

International College

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International College is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools to Award Associate, Bachelor’s, and Master’s Degrees.

HISTORY OF THE COLLEGE

International College is a degree granting college founded in January 1990. Policies concerning the College are formulated by the Board of Trustees.

The College offers Associate of Science, Bachelor of Science, Master of Business Administration, Master of Public Administration, and Master of Science in Criminal Justice degree programs in career-related disciplines. In addition to granting degrees, the College offers Continuing Education Programs which include instruction in English as a second or foreign language and lifelong learning classes for senior citizens. Specifically designed programs and special courses are also available to businesses and professional firms seeking instruction or personalized seminars.

The College is a non-profit, tax exempt institution, whose purpose is to provide postsecondary education opportunities to students from the general Southwest Florida community. The College is located at 2655 Northbrooke Drive, Naples, Florida 34119 (telephone 941-513-1122). The College library is part of the complex. Adjacent to the classrooms and library resource center are offices for admissions information, student services, and administration.

A second campus center was opened for classroom instruction in nearby Ft. Myers in 1992. This center, located at 8695 College Parkway, Ft. Myers, Florida 33919 (telephone 941-482-0019) is easily accessible from I-75, the main highway artery between Naples and Ft. Myers. The new center is equipped for lecture and laboratory instruction. It has instant fax contact with the Naples Main Campus, and in addition to its own library resource center, there is accessibility to the reference materials available from the College's main library holdings on the Naples campus.

ACCREDITATION, LICENSURE, AND RECOGNITIONS

ACCREDITATIONS

International College is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools (1866 Southern Lane, Decatur, Georgia 30033-4097 : Telephone number 404-679-4501) to award Associate, Bachelor's, and Master's degrees.

The Business Administration, Accounting, Management, and Computer Information Technology Programs are accredited by the International Assembly for Collegiate Business Education, P.O. Box 25217, Overland Park, Kansas, 66225, telephone (913) 631-3009.

LICENSURE

International College is licensed in accordance with Chapter 246 of the Florida Statutes.

RECOGNITIONS

The College is recognized by various Federal and State agencies that require official documentation for the recognition of student academic achievement. The College or the College's accreditation is recognized officially by the following agencies:

- Bureau of Immigration and Naturalization Services
- Florida Board of Accountancy
- Florida Bureau for Teacher Certification
- Florida Department of Administration
- Florida State Approving Agency for Veterans Affairs

PHILOSOPHY AND OBJECTIVES OF INTERNATIONAL COLLEGE

International College is a private, non-profit, coeducational institution dedicated to the development of students as fully

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self-actualized persons and to providing education for students of all faiths, ages and life circumstances. General and professional education at International College seeks to foster in its students measurable outcomes that will prepare them for life in the 21st century. These educational outcomes are:

- * Critical Thinking
- * Initiative
- * Leadership Ability
- * Effective Communication
- * Research Ability
- * Adaptability to Change
- * Social Responsibility
- * A Global Perspective
- * Appreciation for Excellence
- * Appreciation for Lifelong Learning

International College bases its educational programs on the following philosophy:

That International College, as an open, creative and community-conscious educational institution, must fulfill its mission in the climate of a changing world. That each student, as a unique person, deserves a personalized program of studies and varied experiences for personal growth without regard to race, color, sex, religion, creed, national origin, political opinions or affiliations, disabled veteran status, disability, or age as provided by law and in accordance with the College's respect for personal dignity.

That International College can best serve its students and the community by providing professional programs associated with business, computer technology, and other related disciplines that afford life and career enrichment.

MISSION

International College is dedicated to the development of human potential in all of its diversity. The Mission of International College is to offer Associate, Baccalaureate, and Graduate degrees as well as other programs which enhance the students' ability to achieve career objectives. International College is a teaching institution which emphasizes the practical application of knowledge in career programs, provides contemporary and experiential delivery systems, including distance learning, conducive to the adult learner, as well as the rite of passage student, and includes within its curriculum a requisite foundation of liberal arts courses to help broaden the students' perspective. International College is committed to attending to the needs of the individual student on a personal level and is further committed to being an educational resource for the Southwest region of Florida by providing programs and services to the community. At the same time, the College recognizes its obligation to prepare its students to assimilate into a culturally diverse and global economy and, as such, seeks students of all cultures and nationalities.

