOCI 203 Sociology Principles (Compendium)

Credits – 3

Topics include social organization, cultural phenomena, and socialization. Basic institutions, social deviation, stratification, social mobility, social and cultural change will also be discussed.

Prerequisites: SOSC 102

SOCI 203-O Principles of Sociology/Survey Course

Credits – 3

This is a survey course on principles of sociology. It focuses on the study of the theories of groups, institutions and society. Analysis of social organization and social problems is integrated in the course.

Prerequisites: SOSC 112

SOCI 325 Social of Deviance

Credits – 3

Theories of social deviance. The role of social and cultural values in the definition of deviant behavior. Emphasizes the influence of traditional and modern society in deviant behavior.

Prerequisites: none

SOCI 325-O Sociology of Deviancy

Credits – 3

Study of sociological theories explaining deviant behavior. Special attention will be given to the role of cultural values and norms in the definition of deviant behavior. Pathological aspects such as poverty, family disorganization, overpopulation, prostitution and alcoholism are studied.

Prerequisites: SOCI 203

SOCI 358 Social Problems

Credits – 3

The course deals with social problems in contemporary world. Historical perspective on the problems, their causes, public and private problem-solving policies will be discussed. Topics include demographic problems, poverty, educational deprivation, crime, drugs and alcohol and the problems of world-wide.

Prerequisites: none

SOCI 358-O Social Problems of the Hispanic Community in United States

Credits – 3

The course deals with social problems in contemporary United States. Historical perspective on the problems, their causes, public and private problem-solving policies will be discussed. Topics include demographic problems, poverty, educational deprivation, crime, drugs and alcohol and the problems of victims in United States.

Prerequisites: none

SOSC 101 Introduction to Social Sciences I

Credits – 3

Course offers introductory view of general principles and fundamentals of the social sciences, specifically anthropology, sociology and psychology. By way of a guided use of the scientific method, social dynamics are scrutinized with attention to the role and effect of cultural, class, gender, race and ethnic differences as well as that of globalization in the contemporary world.

Prerequisites: none

SOSC 102 Introduction to Social Sciences II

Credits – 3

This is the follow up to the introduction to the social sciences course, focusing on political science, economics and demography. This course analyzes the manners in which political systems obtain, maintain and lose power; the shifts and changes in world population; the effects of a globalized economy in the United States and abroad. Particular attention is placed on important variables such as cultural diversity, social class, gender, race and ethnicity.

Prerequisites: SOSC 101

**SOSC 103 Introduction to Social Sciences
(Compendium)**

Credits – 3

The course consists of a compendium of the general principles and foundations of the Social Sciences as scientific disciplines. The course specifically studies basic concepts in the fields of anthropology, sociology, economics, and political science, and considers their significance in the analysis of social problems. The course themes are approached from both the global and local perspectives.

Prerequisites: none

**SOSC 111 Individual, Community, Government,
and Social Responsibility I**

Credits – 3

This course focuses on the study of the civic, social, cultural and psychological elements of the individual in our society. Topics are stated in the context of the personal, interpersonal and social dimensions.

Prerequisites: none

**SOSC 112 Individual, Community, Government,
and Social Responsibility II**

Credits – 3

This course focuses on the study of the civic, social, cultural and psychological elements of the individual in our society. The course emphasizes in the personal, interpersonal and social dimensions of human behavior and social responsibility.

Prerequisites: SOSC 112

**SOSC 258 Research Techniques in Social
Sciences**

Credits – 3

Introduces the learner to the application of all scientific techniques for research and investigation in the social sciences. Places emphasis on basic procedures for gathering data, establishing the problem and hypothesis, analyzing, interpreting and applying findings.

Prerequisites: none

**SOSC 303 Applied Statistical Methods for
Social Sciences**

Credits – 3

The Applied Statistical Methods for Social Sciences is an introductory course to statistical methodology applicable to the field of Social Sciences. It provides an overview of descriptive and inferential statistics of greatest relevance to the field of social services.

Prerequisites: MATH 120

SOSC 320 Social Research Techniques

Credits – 3

The course deals with research methods and techniques for the Social Sciences.

Prerequisites: STAT 300

SPAN 101 Introducción a la Lengua Española I

Credits – 3

Study and use of the Spanish language in its oral and written form. Frame of reference: Basic concepts such as reading comprehension, writing, literary analysis and grammatical theories. It emphasizes the analysis of readings, the writing and execution of grammar exercises in situations, models and strategies based on critical and reflective analysis and creative activities.

Prerequisites: none

SPAN 103 Introducción a la Lengua Española I

Credits – 3

Study and introduction to linguistics. The course emphasizes the acquisition of oral and written expression skills through oratory, reading analysis, and text writing.

Prerequisites: SPAN 101

**SPAN 101-102 Introduction to Spanish
Language - Basic Level**

Credits – 6

Study and use of the Spanish language in its oral and written form. Frame of reference: Basic concepts such as reading comprehension, writing, literary analysis and grammatical theories. It emphasizes the analysis of readings, the writing and execution of grammar exercises in situations, models and strategies based on

critical and reflective analysis and creative activities.

Prerequisites: SPAN 101 for SPAN 102

SPAN 103-104 Introduction to Spanish

Language – Intermediate

Credits – 6

Introduction to linguistics. The historical evolution of the Spanish language. Grammar review, vocabulary enrichment and written communication. Latin American Literature.

Prerequisites: SPAN 103 for SPAN 104

SPAN 105-106 Introduction to Spanish

Language – Advanced Level

Credits – 6

Study of written communication. Readings of masterpieces of Hispanic literature. Emphasis on techniques of literary criticism and research.

Prerequisites: SPAN 105 for SPAN 106

SPAN 110 Elementary Spanish

Credits – 3

It is a basic language class designed for students who enter with no previous knowledge of Spanish. This course is taught with a communicative-based methodology (task-based oriented). The course introduces basic grammatical or vocabulary knowledge and engages students in the practice of the four language skills (listening, reading, writing, speaking) and provides the student with exposure to the target language and culture in different Spanish-speaking countries and/or situations. Critical thinking activities. CMC (Computer-mediated Communication) activities. 15 hours of writing lab.

Prerequisites: none

SPAN 111 Elementary Spanish

Credits – 4

It is a basic language class designed for students who enter with no previous knowledge of Spanish. This course is taught with a communicative-based methodology (task-based oriented). The course introduces basic grammatical or vocabulary knowledge and engages students in the practice of the four

language skills (listening, reading, writing, speaking) and provides the student with exposure to the target language and culture in different Spanish-speaking countries and/or situations. Critical thinking activities. CMC (Computer-mediated Communication) activities. 15 hours of writing lab.

Prerequisites: none

SPAN 115 Reading, Writing and Oral Communication in Spanish I

Credits – 4

This course covers the phases of the writing process, with special emphasis on the structure of writing argumentative/persuasive academic papers. In addition, it focuses on the conventions of paragraph construction, content, organization, vocabulary, and syntax of academic writing. It also aims to prepare students to respond to academic writing demands while focusing on critical reading and incorporating the material they collect as a source for their reading. The student will use their field of study as a context when carrying out most written activities. Research projects will be developed through the responsible use of technology by individual, and group work activities. All course assignments and activities are delivered in the context of topics from the degree programs the students represent. This course requires the use of E- Lab and/or the Language Lab guided by the course Spanish faculty.

Prerequisites: none

SPAN 116 Reading, Writing and Oral Communication in Spanish II

Credits – 4

This course aims for students to develop their oral communication skills in Spanish to the maximum. In addition, it focuses on the study of strategies and trends in public speaking, with topics ranging from effective writing and the use of technology to good practices when presenting; this provides a useful framework for them to apply the knowledge to their professional and academic reality. The course is developed through analysis, process refinement,

writing exercises, and constant practice, while promoting the use of technology and trends when presenting. Research projects will be developed through the responsible use of technology by individual, pair, and group work activities. All course assignments and activities are delivered in the context of topics from the degree programs the students represent. This course requires the use of E- Lab and/or the Language Lab guided by the course Spanish faculty.

Prerequisites: SPAN 115

SPAN 215 Writing and Composition

Credits – 3

Develops proficiency in the practical use of written language; current idiomatic Spanish. Provides practice in the more complex problems of sentence structure and usage and in theme writing and analysis.

Prerequisites: SPAN 101-102, or SPAN 103-104, or SPAN 105-106

SPAN 255 Spanish for Writing and Research

Credits – 4

This highest-level Spanish course focuses on the strengthening of Spanish language skills; allows the adult learner to further develop his/her linguistic skills, technical writing, and oral expression, in order to reach the highest and most effective professional level of communication. The learner will perfect the art of writing technical reports, essays, and conduct research relevant to his/her academic subject area. Finally, the resources and practical exercises found in the Language Lab/E-Lab are essential to this course. This language lab component has been placed in order to support students as they prepare to become bilingual and competent individuals in both their professional and personal lives. This course requires the use of the Language Lab/E-Lab and all its resources, guided and supported by all Spanish faculty members.

Prerequisites: SPAN 116

SPED 101 Teacher Preparation in Special Education

Credits – 3

This course covers the history of special education, the legal and ethical requirements, the concept of inclusion and assistive technology, as well as the procedures to identify and to serve students with impairments. This course also covers a critical discussion of the legislative, judicial and present matters that belong to the special education process. Self-reflection of personal and necessary professional attributes for the work with students with impairments is emphasized.

Prerequisites: EDUC 171

SPED 102 Assistive Technology and other Resources in Special Education

Credits – 3

This course covers assistive technology as a means to promote the independent participation of the exceptional student in the school environment and in its community. Analysis of the role of the assistive technology in the extension of the social, cognitive, physical and communication abilities of the student with special needs, as established in the law IDEA (1997) is emphasized. Students will analyze application of appropriate assistive technology and evaluate its use for students with different impairments, as recommended by the Assistive Technology Industry Association for the purpose of planning, delivery of instruction and assessment.

Prerequisites: SPED 101, EDUC 403, EDUC 409

SPED 103 Learning Disabilities

Credits – 3

This course emphasizes the study of concepts, theories, discipline standards, characteristics, and issues related to students who display specific learning disabilities. Analysis of foundation knowledge essential to understanding the nature and needs of individuals with learning disabilities and contextual influences, especially for pre- and in-service classroom teachers and related professionals are explored. The course also

covers a reflection of recent developments and research findings, current issues, and the general structure of educational intervention programs. It also includes application, observations, analysis and development of assessment instruments and planning lessons; also, responsible use of technology.

Prerequisites: SPED 101, EDUC 135, SPED 300

SPED 203 Nature, Needs and Behavior Modification in the Special Education Student with Attention Deficit Disorder Credits – 3

This course focuses on the analysis of strengths and social, psychological, physiological, and emotional weaknesses that characterize a student with a deficit of attention. Emphasis on the development of individualized educational programs, appropriate educational practices in the special education classroom and/or in the regular setting is given. Study of the interdisciplinary contribution required for the effective transition of the student to the school life and work is explored. Application, observations, analysis, and development of assessment instruments and planning lessons; responsible uses of technology are also included.

Prerequisites: EDUC 403, EDUC 409, SPED 295

SPED 204 Nature, Needs and Behavior Modification in the Gifted Education Students Credits – 3

This course provides the opportunity for students to study the social, emotional, and cognitive characteristics of the gifted student. Analysis of the diverse programs and theories related to the education of this population is studied. Emphasis on the development of projects for the education of these students is given. Field observations experiences in schools specialized in the education of gifted students with talents. It also covers the application, observations, analysis, and development of assessment instruments and planning lessons; also, responsible use of technology.

Prerequisites: EDUC 403, EDUC 409

SPED 205 Integration of the Fine Arts in Special Education

Credits – 3

The course emphasizes on the application of music, theater, movement, visual arts and other areas of the fine arts for the purpose of effective educational planning and strategies for special education students. Practice, case studies, curriculum development and field observation experiences are provided. This course also covers the application, observations, analysis, and development of assessment instruments and planning lessons; responsible use of technology.

Prerequisites: EDUC 403, EDUC 409, EDUC 204

SPED 207 Methodology, Adaptations, and Accommodations for the Special Education Student in Science and Mathematics Teaching at the Elementary Level

Credits – 3

This course covers the methodology, adaptations, and accommodation in the teaching of the sciences and math for the student of special education in the Elementary Level. The emphasis on the application of instructional methods and techniques of teaching and learning is given. It also covers the development-design of the curriculum in sciences and math with attention to the individual differences. It focuses on the application, observations, analysis, and development of assessment instruments and planning lessons; and responsible use of technology.

Prerequisites: EDUC 403, EDUC 409, EDUC 205

SPED 208 Methodology, Adaptations, and Accommodations for the Special Education Student in Science and Mathematics Teaching at the Secondary Level

Credits – 3

This course covers the methodology, adaptations, and accommodation in the teaching of the sciences and math for the student of special education in the Secondary Level. The emphasis on the application of instructional methods and techniques of

teaching and learning is given. It also covers the development-design of the curriculum in sciences and math with attention to the individual differences. Practice, case studies, curriculum development and field observation experiences are provided. It includes the application, observations, analysis and development of assessment instruments and planning lessons; and responsible use of technology.

Prerequisites: EDUC 403, EDUC 409, EDUC 205

SPED 210A Language Development and the Reading-Writing Processes in the Special Education Student I

Credits – 3

This course provides students with the analysis of the basic cognitive processes (attention, perception, and memory) that interfere in the development of language and literacy skills for students with special needs. Students will review the development and processes of reading and the writing to identify how to modify and/or accommodate instruction so that students are successful in meeting their individualized goals in K-6th grade.

Prerequisites: EDUC 403, EDUC 409, SPED 103, TESL 223

SPED 210B Survey of Exceptionalities: The Inclusive Classroom

Credits – 3

An overview of differences associated with varying exceptionalities as defined under the Individuals with Disabilities Education Improvement Act (IDEIA). Review of professional issues, legal and ethical considerations and best practices in instruction, detection, and programming for culturally and linguistically diverse students with exceptionalities. 10 hours of Field Experience required.

Prerequisites: EDUC 115, EDUC 125, EDUC 171

SPED 211 Language Development and the Reading-Writing Processes in the Special Education Student II

Credits – 3

This course provides students with the analysis of the basic cognitive processes (attention, perception, and memory) that intervene interfere in the development of language and literacy skills the language of the for students with special needs. Students will review the development and processes of reading and the writing to identify how to modify and/or accommodate instruction so that students are successful in meeting their individualized goals in 6-12th grade.

Prerequisites: SPED 210A

SPED 295 Evaluation and Assessment in Students with Special Needs

Credits – 3

This course focuses on the study of the evaluation methods of the student with special needs. Analysis and evaluation protocols of the exceptional student for the development of assessment process at the initial and during the school year. It provides students with the study of the relation of the processes of evaluation and assessment, the federal and state laws of academic achievement and the development of the Individual Educational Plan (IEP). It also includes the application, observations, analysis and development of assessment instruments and planning lessons; and responsible use of technology.

Prerequisites: EDUC 202, EDUC 409, TESL 223

SPED 300 The Brain and Learning

Credits – 3

This course is an introduction to the study of the most recent research about neurophysiological phenomena that have a bearing on learning. It also includes the analysis of the role played by cerebral activity in the different learning styles, especially learning disabilities at K-12 levels. Analysis of the curricular design that is most compatible with these neurophysiological phenomena is studied. It includes the application, observations, analysis and development of assessment instruments and planning lessons; and responsible use of technology.