FAMILIARITY WITH COLLEGE REGULATIONS

On or before entrance, each student is given the Graduate Bulletin and various brochures and other publications which set forth the policies and regulations under which the College operates. It is the responsibility of the student to become familiar with these policies and regulations and to comply accordingly. Ignorance of or lack of familiarity with this information does not serve as an excuse for noncompliance or infractions.

STUDENT ACCOUNTS

All students' accounts are due and payable at the time such charges are incurred. College regulations prohibit registration, graduation, granting credit, taking of final examinations, or release of grades or transcripts for students whose accounts are delinquent.

REFUND POLICY

The operating budget of the College provides for the engagement of faculty, expenses, and other annual provisions for management and physical facilities. The College anticipates its budget upon the collection of tuition charges for the full academic term from all accepted students. The withdrawal of a student does not decrease the expenses of the College to any substantial extent. In many cases, classes may have been closed to other students due to capacity. The refund policy has been established so that the student who registers for a class and then withdraws will share in the incurred costs. Refunds are made in a fair and equitable manner in accordance with the policies which follow:

STUDENT RESPONSIBILITY

It is the responsibility of the student to notify the College Registrar in writing if the student wishes to cancel or withdraw. Examples of the application of the following refund policy are available upon request in the Business Office. If the student wishes to appeal the calculation of a refund, the appeal is to be filed in writing with the Executive Vice President of Finance and Student Services.

CANCELLATION POLICY

Within 3 days of the date the student executes an enrollment agreement, he/she may cancel their enrollment and receive a full refund of any tuition or fees paid, less the application fee, which is non-refundable.

FAILURE TO ENTER

If the student does not enter classes, the full amount of any prepaid tuition is refundable. (Application fees are non-refundable).

DROP/ADD

The first week of each term is the drop/add period. If the student wants to add or drop a class, the desired change must be communicated to the Registrar's Office by the end of the first week of the term. At the end of the first week of the term, the student status will be permanent for the whole term, both in terms of charges for classes and in amount of financial aid eligibility. There are no refunds of charges for individual classes dropped after the first week.

WITHDRAWAL

The student must report to the Registrar's Office to withdraw from the College. The date the student notifies the College Registrar of withdrawal is considered the date of withdrawal. Tuition and fees will be charged on a pro-rata basis (rounded up to the nearest 10%) through 60% of the trimester, plus an administrative fee equal to the lesser of 5% of the charges or \$100. After 60% of the trimester, 100% of tuition and fees will be charged.

PROCESSING OF REFUNDS

Students who have received Title IV Federal Student Financial Assistance will also be subject to the Federal Return of Funds Policy. Students who withdraw during a term may owe the College after funds have been returned to Federal programs.

Refunds of tuition and/or other refundable charges due students will be made within thirty (30) calendar days of the student's official date of withdrawal. Refunds for the student who fails to notify the College of withdrawal will be processed within the earlier of thirty (30) calendar days from the day the College determines that the student has withdrawn or thirty (30) calendar days from the end of the trimester. Refunds to students receiving Title IV Student

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Financial Assistance will be made in accordance with applicable regulations, and will be allocated in the following order:

- a. To eliminate outstanding balances on unsubsidized Federal Stafford loans received by the student for the period.
- b. To eliminate outstanding balances on subsidized Federal Stafford loans received by the student for the period.
To eliminate outstanding balances on Federal PLUS loans received on behalf of the student for the period.
- c. To eliminate any amount of other assistance awarded to the student under programs authorized by Title IV of the Higher Education Act for the period.
- d. To repay required refunds of other Federal, State or private institutional student financial assistance received by the student.
- e. To the student.

RESERVATIONS AS TO PROGRAMS AND CHARGES

The College reserves the right to modify its tuition and fees; to add to or withdraw members from its faculty and staff; to rearrange its programs from time to time as teaching policies make it desirable; and to withdraw subjects, courses, and programs if registration falls below the required number. Any specific course requirements in any area may only be changed or waived by the Executive Vice President of Academic Affairs upon written request from the student for reasonable cause. Course substitutions may be made by the Executive Vice President of Academic Affairs or by the Graduate Program Committee. The total hours specified in each area of the degree or the program total are the minimum requirements for completion.

INTERNATIONAL STUDENTS

When foreign students apply for admission in a program approved by Immigration and Naturalization, official transcripts of completed secondary and applicable post secondary credits are required along with an evaluation by a professional agency and/or translation if necessary. The expense for this service is the responsibility of the student. These transcripts must include specific dates of school attendance, courses taken during each year of attendance, and grades received from each course. Satisfactory evidence of successful command of the English language is required for all foreign students enrolling in any program, and a paper based TOEFL Score of 500 or its equivalent is required for entry into a graduate degree program (not required for applicants whose native country has English as a primary language). A Form I-20 (Immigration Certificate Acceptance) will be sent to the applicant upon acceptance, receipt of a notarized Affidavit of Support, and pre-payment of full-time fees and tuition for at least one academic term. The international student should first contact the College for approved programs of training since certain listed programs may not be available for foreign applicants. A non-refundable application fee of \$50 is required for foreign applicants. With the above exceptions, the conditions for admission of foreign students are identical to those for United States citizens.

INFORMATION RESOURCE CENTER AND LIBRARY

The mission of the information resource center and library is to support the College in providing the best educational programs possible, to provide assistance to faculty and students in accessing information both at the College and at other remote sites, to provide opportunities for the student to learn from many different formats of information, and to provide life skills in access to information and resources.

The Information Resource Centers at the Naples and Ft. Myers campuses are part of the college wide network which provides access to the various databases, CD-ROM and online resources. The online catalog provides access to the print and audio-visual collections for the networked libraries. Document delivery is provided daily by print, fax, or e-mail. Inter-library loan services are available by request for books or full text articles. The IRC subscribes to various online databases to assist students in their area of study. Westlaw and Lexis-Nexis are legal databases. Medline accesses medical information and Dialog offers approximately 600 databases with a wide range of topics. Students may also do research on the Internet or from the web pages maintained by the IRC. Our CD-ROM titles provide access to hundreds of journals and newspapers through EBSCO, Academic Index and Infotrac Business and Health Indexes. Encyclopedias and other CD-ROM titles as well as LUIS and First Search are all available to the students to assist in their research needs.

Graduate level resources are centered around the individual student's research requirements and include standard business resources, as well as anytime/anywhere data bases. Thus, graduate students receive passwords to allow them to access the fee-based, web-accessible business resources, such as Standard and Poor, Dun and Bradstreet, Dialog, CCH, Stat USA, Investext, and the Criminal Justice Periodical Index from the College or from the student's home or office.

As a result of the emphasis on electronic delivery of information, high priority is placed by the IRC on student training in the new technologies. All students receive training and orientation through classes, hand-outs, minicomputer sessions or personal training requested from the professional librarian or library staff.

STUDENT DEVELOPMENT SERVICES

Student Development Services include educational, career, personal and social counseling, career and personality assessment, orientation, alumni relations, judicial affairs, job placement, student activities, and special student services. Student Development is a branch of the Student Services of International College, including the Dean of Students, the Career Development Coordinator and the College Counselor. The Dean of Students administers the Student Development services, which are designed to address student concerns, adjustments to college, and the enhancement of student life.

CAREER DEVELOPMENT AND PLACEMENT ASSISTANCE

Career Development Services are provided to students who are preparing for a career, or are in need of job placement. The Career Development Director offers career guidance seminars throughout the year to inform students on such topics as career decision-making, resume and cover letter preparation, career assessment, interviewing skills and techniques, and job searches. Job placement assistance is a service provided to aid students in locating full-time or part-time employment. As a benefit to graduates, the College maintains an active lifetime placement service. Graduates are urged to keep in touch with the College in order to take advantage of future openings that may be available. The Career Development office hours are posted at each campus. Students are seen on a drop-by basis, but appointments are recommended. Services are free to International College students and graduates.

COUNSELING SERVICES

Counseling Services are available to address student needs on career, academic, social, and/or personal areas through information services, group workshops or seminars, and individual counseling. The Counseling Staff also maintains a list of area resources and occasionally refers individuals to an outside agency for assistance. There is a Counselor who serves both campuses, and office hours are posted. Walk-in services are available, but appointments are recommended. Services are free to International College students. Students may schedule a confidential counseling appointment directly with the College Counselor by telephone. The Counselor has voice mail and will respond to student requests in a timely manner.