Prerequisites: EDUC 171, SPED 101, EDUC 135

SPED 315 Teaching Exceptional Children**Credits – 3**

This is an introductory course in special education. It includes the analysis of social, emotional and educational needs of children with exceptional qualities, diagnostic, educational and rehabilitation services, family, community attitudes and civil rights. It emphasizes the educational needs and learning styles of exceptional children: teaching, methods, techniques and inclusion process. It also includes the analysis of the assistive technology used for the different needs of exceptional children.

Prerequisites: EDUC 104

SPED 405 Teaching Practicum in Special Education**Credits – 3**

This course is the final stage of a practice field experience in which the candidate assumes the duties and responsibilities of a teacher in a special education classroom during the last semester of the program of study. It offers the teacher candidate the opportunity to promote the physical, emotional, social and intellectual development of children and youth in special education. Students work under the supervision of a regular teacher from an accredited school and a college supervisor appointed by the School of Education. It also covers the application, observations, analysis and development of assessment instruments and planning lessons; and responsible use of technology. Students must be aware that the internship is performed during a regular school day schedule and must plan accordingly. Students must abide with the minimum required hours set by the state for practicum experiences. The student must refer to the Internship Handbook available from the Academic Director for specific requirements and procedures.

Prerequisites: EDUC 435, SPED 208, SPED 211, SPED 295

SPED 406 Seminar on Teaching Practicum in Special Education**Credit – 1**

This course focuses on discussion, analysis, and evaluation of the responsibilities and situations arising in the student teaching practice. This course is designed to enrich and complement the practicum experience. It includes application, observations, analysis and development of assessment instruments and planning lessons; also, responsible use of technology. Students must abide with the minimum required hours set by the state for practicum experiences. The student must refer to the Internship Handbook available from the Director of Instruction and Curriculum for specific requirements and procedures.

Co-requisites: SPED 405

STAT 201 Introduction to Business Statistics**Credits – 3**

Study of central tendency and dispersion measurements, sampling methods, probability theory, binomial probability distribution, normal density probability function and lineal regression.

Prerequisites: MATH 112

STAT 300 Elements of Statistics I**Credits – 3**

The course deals with statistics for the social sciences student. It includes sampling, averages, mode, median, probability and others.

Prerequisites: MATH 112

STAT 301 Elements of Statistics II**Credits – 3**

The course deals with statistics as applied to psychology, economics, and other social sciences. Topics include probability and probability curves, games and variance, random variables, statistical inference, nonparametric tests, and correlation coefficient. Experimental design, Baye's Formula, and decision-making theory will be discussed. Multivariable and bi-variable lineal analysis will also be presented.

Prerequisites: STAT 300

STAT 556 Applied Managerial Statistics**Credits – 3**

Business decision problems can be characterized as situations in which managers must select the best alternative from several competing alternatives. Managers frequently rely on results from statistical analyses to help make the best decision. The decision-aiding tools that can be applied by managers to gain insight into decision problems range from simple graphic displays of data to sophisticated statistical tests. Students use real-world data sets and PC-based software to describe sets of measurements, construct probability distributions, estimate numerical descriptive measures, and build multiple regression models.

Prerequisites: none

STMG 600 Leadership and Entrepreneurial Vision**Credits – 3**

Analysis of roles and styles of a leader as an agent of change through the articulation and construction of the organization's vision and mission. The course includes theoretical and analytical studies of types of leadership strategies, leadership styles and organizational context in which the leader works. Human resources strategies for empowerment and their impact on the organizational culture are also explored — application of theoretical knowledge about an individual, interpersonal and group behavior within the organization. The course addresses the study of leadership and organizational behavior in a continuously changing global environment.

Prerequisites: none

STMG 601 Strategic Management**Credits – 3**

Analysis and application of concepts such as ethics and social responsibility. Evaluation and application of elements related to identifying opportunities and analysis of business strengths and weaknesses. The emphasis on the application of the vision, mission, goals, and objectives for the development of strategies in the planning process. Development of a strategic plan that

includes identification and evaluation of alternatives for its control. This course is targeted at the development and application of analytical skills related to strategic planning.

Prerequisites: none

STMG 602 Technological Applications and Information Systems**Credits – 3**

The course develops strategic management skills in entrepreneurial leaders for the operational integration of different information resources. It allows for the identification, analysis, and evaluation of alternatives for the improvement of the organizations' effectiveness. The course also emphasizes the importance of technology for strategic planning and problem-solving. This course focuses on the development and application of the knowledge and skills needed to understand, evaluate, and make decisions related to information systems.

Prerequisites: none

STMG 603 Entrepreneurial Communication**Credits – 3**

This course develops the needed communication skills for the efficient, effective, and successful performance of the modern leader. It emphasizes the relationship between effective leadership and communication, its role, both internally and externally. Also included are the types of communication in the organization, reinforcing with the critical use of various techniques and the integration of technologies that support the management process of the effective leader. This course analyzes the responsibilities and tasks inherent in properly informing management decisions, how to handle communication in times of crisis and the expectations and tendencies of the leader as a communicator. It also emphasizes the support provided by the leader in the processes of changes and challenges of communication and the leader in the entrepreneurial dynamics.

Prerequisites: none

STMG 604 Organizations in a Global Economy**Credits – 3**

This course studies the opportunities that global economy offers to management. Analyze economic principles based on problem examination and the challenges presented in a globalized economy. It includes decision making on financial, economic, and stock market issues. This course evaluates strategic opportunities and risks regarding organizational development in the global context.

Prerequisites: none

STMG 608 Strategies for Change, Professional and Entrepreneurial Development

Credits – 3

Strategic analysis of topics in the areas of power relations and resistance to change, motivation, and human behavior. Tolerance and respect for diversity and group dynamics. Evaluation and design of strategies for the development of a world-class organizational culture. The emphasis in environmental and structural forces within the organization. Appraises the different variables related to the organizational capacity for managing change and the development of plans and strategies.

Prerequisites: none

STMG 738 Management and Strategic Leadership Seminar

Credits – 3

This seminar is designed to develop in the students the concepts and skills related with the business administration practices driven by a strategic leadership focus. The seminar will allow the integration of subjects like: leadership, entrepreneurial vision, strategic management, technology application for decision making, changing organizations and challenges for enterprises in a global economy. The development of

this research as a course requirement will allow students to apply all their business management knowledge acquired. Will also, prepare them to contribute with practical and real solutions through the strategic negotiation theories' research techniques and fundamental principles.

Prerequisites: 30 credits

SWGR 504 Social Policy Analysis

Credits – 3

This course consists of a systematic analysis of the development of the social policies that impact the Social Work field, nationally, internationally and globally. It promotes a critical analysis of the political, social, cultural and economic contexts that influence these policies. It supports the acquisition of theoretical and practical knowledge of the design, implementation and evaluation processes of social welfare policies. The course encourages the use of practice-based research to achieve positive action towards the goal of social justice and equality.

Prerequisites: none

SWGR 505 Human Diversity and Social Justice

Credits – 3

This course is directed to the study of human diversity and to promote cultural competence among advanced social work students. Students will analyze and evaluate the concepts of human diversity, discrimination, oppression, economic and social inequalities and social justice. Racism, sexism, heterosexism, homophobia, religious fundamentalism, ethnocentrism, classism, ageism and disability status are examined. Strategies are discussed and applied to mitigate the social injustices that affect society. Students will develop self-awareness of their own social and cultural identities and how it affects their professional relationship with participants.