SPECIAL SUPPORT SERVICES

Recognizing its commitment to providing equal access and equal opportunity, the College provides special support services which assist individuals with special needs in accessing and making use of campus services and facilities. Disabled students are encouraged to contact the College Counselor to make arrangements for any needed assistance, to receive an orientation to the campus, and to discuss the support they will need to complete their academic program.

Counseling staff also help individuals to integrate into the campus community. Anyone requiring special accommodations in order to participate in campus events should contact the Counselor four weeks prior to scheduled activities.

ORIENTATION

Prior to attending classes, new students, as well as those returning to the College after three terms or more of nonattendance, are required to participate in an orientation program. Attendance is mandatory. This program is designed to acquaint students with the policies of the College and includes instructional sessions required to participate in graduate courses.

CLASS AUDIT REFRESHER EDUCATION (CARE)

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CARE-Class Audit Refresher Education- is a program designed to upgrade students who have successfully completed courses taken at International College or are graduates of the College. CARE allows a former student to take refresher courses in subjects studied at International College with no tuition charge. Book charges and fees remain in place. The courses will allow students to sharpen or enhance skills and to remain current in new technologies in a changing world. To qualify, a student must have successfully completed the course he or she wishes to audit. As technology and new theories of management are constantly changing, this will be a benefit to both students and to their current employers. There is no time limit nor limit to the number of courses that a student may take. Students interested in taking refresher classes should contact the Registrar's Office.

ALUMNI ASSOCIATION

Membership in the Alumni Association is open to all graduates of International College. The Alumni Association serves the needs of the graduates by providing contact with friends and connections made at the College. The Alumni Association helps pool resources, broadens the professional network and supports currently enrolled students, in addition to supporting the College. Activities are planned and a newsletter, "International Link" publishes the accomplishments, professional advancements, and news of the Alumni. Contact for the Alumni Association is through the Dean of Students.

THE AMERICANS WITH DISABILITIES ACT OF 1990 (ADA)

International College is dedicated to the principle of equal opportunity for qualified persons without regard to race, color, religion, sex, national origin, age or disability in its educational programs.

The term disability means with respect to an individual: (a) a physical or mental impairment that substantially limits one of more major life activities, (b) a record of such impairment, or (c) being regarded as having such impairment (42 USC 12102(2)).

The College does not discriminate against qualified individuals who, with or without reasonable accommodation, can perform the requisite and essential functions of the educational activities. Reasonable accommodations will be made available unless doing so would present undue hardship to the College. It is the responsibility of the student with special access needs to inform the College of these special needs and to provide the requisite supporting documentation.

Notification to students of International College compliance with the ADA appears herein and in the Student handbook. The ADA Coordinator for the College is the College Counselor. The Counselor is responsible for the coordination of compliance efforts and the investigation of complaints. If a student feels he/she has been discriminated against based upon a disability or in violation of ADA guidelines, he/she may file a grievance in accordance with the grievance policies outlined in the Student Handbook.

STUDENT RECORDS

All educational records of students enrolled at the College are maintained in accordance with the provisions of the Family Educational Rights and Privacy Act of 1974, public Law 93-380, as amended. Students may inspect their educational records at any time; however, signed official transcripts from other schools become the property of the College and are not released to the student or a third party. A student desiring a copy of his/her former school records must contact the former school and request a student copy.

Student consent is required for the release of records covered by the Act to outside parties (i.e.; prospective employers), except for those agencies entitled to access under the provisions of the Act (i.e.; university officials, federal educational and auditing officials, and requests related to the application for, or receipt of financial assistance). Release of directory information does not require student consent and includes the name, address, and telephone number of the student, major field of study, dates of attendance, degrees and awards received, and most recent previous educational agency or institution attended. Particular questions concerning students' rights under the Act should be directed to the Registrar's Office.

STUDENT CONDUCT, ACADEMIC INTEGRITY, AND GRIEVANCE POLICY

Each student is held responsible for conforming to local, state and federal laws and for behaving in a manner consistent with the best interest of the College and of the student body. The student conduct and grievance policy in its entirety appears in the student handbook.

The College reserves the right to suspend or dismiss from the College any student at any time for misconduct or when such action is deemed to be in the best interest of the student or the student body of the College.

At the time of suspension, the student will be given written notification of the duration of the suspension. At the conclusion of the term of the suspension the student may apply in writing for readmission to the College. Should the College have evidence of further misconduct, the right to dismiss the student is reserved.

Dismissal is a terminal action. A student who has been dismissed from the College is not permitted to reenter.

ACADEMIC INTEGRITY

Essential to the process of education, academic honesty is required of all students. Cheating on examinations or plagiarizing are serious offenses, contrary to policy and could result in cause for dismissal.

GRIEVANCE POLICY

Students who feel their rights have been violated are entitled to due process in the format of a hearing. A student wishing to request such a hearing should contact the Dean of Students. All such requests must be in writing.

APPEALS PROCESS

Any appeals of the actions described above must be made in writing to the College President who will consider the appeal. The President will have the final authority over the matter.

FINANCIAL ASSISTANCE PROGRAMS

The institution is in compliance with all requirements for eligibility to award Student Financial Aid under Title IV, Federal Higher Education Act (Financial Assistance). Currently, graduate students may be eligible for Federal Stafford Student Loans.

If the student is eligible, an appropriate award package will be developed. Prior to the actual disbursement of any financial aid, a student may have to complete a verification process which will document certain information provided. Information on the types of documentation required will normally be provided during the student's financial aid interview.

Students are cautioned that all awards are made based on the availability of program funds to the College and accuracy of the information provided to determine financial aid eligibility. Reductions in funding programs, over which the College has no control, or changes in eligibility status due to the verification process, may amend initial awards. Students must maintain good standing and satisfactory progress toward completion of their respective program. (See "Standards of Academic Progress" listed herein).

No students may receive financial aid if they owe a refund on any grant, are in default on any loan, or have borrowed in excess of established loan limits under Title IV financial aid programs at any institution or are enrolled in either an elementary or secondary school.

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FEDERAL STAFFORD STUDENT LOAN PROGRAM

The Federal Stafford Student Loan Program, available to eligible students, is a low-interest loan made by a lender such as a bank, credit union, or savings and loan association to help pay for the cost of education. Maximum loan limits, set by Federal law, are applied based upon the student's yearly progress at the college. Repayment of the Stafford Loan generally begins six months after the students have graduated, left school, or dropped below a half-time class schedule.

There are two types of Stafford Loans:

1. Subsidized - Federal government pays the interest to the lender while the student is in school.
2. Unsubsidized - Interest accrues from the date of origination and is the responsibility of the borrower.

Eligible students who are enrolled at least on a half-time basis may borrow funds under this program.

THE INTERNATIONAL COLLEGE SCHOLARSHIP PROGRAM

The goal of the International College scholarship program is intended to supplement the resources of students to the extent possible to enable them to begin or to continue college studies.

Who may apply? Both new and continuing International College students enrolled at the current Graduate Bulletin tuition rate may apply for a scholarship. Each scholarship has its own application and requirements. Applications are available in the Financial Aid office on both the Naples and Fort Myers Campuses. Interested persons must complete an application for processing by the International College Scholarship Committee and submit it by the deadlines posted in the Financial Aid Office. Final application deadlines are posted on the campus bulletin boards and printed in student publications in order to remind students of the scholarship opportunities. Scholarship Workshops are offered by Student Development to assist students with the scholarship process.

Eligibility Requirements and Guidelines

1. The purpose, availability to areas of study, qualifications and selection criteria are detailed on the application forms for each scholarship. Students must read carefully all requirements and guidelines as each scholarship differs, and adherence to the rules will greatly influence the awarding of scholarships. Any questions, comments, or clarification needs concerning scholarships should be addressed to the Financial Aid Officers or the Dean of Students.
2. An applicant must meet all admission requirements of International College. Scholarships are available only to students enrolled at the Naples of Ft. Myers campus paying the current Graduate Bulletin tuition rate.
3. Students may apply for as many scholarships per trimester as desired; however, each scholarship requires a separate and complete application, and each applicant is limited to one scholarship per fifteen (15) week trimester. In order to maintain a fair distribution to all students, the International College Scholarship Committee rarely extends the awarding of more than \$2,000 cumulatively in private scholarships per student. Awarded scholarships must be applied in the trimester for which they are designed, or they will be forfeited. Scholarships are applied to the student's account in the eighth week of the trimester. Students may reapply for previously applied scholarships by completing a resubmittal form by the scholarship deadline for the term desired. The Dean of Students will contact the applicant if another interview or additional documentation is necessary for future consideration.
4. The appearance, presentation, and completeness of the application form will be taken into account in the awarding of scholarships. Incomplete or illegible applications will not be considered. All applications and reference letters become the property of International College and will not be returned.