Prerequisites: none

SWGR 506 Social Work with Individuals and Families

Credits – 3

An introductory course that presents the historical and theoretical foundation of Social Work, its values, and the skills required to serve and work with individuals and families. It promotes a critical analysis and evaluation of the principal models that explain the person's functionality within the environment from a bio-psycho-social perspective. Analyses the Social Worker's role and instill in the students the commitment to work with diverse populations. It allows the development of knowledge of the

specific models of intervention. Systemic elements are discussed such as injustice, inequality, racism, discrimination and violence, and their impact on individuals and families. The course explores the different codes of ethics that guide social workers and the legal considerations inherent in the profession. It, also, introduces students to the importance of conducting practice based on research evidence and conducting research on professional interventions and practice.

Prerequisites: none

SWGR 507 Social Work with Groups and Communities

Credits – 3

The course explores the process of formation, maintenance, and evolution of groups, communities, and organizations as social entities from a Social Work perspective. Attention is given to the unique structural characteristics that make up these entities and their roles in the promotion of systemic and structural changes that advance justice and equality. The course addresses the theoretical framework and develops the professional competence to work with groups, communities, and organizations. It also examines the socio-economic, political, and cultural aspects as well as the role of minorities in the group, community, and organizational processes. The focus is placed on the social worker's commitment with social justice, equality and respect for human rights in order to maximize the opportunity of oppressed and alienated groups to participate in the social life and economy. It emphasizes the ethical and legal responsibility of the professional social worker towards these populations.

Prerequisites: SWGR 506

SWGR 510 Research Design

Credits – 3

This course deals with the methodology of designing scientific social research. It discusses quantitative and qualitative concepts and procedures applying them to the practice of social work. The topics include research development, theoretical approaches, ethics in research, and

elements of diversity in the investigation, the discussion comparison and application of quantitative and qualitative designs, samplings, the elaboration of research tools and data and information gathering. It facilitates skill development and fundamental knowledge for the design and completion of research in social work.

Prerequisites: none

SWGR 511 Research Analysis

Credits – 3

This is the second part of the 6 credits course centralized in the scientific, social investigation in Social Work. It deepens the elements of quantitative and qualitative data analysis as well as the preparation of reports with analyzed data and their conclusions. Among the topics are the techniques for data gathering, validation criteria, reliability and quality in research, data processing and presentation, and the use of programs for quantitative and qualitative analysis. Importance of protection of human subjects and diversity in populations is discussed.

Prerequisites: 27 credits (core professional courses)

SWGR 555 Social Work with Seminar and Field Practicum I

Credits – 6

The course corresponds to the foundation component of supervised social work generalist practice at the graduate level. It provides training experience in direct service and intensive supervision focused on the importance of acquiring generalist intervention skills with individuals, groups, families, communities, and organizations. It is expected that students can consolidate their education at this level based on the foundation of social work given the systemic multiplicity, diversity, equity, welfare and social justice of the client system. In the early stages of the course the social workers in training, within their practice scenario, should analyze, contrast and evaluate individual idiosyncrasy versus the professional role and how to harmonize them, considering the ethical and legal issues which frame their execution. The course encourages students to achieve mastery of the practice

scenario, applying their understanding of the services' philosophies, institutional policies and procedures, applying intervention skills under the generalist model, evaluating the relationship of human behavior and their environment from an ecosystems perspective. In addition, the course allows for the integration of social research conducted by students in the practice scenario and in the practice seminar in social work.

Prerequisites: SWGR 504, SWGR 505, SWGR 506, SWGR 507, SWGR 510, SWGR 601, SWGR 606

SWGR 601 Theories and Models of Human Development and Behavior I

Credits – 3

This is the first of two courses that introduce students to models and theories of human behavior and development. This course covers the early span of development, from conception through adolescence. Students are required to critically analyze the implications of these models for a diverse society. The most recent research and its application to the diverse populations served by the field of Social Work are examined.

Prerequisites: none

SWGR 602 Clinical Intervention I

Credits – 3

This course is part of an advanced component of the curricular model. This is intended to aid the students, therapeutic skills in the context of clinical social work based on the theoretical and practical components aimed at intervention with individuals, families, couples, and groups. The approach is aimed at the development of skills through analysis and application of established models, therapeutic techniques, treatment plans and also by identification and precise diagnosis of mental disorders as described in the Diagnostic and Statistical Manual of Mental Disorders. Several aspects that relate to the environmental and psychosocial functioning in which humans operate are also considered. Moreover, analysis of the clinical interventions, strategies, various roles of the social work professionals, their functions, activities as well as personal traits or qualities necessary to facilitate the process, are also taken into consideration. Similarly, with the

learning of this course, it is intended that students develop necessary the skills to identify the strengths and the importance of prevention and promotion r to achieve improved psychosocial functioning among individuals. Students are expected to follow social work ethics and practice within the human diversity and cultural context to identify the needs, problems, and concerns that require attention during clinical intervention.

Prerequisites: 27 credits (core professional courses)

SWGR 606 Theories and Models of Human Development and Behavior II

Credits – 3

This is the second of two courses that introduce students to models and theories of human behavior and development. This course covers the later span of development, from young adulthood to death. Students are required to critically analyze the implications of these models for diverse society. The most recent research and its application to the diverse populations served by the field of Social Work are examined.

Prerequisites: SWGR 601

SWGR 607 Clinical Intervention II

Credits – 3

This course is part of an advanced component of the curricular model. It's designed to continue developing in the student the clinical intervention skills required for the social work field. It also enables students to correctly identify the proper selection of the theoretical model and therapeutic intervention techniques considering the target population. It emphasizes on the analysis of various mental disorders and the situations presented by the participants with the purpose of enabling students to develop effective treatment plans. Provides attention to the discrimination that can occur when an individual is diagnosed with a mental disorder, such as their needs and limitations to human services. Students are expected to further develop the skills in identifying needs, problems, and concerns that require attention during the clinical intervention.

Prerequisites: SWGR 602

SWGR 608 Psychopathology, Human Behavior, and Social Environment

Credits – 3

The course examines the history of mental health, its sociocultural context and evaluation of different approaches to studying psychopathology. The student is expected to classify mental disorders, identify its causes, categories, symptoms, severity level, time and specific criteria for effective clinical diagnoses. It is important to analyze the factors that influence the development of mental conditions from a biological, psychological, social and spiritual perspective to a systemic and holistic approach. Likewise, the relationship between human behavior and social environment.

The course explores some of the most common mental conditions, their etiology, and prevalence, prevention and treatment methods according to the Diagnostic and Statistical Manual of Mental Disorders, as a diagnostic tool for the social worker. The student is directed to the evaluation of the functions, roles, and social responsibility as well as the contrast of the ethical and legal aspects of the social worker in clinical practice.

Prerequisites: SWGR 670

SWGR 623 Drug and Substance Abuse

Credits – 3

This course will address current theories on the use, abuse, and chemical dependency of psychoactive drugs and alcohol. It also evaluates the social worker interventions with populations that face these addictions. The significance of drugs such as caffeine, nicotine, cocaine, opiates, hallucinogens, inhalants, marijuana, amphetamines, sedatives, and alcohol will be discussed according to their classification in the Diagnostic and Statistical Manual of Mental Disorders. On the other hand, theoretical intervention models with active populations will be identified in the use, abuse or dependency of psychoactive drugs and alcohol as well as rehabilitation and relapse prevention services.