5. All International College scholarship applicants must provide a letter of character reference from a non-related person stating that the applicant is of good character and deserving of a scholarship. Any application found to contain false or misleading information will be eliminated from further consideration by the Committee.
6. Essays will be judged on style and content as well as writing that is clear, articulate, logically organized and which demonstrates an outstanding grasp of the philosophical and psychological issues involved in the assigned topics.
7. The International College Scholarship Committee may ask applicants to attend an interview meeting as part of the process. Failure to appear may result in termination of any further consideration by the Scholarship Committee. In case of mitigating circumstances, it is the responsibility of the applicant to contact the Dean of Students in advance of the interview meeting.
8. In awarding the scholarships, the International College Scholarship Committee judges the applicants based upon (1) academic transcripts, (2) the candidate's application essay, if required, (3) reference letters(s), (4) personal interviews, and (5) application completeness. All efforts are made to maintain fairness and equality in awarding of scholarships, and, in all cases, the Scholarship Committee's awarding of the scholarship is final.

PRIVATE GRADUATE SCHOLARSHIPS

Scholarships are provided to International College students according to guidelines established in most cases by the sponsors. Applications must follow the guidelines prescribed by the sponsor.

The Chase Manhattan Bank MBA Scholarship

Chase Manhattan Bank Scholarships are provided to selected MBA students each academic term. Several \$1,000.00 scholarships will be awarded each year.

The Florida Institute of Certified Public Accountants (FICPA) Scholarship

The Florida Institute of Certified Public Accountants (FICPA) Scholarship assists students who are enrolled in the MBA program, or the 5-year accounting track, and who are working toward qualifying to sit for the Florida C.P.A. exam.

The Florida Bankers Educational Foundation

The Florida Bankers Educational Foundation offers a \$2,500 (\$5,000 maximum total) scholarship loan/grant for graduate students who work for, or plan to work for, a Florida bank.

INSTITUTIONAL SCHOLARSHIPS

Institutional scholarships are provided by the College to encourage continuing students to undertake graduate studies.

The Graduate Program Scholarship

In order to encourage the pursuit and completion of a graduate program, International College is extending a special Graduate Program Scholarship for students who have been awarded a bachelor's degree from International College. This is a tuition scholarship available in the form of a total award of \$500.00 to be used for two successive terms before the student has achieved 27 trimester hours of credit toward an International College master's degree. The student must maintain a 3.0 cumulative G.P.A. while using this scholarship. The tuition scholarship will be credited at the rate of \$250.00 per term. The Graduate Program Scholarship is available only for full-time students enrolled for at least 9 credit hours per term. There is no limit to the number of Graduate Program Scholarships offered. It is the responsibility of the student to complete an application form in order to receive this scholarship. It is not automatically applied to qualifying individuals.

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GRADUATE GRADING POLICY

Academic achievement is based on the following grading system:

Grade Evaluation	Grade Points per Credit Hour
A Superior Performance	4
B Satisfactory Performance	3
C Below Average Performance	2
D Unacceptable Performance	1
F Failure	0
IN Incomplete	0
WF Withdrawal after 1st six weeks	0
WP Withdrawal within 1st six weeks	Not Calculated

STANDARDS OF ACADEMIC PROGRESS

1. Maximum Program Length

Students must complete their graduate program of study within five years of the date of first enrollment.

2. Minimum Academic Achievement

Graduate students must maintain an overall GPA of 3.0. No grades below a “C” will count toward graduation requirements, but all grades will be computed in the overall grade point average. Failure to maintain a GPA of 3.0 will result in the student going on Academic Probation.

3. Probation

All students placed on Academic Probation will be counseled by the Office of Academic Affairs. A student placed on Academic Probation will have the subsequent term to achieve a 3.0 cumulative GPA. If the student does not achieve a 3.0 GPA by the end of the subsequent term, the student will be suspended.