Prerequisites: SWGR 670

SWGR 655 Social Work with Seminar and Field Practicum II

Credits – 6

The course corresponds to the advanced curriculum in clinical social work. Allows students to contrast generalist social work and clinical social work and discusses values, ethical and legal issues in professional practice. It is expected that students develop clinical and therapeutic skills for the identification of psychosocial problems on the client system. From this perspective, students will demonstrate practice behaviors and skills in the clinical area to assess human behavior and its relationship with the social environment on the client system, for objective clinical analysis of the various situations presented. At this stage, it is expected that students, within the practice scenarios, should analyze, contrast and evaluate the intra-psychic world and ecosystem factors in the client system, in order to identify problems, diagnose, select models and therapeutic techniques to guide the design of clinical interventions. The course encourages students to achieve integration of evidence-based practices in the intervention with the client, and practice communication strategies with different professionals. In turn, students should reflect on their role and performance to identify strengths and limitations in the training process. In the seminar the students should evaluate the use of supervision and consultation in social work practice.

Prerequisites: SWGR 555, SWGR 511, SWGR 602

SWGR 665 Social Work with Seminar and Field Practicum III

Credits – 6

The course corresponds to the advanced curriculum in clinical social work. It provides students the opportunity to continue their development of advanced diagnostic skills, design, and implementation of therapeutic interventions with the client system. The course emphasizes effective utilization of the Diagnostic and Statistical Manual of Mental Disorders for the diagnosis of mental health conditions and the identification of psychosocial problems by the client system and clinical conceptualization,

guided by the design and implementation of the treatment plan. From this perspective, students will demonstrate practice behaviors and skills in the clinical area to assess human behavior and its relationship with the social environment on the client system for objective clinical analysis of the various situations presented. During this course, it is expected that students integrate their knowledge, values, and skills expected for the advanced level in social work. The course is designed to strengthen professional identity and the commitment of the student to work with individuals and groups providing emphasis on intervention with families and couples, by applying appropriate models and therapeutic techniques. In addition, the course encourages students to achieve integration of evidence-based practices in the intervention with the client and to communicate with different professionals. Students must reflect on their role and performance to identify strengths and limitations in the training process. In the seminar, the students should evaluate the use of supervision and consultation in social work practice.

Prerequisites: SWGR 655

SWGR 670 Comprehensive Exam (1st Part)

Credits – 0

The comprehensive exam 1st part is an individual exercise course covering the master's degree core professional courses, these are: SWGR 504, SWGR 505, SWGR 506, SWGR 507, SWGR 510, SWGR 601, SWGR 606 and SWGR 555. The exam is divided into three areas: a) research, b) professional foundation and c) generalist practice.

Co-requisites: SWGR 555

SWGR 671 Comprehensive Exam (2nd Part)

Credits – 0

The comprehensive exam 2nd part is an individual exercise course covering the master's degree Specialization courses; these are SWGR 511, SWGR 602, SWGR 607, SWGR 655 and SWGR 665. The exam is divided into three areas: a) research, b) clinical specialization and c) advanced practice.

Prerequisites: SWGR 670 **Co-requisites:** SWGR 665

SWGR 801 Philosophical Foundations of Social Work

Credits – 3

This course focuses on the analysis of the epistemological, ontological, and ethical bases of Social Work. This course pretends to develop the knowledge, understanding, and application of the epistemological, ontological, and ethical grounds of Social Work, underlying its nature as an applied social science guided by the promotion of social justice in different social and economic environments. Accordingly, the course will assess the various conceptions and aims of Social Work regarding the constant challenges posed by modern and contemporary social history.

Prerequisites: none

SWGR 802 Justice and Social Policy

Credits – 3

This course will assess the evolution of the concept of Social Justice and its various historical meanings according to the different economic, cultural, political, and ideological contexts within which it is assumed. The course will critically analyze the importance of Social Justice as a guiding principle of Social Work in society, as well as a fundamental constitutive element of the XXI century ethics for social workers.

Prerequisites: none

SWGR 803 Social Policy and Organizational Behavior in North and Latin America

Credits – 3

This course addresses the various theoretical models for the analysis of social policies and organizational behavior, and how those models respond and their impact upon the different social, economic and political orders. Case studies are examined in order to understand the scope and limits of the diverse models and to enable a serious consideration about the applicability of the social policy theories.

Prerequisites: SWGR 802

**SWGR 804 Social Work Theory and Practice:
Programs Administration and Social Policy
Credits – 3**

During this doctoral course, we will promote critical and in-depth analysis of the different models used throughout the history of public and social administration in the West. Special attention will be placed upon the insertion of the Social Work perspective in the evolution of the social policy administration. In addition, the course will promote, among the registered doctoral students, the development of the essential administrative skills and knowledge that can allow them to become qualified administrators of social policy programs in the present world.

Prerequisites: SWGR 801

**SWGR 811 Epistemology in Social Work
Research
Credits – 3**

This course addresses the epistemological considerations underneath research designs in the Social Sciences and in Social Work. Throughout the course we will examine the theoretical grounds of social knowledge and their implications upon contemporary methodological controversies and ethical issues related to the research on Social Policies. Finally, the seminar will assess the various ways in which the particular nature of social work research might help to acquire the knowledge required for the promotion of Social Justice.

Prerequisites: SWGR 801, SWGR 802, SWGR 803, SWGR 804

**SWGR 812 Social Work Quantitative Research
Credits – 3**

Throughout this course, we will study the general aspects related to the scope and limits of quantitative methods in the Social Sciences and in Social Work. Also, we will conduct in depth analysis of the more relevant quantitative strategies for the analysis of Social Policies, including the full knowledge of the conceptual considerations and the mechanics related to the application of the corresponding mathematical and statistical procedures.

Prerequisites: SWGR 811

**SWGR 813 Social Work Qualitative and Mixed
Methods Research
Credits – 3**

Emphasis on promoting qualitative research as a strategy for the production of knowledge related to the Social Work practice and the conceptualization, implementation, and evaluation of social policy. Analysis and advanced application of qualitative and mixed methods for the creation of social policy, legislation and social programs that respond to the needs of diverse populations. Exposure to available technology for the collection and analysis of qualitative data (NVIVO and others). Throughout this course, we will study the general aspects related to the scope and limits of qualitative and mixed methods in the Social Sciences and in Social Work. Also, we will conduct in depth analysis of the more relevant qualitative strategies for the analysis of Social Policies. The course will emphasize on the conceptual considerations that enable the social work student to integrate the various research strategies in complementary fashion. At the same time, the course will underline the importance of individual and intersubjective narratives in the analysis of social policies.

Prerequisites: SWGR 812

**SWGR 820 Social Services Management
Credits – 3**

Throughout the course development, the philosophy, basic and theoretical principles, processes, and practices of administration and supervision will be studied. The student will have a progressive approach to the process of administration and supervision, through the development of activities that allow appreciation of all the stages of such a process. Lastly, it highlights the importance of the administration and supervision process within the organizational context, as well as the role of the Social Worker as an executive leader in the position of manager who provides effective social services.

Prerequisites: SWGR 801, SWGR 802, SWGR 803, SWGR 804

SWGR 821 Human Resources Management**Credits – 3**

This course examines the importance of human resources in organizational development. Includes the study of planning in the administration of human resources, which allows selecting, training, and retaining competent personnel for the growth, development, and success of the organization. The topics of discussion are human resources law, selection and hiring process, effective supervision, conflict management, performance evaluation, professional development plan, and collective bargaining.

Prerequisites: SWGR 801, SWGR 802, SWGR 803, SWGR 804

SWGR 822 Management and Budgeting in Government and Social Organizations**Credits – 3**

The course covers the philosophical principles of fiscal administration applied to the government sector and service organizations. The study of the theories of public policy in its relationship with the budget administration of the public and private sector. It integrates the principles of budget admission of social work organizations. It analyzes the different ways of managing the budget from a government and private perspective. The administrative principles of public administration, the organizational culture, and policy of fiscal actions, and the different models of the government and fundraising budget are studied. It also addresses the study and analysis of budget management and administration models in other countries so that graduates of the doctoral program can acquire a broad knowledge from a global perspective.

Prerequisites: SWGR 801, SWGR 802, SWGR 803, SWGR 804

SWGR 823 Executive Leadership: Models and Strategies**Credits – 3**

This course is designed to expose students to the development and practice of identified leadership skills. A comprehensive study of the

theory base for leadership, analysis of leadership and management processes, exploration of individual assets and liabilities of leaders, examination of leadership in groups.

Prerequisites: SWGR 801, SWGR 802, SWGR 803, SWGR 804

SWGR 830 Compendium for Social Work Practice with Individuals, Families, Groups and Communities**Credits – 3**

This course is designed to expose students from other disciplines to social work theory and practice with individuals, families, groups and communities. Emphasis is given to social work evidenced based practice. Study of the ethical, professional behaviors and competencies in social work practice. Exposure to the following topics: social justice, human rights, diversity, and differences in social work practice. Contemporary theoretical perspectives of social work and their contributions to a critical practice are addressed, specifically: evidence-based practice, anti-oppressive practice, post-structuralist, hermeneutic and Marxist currents. It studies the notion of professional projects and the ethical-political dimension of the profession in the neoliberal context. Exposure to the ethical principles of social justice, equity, democracy, human rights, diversity and inclusion from critical approaches. Discusses the importance of social research for the profession and social policy.

Prerequisites: none

SWGR 831 Strategic Planning in Organizations and Community**Credits – 3**

In this course, the students will explore the theory and practice of the Strategic Planning Paradigm. As a tool for social programs administration, the students can learn how to apply the strategic planning, like mission and vision statements, environmental scanning, identification of strengths and weakness, strategic policies, interventions, and others.

Prerequisites: SWGR 820

SWGR 832 Social Programs Evaluation: Theory and Practice**Credits – 3**

This course focuses on the examination of evaluation strategies, techniques, and models applicable to social programs. Study of the application of objectives to evaluation development of designs, systematic approaches to assessment, problems of implementation and accountability. The course allows students to analyze and design appropriate strategies for evaluating social programs. The course emphasizes applications in fieldwork settings.

Prerequisites: SWGR 813

SWGR 840 Dissertation Seminar**Credits – 3**

This course focuses on the formulation, discussion and approval of the doctoral dissertation proposal and the designation of the Doctoral Committee. Includes conceptualization of research and methodology.

Prerequisites: SWGR 813, SWGR 820, SWGR 821, SWGR 822, SWGR 823; **Co-requisites:** SWGR 841

SWGR 841 Comprehensive Exam**Credits – 0**

This course is a comprehensive examination of social work theoretical and methodological knowledge at doctoral level, social work professional competencies, administration competencies and analytical skills in a multiple-choice format. The student will demonstrate knowledge and integration of content of core professional courses, research courses, and management specialty courses.

Prerequisites: SWGR 813, SWGR 820, SWGR 821, SWGR 822, SWGR 823, **Co-requisites:** SWGR 840

SWGR 842 Doctoral Dissertation**Credits – 3**

This course is aimed at the application of theoretical knowledge that underpins the practice of Social Work and the application of qualitative, quantitative, or mixed methods research methodology used by the Doctoral Program Students, to initiate the data analysis and the writing of their dissertation, with the

changes recommended by the Director of Dissertation and Doctoral Committee. This course is aimed at obtaining a Ph.D.

Prerequisites: SWGR 841

SWGR 843 Doctoral Dissertation Continuation**Credits – 3**

This course is aimed at the application of theoretical knowledge that underpins the practice of Social Work and the application of qualitative, quantitative, or mixed methods research methodology used by the Doctoral Program Students to complete their dissertation, with the changes recommended by the Director of Dissertation and Doctoral Committee. At the end of the course, the student will present and defend the dissertation, as part of the requirements for obtaining a Ph.D. degree.

Prerequisites: SWGR 842

TCOM 335 Principles of Telecommunications and Networking**Credits – 3**

This course covers the key concepts of telecommunications and networking. It provides a solid introduction to networking fundamentals including key acronyms, protocols, and components that are essential to understanding how networks operate today. It covers the basic concepts of telecommunications such as analog/digital communications, basic encoding, bandwidth and capacity and serves as a solid foundation for in-depth study of networking. It identifies the types of communications networks that have evolved based on the various technological configurations and the internetworking process behind data communications. Upon completion, the participant will have a solid understanding of how information travels from a computer to another computer across a network.

Prerequisites: EETE 223, CTEC 220, CTEC 220L;

Co-requisites: TCOM 335L

TCOM 335L Principles of Telecommunications and Networking Laboratory**Credit – 1**

This laboratory course provides students with theoretical concepts and practical skills in telecommunications and networks. It discusses the concepts of data transmission, wireless communication protocols and standards among others. The issues are addressed to the operating principles, selection and specification of networking systems. Also, in this laboratory the students apply of voice communications technologies.

Prerequisites: EETE 223, CTEC 220, CTEC 220L;

Co-requisites: TCOM 335

TCOM 350 Fundamentals of Networking Infrastructure Management

Credits – 3

This course concentrates on the Windows/2000 infrastructure management protocol, which is the largest in used at a Global scale. It covers in detail the procedures for planning and servicing network infrastructure. Covers areas such as protocols, services required calculation in the light of the organization needs, packet exchange and sequential packet exchange IPX/SPX, integration with Novell Netware, TCP/IP. Netbios, WINS, DHCP and DNS maintenance and configuration issues are covered. Routing, remote access and VPNs are also covered from an infrastructure and management perspective.

Prerequisites: CTEC 220, CTEC 220L, TCOM 335, TCOM 335L, **Co-requisites:** TCOM 350L

TCOM 350L Fundamentals of Networking Infrastructure Management Laboratory

Credit – 1

This laboratory course provides the student with the theoretical concepts and practical skills of Network Systems Infrastructure Management. Software / Hardware considerations of the plan of considerations of networks and protocols (possible considerations) 2nd and 3rd are analyzed. Topics address the principles of operation, selection, and specifications of network systems. Also, in this lab students apply voice communication technologies.

Prerequisites: CTEC 220, CTEC 220L, TCOM 335, TCOM 335L, **Co-requisites:** TCOM 350

TCOM 500 Applied Mathematics in Telecommunications

Credits – 3

This course covers elementary discrete mathematics for computer science and engineering. It emphasizes mathematical definitions as well as applicable methods. Topics include formal logic notation; sets, functions, relations; elementary graph theory; Number theory; growth of functions; permutations and combinations, counting principles; discrete probability. Further selected topics may also be covered, such as state machines and invariants.

Prerequisites: none

TCOM 503 Introduction to TCP/IP

Credits – 3

The Internet is also one of the world's most powerful communication tools. This course will discuss and present the underlying applications, components and protocols of TCP/IP and its necessary link to the Internet. The Introduction to TCP/IP course will help participants learn how to identify TCP/IP layers, components and functions. Navigation tools, TCP/IP services and troubleshooting methodologies are also covered in this course.

Prerequisites: none

TCOM 511 Internet Technologies

Credits – 3

The Internet Technologies course begins with an overview of the Internet, its history, organization and structure. Once the general structure is understood, we look at different ways to access the Internet, both as an individual user and as a group of users. Areas such as copyrights issues, bandwidth considerations, portal development, practical research using the internet, FTP and electronic mail, HTML, web servers, graphics, scripts, tables, audio, video and security are covered.

Prerequisites: TCOM 503

TCOM 512 Introduction to Networks

Credits – 3

This course introduces participants to the key concepts of data communications,

telecommunications, networking, technologies, components, and protocols used in local area networking (LAN) and wide area networking (WAN) environments. Students will learn about the popular LAN protocols of Ethernet, Token Ring, and asynchronous transfer mode (ATM), with emphasis on all speeds of Ethernet. This course also introduces the most widely used network operating systems.