4. Suspension

A student placed on Academic Suspension may not return for further study for at least one term, during which time a written request to reenter must be submitted to The Graduate Program Committee for their recommendation to the Executive Vice President of Academic Affairs. Only upon written confirmation of approval to reenter from the Executive Vice President of Academic Affairs may the student return to classes. Only those students whose GPA could be improved to 3.0 will be considered for reentry. The student’s status, upon reentry, will be Final Academic Probation. If the student does not achieve a 3.0 GPA by the end of the Final Academic Probation term, the student will be dismissed.

5. Dismissal

Dismissal is a final action and a student who has been dismissed is not permitted to reenter the college.

ATTENDANCE REQUIREMENTS

Students are required to attend each class session unless conditions over which they have no control prevent their being present. Excessive absences, excused or unexcused, may cause the student to be withdrawn from the class. The College is in session throughout the year except for holidays and vacations as listed on the College calendar. Summer class offerings are available for students who chose to attend and accelerate their program.

TRANSFER CREDITS

Acceptance of graduate transfer credits is contingent upon applicability to the program and may only be approved by the Graduate Program Committee. No more than 9 semester hours of credit may be accepted subject to the following restrictions:

1. Transfer credits must be completed within the previous five (5) years at an accredited institution with a grade of "B" (3.0) or higher. "Pass or Satisfactory" grades will not be accepted for transfer.
2. Graduate credit based upon internships, externships, portfolio, or other experiential learning bases will not be considered for transfer.
3. Graduate credits earned after entry into the program will not be considered for transfer.
4. Courses accepted for transfer must be relevant to the program and equivalent to specified program courses, as judged by the Graduate Program Committee.

SEMESTER HOUR OF CREDIT

A semester hour of credit is equivalent to approximately 15 lecture class hours of instruction with appropriate out-of-class study. Laboratory hours count a minimum of 30 class hours as equal to one semester hour of credit and internships count 45 class hours to equal one semester hour credit. A class hour of instruction is a 50 minute period.

ACADEMIC LOAD

A graduate student taking nine or more credit hours in an appropriate program is defined as a full-time student. A normal course load for full-time graduate students is at least three courses (9 credits). Students wishing to take additional courses must obtain permission from the Graduate Program Director.

REPETITIONS, INCOMPLETES, AND WITHDRAWALS

Repeat grades may be substituted for previous course failures in the calculation of the student's cumulative grade point average for the three times permissible as stated in the Graduate Bulletin. All courses receiving grades (including repeated courses) will be counted as courses (credits) attempted for calculating percentage completion rates. Under no circumstances may a student extend as a regular active student beyond one and one half time (150%) the normal program length of a program in order to complete that program.

Incompletes or "IN" grades are counted as official grades with a grade point value of "0" if not removed within ten days after the official ending date of the trimester. "IN" grades will convert to "F", failure, which also has a grade point value of "0".

Withdrawals may receive either an "WP" or "WF" grade. A "WP" grade may be issued for withdrawals within the first six weeks of a trimester and does not carry a grade point value. "WP" grades may also be issued for documented extenuating or mitigating circumstances that have been approved by the Academic Committee or the Executive Vice President of Academic Affairs. A "WF" grade is given to a student who withdraws from a course after the sixth week of the trimester and carries a grade point value of "0".

The credit values of "IN", "WP", and "WF" grades will be counted as part of the credits attempted at each of the evaluation points in the Successful Course Completion scale.

MITIGATING CIRCUMSTANCES

The Academic Committee or the Executive Vice President of Academic Affairs may waive interim satisfactory progress standards for occurrences beyond the control of the student. Documentation of the extenuating mitigating event and the demonstration by the student of the adverse effect on the student's academic progress must be provided.

TRANSCRIPT INFORMATION

Upon written application by the student to the Registrar's Office and the payment of the fee for each student copy ordered, the College will furnish transcripts of each student's scholastic record. These transcripts will state, "issued to student". No transcript may be issued for a student who is in arrears. Official transcripts, as requested by students, are not given

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to students or mailed to private addresses, but are mailed directly to institutions or persons considering the applicant for admission or for employment.

During peak periods, particularly at the end of each trimester there may be a two- week delay. Transcripts are processed in the order in which applications are received.

FACULTY ASSISTED COURSES

Courses listed in the Graduate Bulletin may be offered in a tutorial setting when approved by the Program Director. Weekly sessions are held with an assigned faculty member with a minimum of a midterm and final evaluation required.