Prerequisites: TCOM 511

TCOM 513 Information Technology (IT) Project Management

Credits – 3

Information Technology (IT) Projects are major organizational investments. In today's Global Economy the level of success of these projects is paramount to Enterprise Sustainability and continued business. This class will concentrate on providing not only the basic PM skills but will concentrate on the particular techniques designed for technology-based projects, ITPM. It will discuss and explain PMBOK techniques (Project Management Body of Knowledge), the ITPM cycle, tools and processes, scope definition, verification and control. ITPM estimation techniques, risk management, analysis, assessment, monitor and control methods will be covered also. Implementation, closure and evaluation techniques specifics for ITPM projects will also be presented and discussed.

Prerequisites: none

TCOM 514 Telecommunications Governance I

Credits – 3

IT governance is an integral part of the business and an integral part of corporate governance. IT governance consist of the leadership, organizational structures and processes that ensure that the organization's IT sustains and extends the organization strategies and objectives. The key goal of technology governance is enterprise sustainability. This series of two courses will cover the framework elements, areas of focus, risk management, strategic alignment, performance measures, IT value delivery and resource management in the design of an effective IT governance plan and

strategy. This first course will focus on the basics of IT governance including the legal framework, global standards and considerations, governance archetypes and will study practical cases in various organization types.

Prerequisites: none

TCOM 515 Telecommunications Governance II

Credits – 3

IT governance is an integral part of the business and an integral part of corporate governance. Its governance consists of the leadership, organizational structures an processes that ensure that the organization's IT sustains and extends the organization strategies and objectives. The key goal of technology governance is enterprise sustainability. This series of two courses will cover the framework elements, areas of focus, risk management, strategic alignment, performance measurements, IT value delivery and resource management in the design of an effective IT governance plan and strategy. This second course will focus on the mechanisms for implementing IT governance, linking strategies and performance, leadership principles, business intelligence, real time business intelligence, changing landscape of the telecommunications industry. Multiple cases will be presented, and the students will create a BI based strategy and roadmap.

Prerequisites: TCOM 514

TCOM 521 Networking Fundamentals

Credits – 3

This course introduces participants to the key concepts of data communications, telecommunications, networking, technologies, components, and protocols used in local area networking (LAN) and wide area networking (WAN) environments. Students will learn about the popular LAN protocols of Ethernet, Token Ring, and asynchronous transfer mode (ATM), with emphasis on all speeds of Ethernet. This course also introduces the most widely used network operating systems. Basic network design and security concepts are discussed.

Prerequisites: none

TCOM 522 Telecommunications Management and Policy

Credits – 3

This course presents and discusses the most relevant aspects of the telecommunications sector from policy, business, and technology perspectives. It presents and studies the driving forces behind the changes in the telecommunications policy and the significant impact of legal and regulatory changes on business operation. It focuses on the globalized enterprise challenges, opportunities, and threats. Such key issues as the global economy and its impact on information and communications technologies (ICT's), enterprise strategy and telecommunications, standards, ISO's and good practices, challenges and risk involved in information and telecommunications management are thoroughly covered. The role of ICT's in innovation, value creation, and global strategic positioning are also presented through actual cases.

Prerequisites: TCOM 513

TCOM 523 Wireless Networks

Credits – 3

This course covers fundamental concepts related to wireless networks including wireless channel characteristics, wireless data transmission, multiple access protocols, error control, wireless standards, and cellular concepts and resource allocation. It provides a broad understanding of modern wireless networks, in particular local area networks and cellular networks. Students are exposed to design and analyze concepts that are essential in the development of wireless networks.

Prerequisites: TCOM 503

TCOM 524 Technological & Scientific Innovation

Credits – 3

Innovation; practical creativity; effective creative scientific thinking methods and procedures; new ideas development are all key elements of a successful scientist. This course will introduce and cover the scientific methods used in innovation and creative thinking. Will introduce innovation from the standpoint of the modern school of

innovation scholars such as, Schumpeter, Eric Rogers, Von Hippel, Altshuller (the engineer that created TRIZ or theory of inventive problem-solving), Alex Osborn, Robert Sternberg and others. Will cover innovation toolkits such as Altshuller's innovation pyramid, Burgelman and Seigel's minimum winning game, Osborn and Parnes' creative problem-solving (CPS), Altshuller's TRIZ, Amabile's internal and external motivation, Guilford's convergent and divergent thinking and Ries' build-measure-learn wheel. Will also cover Christensen's disruptive innovation process, Usher's path of cumulative synthesis, Van de Ven's leadership rhythms, d.school's design thinking modes, Henderson and Clark's four types of innovations, Rogers' adoption and diffusion curve, Abernathy and Utterback's three phases of innovations, Chesbrough's open innovation, March's exploration vs exploitation, Powell and Grodal's networks for innovation and Boyd's OODA loop.

Prerequisites: none

TCOM 556 IP Tel & Design and Configuration of Voice Networks

Credits – 3

This course explains the structure and design of telecommunication networks, both large and small. It begins with an overview of the public telephone network and describes the large networks and transmission facilities that switch telephone calls. Presents and explains the many and varied techniques, solutions, principles, and challenges both carriers and end users develop, experience, and overcome in implementing Voice-over IP services. Then it focusses the PBX switching systems that are essential to most businesses.

Prerequisites: TCOM 503

TCOM 606 Network Design Project

Credits – 3

Development, analysis, simulation and implementation of a significant design project related to the area of Computer Networks. Discussion of design constraints and manufacturing cost, compatibility with the environment, aesthetics, safety, possible social,

political, or ethical implications. Development of a prototype including discussion of the design cycle and experimental verification or simulations. A detailed written report and final presentation are required.

Prerequisites: All major courses

TCOM 609 Thesis

Credits – 3

This course aims to establish the relationship and working environment between the student and thesis advisor. The course studies the principles and methods, techniques of scientific investigation, and proper academic writing. At the end of the course, the student will have a written thesis proposal. The student must refer to the Graduate Catalog for more details on the matter if the proposal is not finished in time.

Prerequisites: All major courses

TESL 223 Applied Linguistics in ESOL

Credits – 3

Language educators need a well-grounded background in the area of language study in order to meet the diverse and specialized needs of their students. This course is designed to provide students with the essential basis on which they can build future studies of language learning and teaching. It examines major areas of linguistics (e.g., phonetics, phonology, syntax, semantics, and sociolinguistics) and focus on various aspects of language structure and use.

Prerequisites: EDUC 403

TESL 310 Language Development: English Learners

Credits – 3

Study of second language development including the developmental stages and acquisition processes for reading and writing in students first (L1) and second language (L2). Language variety with an emphasis on social and cultural contexts and the successful development of multilingualism in families, communities and schools.

Prerequisites: EDUC 115

TESL 315 Teaching and Learning of English Learners in the Classroom

Credits – 3

Current approaches to second language acquisition and instruction; methodology of teaching and testing English Learners (EL); design, implementation and evaluation of EL programs and materials. Analysis of language contact in society including code switching, language varieties and multilingualism.

20 hours of Field Experience required.

Prerequisites: EDUC 115, TESL 310

TESL 522 Theory and Practice of Teaching ESOL Students in Schools

Credits – 3

The above course examines the various methods for teaching a second language, as well as its principles & foundations. It reviews the evaluation, design and adaptation of materials for teaching English as a second language.

Prerequisites: EDAG 640, EDAG 651, EDAG 662

TESL 523 Understanding English Language Learners for School Counselors

Credits – 3

This course has been designed for graduate students to meet the state required standards addressing English Language Learners. This course focuses on the application of the historical processes and research based on proven practices for English Language Learners to achieve academic performance in school from the perspective of the school counselor and school administrators' expectations and roles. The course is a survey of law, linguistics, culture, methodology, curriculum, and assessment practices that impact student achievement and school administrators.

Prerequisites: none

THMC 100 Massage Introduction

Credits – 3

This is an introductory course that offers students theoretical knowledge about the history and origins of massage therapy. Studies the professional, ethical, legal, hygiene, cleaning and sterilization techniques, and security aspects in the massage room, types of clients, basic massage theory and techniques, with the preparation of the therapeutic environment. It

also covers equipment and products mostly used, with their general effects and contraindications. Includes concepts of OSHA in the profession.

Prerequisites: none

THMC 102 Massage Therapy I

Credits – 3

This course provides students with the basic techniques in therapeutic massage. Includes the study of massage techniques, including their effects, benefits, indications and contraindications in the anatomy and physiology of body structures. It is considered as a general introduction to the theory, history and practice of massage. The student will be able to fully perform the basic concepts and manipulations of massage, and at the same time demonstrate such concepts and skills in the classroom. Also, will enable students to learn the theory and practice of Hydrotherapy modalities using various applications of water for the purpose of therapy and rehabilitation. Students will learn and practice the correct use of contrast therapy, ice packs, hot packs, herbal wraps and other related techniques.

Prerequisites: BIOT 106, THMC 100

THMC 105 Clinical Pathology

Credits – 3

Introduction to the study of diseases and how conditions affect the anatomy and physiology of the human body. The student will learn to recognize specific diseases, and health conditions through observation and the use of different diagnostic sources, to determine the appropriate massage treatment or further referral to other specialists, when necessary. This includes HIV/AIDS education, how the immune system works, how these infections are spread, identified, controlled and how it is affected by HIV/AIDS among other diseases.

Prerequisites: BIOT 106

THMC 106 Documentation and Evaluation

Credits – 2

This course trains the future massage therapist to design and personalize the massage session according to the specific needs of the client.

Using the S.O.A.P. notes, the massage therapist will learn to assess subjective and objective information to follow a therapeutic plan for a specific condition. Initial evaluation is crucial to define the therapy needed, but it should be supported with proper written documentation. It covers professional communication, medical terminology, HIPAA and EMR. The course also prepares the student to document such conditions through a clinical history. Palpation methods, as well as posture and evaluation will be covered in the course as important skills for the massage therapist. All procedures explained are based in what is required by Law and States regulations of the massage therapy profession.

Prerequisites: none

THMC 108 Massage Therapy II

Credits – 3

Review of the anatomy and physiology of the musculoskeletal system and its implications on the therapeutic massage. Includes the theoretic support and chiromassage techniques for musculoskeletal systems. Students will be trained in the use of different techniques to manipulate soft tissue and alleviate muscular conditions. This course will provide the student with the basic theory and history of anatomic concepts related to the lymphatic system and the main practices that support the draining of lymphatic fields. Students will learn the main conditions and diseases affecting the lymphatic system and will develop the basic skills to apply the manipulation protocols for lymphatic draining.

Prerequisites: THMC 102

THMC 110 Allied Modalities in Massage Therapy

Credits – 5

Introduction to the basic theory and practical applications of related massage modalities such as sports massage, reflexology, aromatherapy, therapeutic stretching, positional release, massage in clinical chair, SPA techniques, Shiatsu, Swedish Massage, massage with stones and Asian bodywork therapy. The course covers prevention of falls, safety practices, procedures,

and contraindications for each modality of massage.

Prerequisites: BIOT 106, THMC 100, THMC 102, THMC 108

THMC 113 Structural Kinesiology

Credits – 3

In this course, the student will learn to define, identify, and locate bony markings of the upper extremities, lower extremities, and both the axial and appendicular skeleton. The course also reviews the anatomy and physiology of skeletal muscles and their origins, insertions, actions of the scapula, shoulders, elbows, radioulnar joints, wrists, hands, hips, knees, ankles, and feet. Also, the student learns to identify muscle origins, insertions, and actions of the neck, face, trunk, vertebral column, respiration, and how massage theory and techniques apply for each body structure.

Prerequisites: BIOT 106

THMC 115 Massage to Special Populations

Credits – 3

In this course, the student will learn methods, techniques, and allied modalities of clinical massage, which are combined to treat an array of conditions and diseases in persons of different ages, gender, and physical constitution. The course will also prepare the student to understand, adapt and provide massage therapy modifications for clients with special needs due to specific physical restrictions that may limit their mobility.

Prerequisites: none; **Co-requisites:** THMC 108

THMC 116 Clinical Therapeutic Massage Seminar

Credits – 2

In this course, the student will review all the competencies and concepts needed to become a Certified Massage Therapist by the National Certification Board of Therapeutic Massage & Bodyworks (NCBTMB). This course will include the discussion of the Florida Laws, Rules, and Regulations (Chapter 456 and 480, F.S. and Chapter 64 B7).

Prerequisites: All courses

THMC 117 Clinical Practice

Credits – 2

The Clinical Practice Course constitutes the most important clinical experience in the Massage Therapy certificate. In this course, the student will apply all the knowledge, skills, and techniques acquired throughout the program. Practicum will take place in entities or venues that meet all requisites and standards established by applicable laws, in order to be authorized to provide therapeutic massage (sports facilities, health centers, elderly centers, therapy centers, institutional activities, among others), and will be supervised by a licensed professional in the field. The course requires 125 practicum hours.

Prerequisites: All courses

WEDE 100 Web Design and Graphics Studio 1

Credits – 3

This course will cover elements of computing, programming, performance situations, and types of Internet connection. Topics such as security, effective email composition, web etiquette, organization of information, introduction to e-commerce, customization of tools, chats, online synchronization, forums, and blogs will be discussed in detail. Finally, basic design using the web publishing language, HTML, and XHTML will be covered.

Prerequisites: DESI 121

WEDE 200 Web Design and Graphics Studio 2

Credits – 3

This course focuses on the principles of Web Usability, client purpose and needs as the key element in successful Web Design. Simplicity of design is introduced as a practical Web Design principle. Page Loading time, graphics design for the Internet, writing for the web, document size and readability, fonts for the web, color schemes and visual impact, site architecture vs. content are some of the subjects covered. Introduced to some software tools and effective web site navigation strategies.

Prerequisites: WEDE 100

WEDE 250 Web design and Graphics Studio 3
Credits – 3

The student begins the course learning the fundamentals of digital imaging, audio combined with Web technologies. Also, this course will introduce the student to the interactive media authoring, video technology, learning programming and scripting techniques using Flash, JavaScript and ActionScript for design, animation, and data handling. A study of 2D and 3D animation using computer modeling and animation software program as the primary tool. This course will emphasize the creation of animated sequences and GIF animation for multimedia applications.

Prerequisites: WEDE 200

WEDE 260 Web Design and Graphics Studio 4
Credits – 3

This course will teach the student through the methods used in dynamic websites integration. Will create content types and management, social media and mobile applications.

Prerequisites: WEDE 250

WEDE 275 Integration Seminar for Web Design
Credits – 3

This course allows application of knowledge, skills, and abilities acquired in previous courses in order to develop an advanced web environment. Emphasis is placed on research as an essential element in design and functionality of the website. The student will create and test applications, interfaces and navigation menus for the Web-based environment that aligned with actual trends in the profession and presents the project for critique and discussion by the entire class.

Prerequisites: WEDE 260, CTEC 240

WEDE 280 Portfolio
Credits – 3

This studio will focus on the preparation and refinement of a portfolio that encompasses the student's work within the program and any other distinguishing activity. The goal will be the production of a refined, multifaceted presentation of the student goals and creative

vision and his or her ability to engage in professional practice.

Prerequisites: WEDE 260, CTEC 240