GRADUATION

Commencement exercises are held once a year. All students completing their course work are included in the graduating class of that year. All students receiving degrees participate in the commencement exercises. All graduates must fulfill all financial obligations, including tuition charges, fees, and other expenses, before the degree is granted. All students must pay the graduation fee in order to receive their transcript or degree. It is each student's responsibility to notify the Registrar's Office by filling out an "Intent to Graduate" form at the beginning of his/her last trimester.

GRADUATION WITH HONORS

Students enrolled in degree programs who have earned the required credits for graduation with the following grade point averages are entitled to the appropriate honors: 3.50-3.75, cum laude; 3.76-3.89, magna cum laude; 3.90 and above, summa cum laude.

ACADEMIC PROGRAMS

Master of Business Administration

MBA PROGRAM DESCRIPTION

The Master of Business Administration (MBA) is a general business professional degree program, intended to prepare graduates for managerial roles in business and non-profit enterprises. Graduates of the program will be equipped with the knowledge and skills required to lead and contribute to organizational success at the executive level. Mastery of the critical competencies such as planning, decision making, environmental scanning, financial analysis, marketing, global business, and business research are included in the MBA program of study. MBA graduates are required to successfully complete prescribed course work in the three degree component areas of Common Body of Knowledge, Business Core, and Electives/Concentrations and satisfactorily complete the MBA Comprehensive Examination.

MBA PROGRAM ADMISSION REQUIREMENTS

The MBA program is comprised of advanced academic course work and, therefore, admission is only granted to applicants who display a high probability of success in graduate level study. Eligibility for admission is determined by the Graduate Program Committee, based on prior academic performance, MBA Admissions Test results, and/or other relevant demonstrations of preparation for graduate study.

Admission to the MBA program requires the following:

1. Completion of the Application for Graduate Program Admission; and
2. A bachelor's degree from an accredited college or university; and
3. GPA of 3.0 or higher in the last 60 credits of college-level course work; and
4. Acceptable results on the MBA Admissions Test; and
5. Two letters of recommendation; and
6. Interview with, and approval of, the Graduate Program Admissions Committee.

Applicants who demonstrate a high potential for graduate study due to professional experience, or other extenuating factors, may apply for Conditional Admission if their G.P.A. (last 60 college credits) is less than 3.0, but 2.5 or higher. If the Graduate Admissions Committee approves such a Conditional Admission, the student may be admitted for one term only, during which time the student must demonstrate the ability to attain a 3.0 G.P.A. in at least six credit hours of course work. At the end of the first term, the student's academic record will be evaluated by the Committee and a final decision will be made either to allow the student to continue or terminate the student's enrollment.

NOTE: Students who require an undergraduate course(s) to achieve admission into the graduate program may request to enroll in an undergraduate course(s) provided they are enrolled in at least one graduate level course. They must complete the undergraduate course with a grade of B or better to be admitted into the program.

Conditional Admission may only be granted with the applicant's written understanding and acceptance of responsibility for successfully completing all admission requirements. The College is not responsible for any expense incurred by a student who requests Conditional Admission and is later denied continued enrollment, due to failing to meet admission requirements. The student bears the total risk for Conditional Admission and there will be no appeal of the Committee's findings.

Official transcripts from all colleges or universities attended prior to applying for admission at International College must be requested and sent to the College as soon as possible so that the admission process will not be delayed.

MBA PROGRAM OF STUDY

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Common Body Of Knowledge Component (CBK) - 18 Credits

The Common Body of Knowledge (CBK) courses are designed to provide a basic background of academic preparation for advanced course work. The CBK courses assume that the student has little or no prior academic preparation in each area of study. The CBK courses are considered minimum preparation in introductory business before advanced study may proceed. Completion of CBK courses demonstrates the student's proficiency in eight areas of business knowledge. Students who have demonstrated specific competencies in undergraduate course work, may be granted waivers for courses in the CBK component. Equivalency waiver requirements are shown under *Waiver Policy*.

Business Core Component - 18 Credits

The Business Core courses include several advanced business courses constituting a core set of advanced business competencies required of all MBA graduates. Business Core courses are designed to develop competencies which the business community requires of MBA graduates and skills that differentiate the MBA graduate as an executive level decision maker. Upon successful completion of all Business Core Courses, the student is eligible to sit for the required MBA Comprehensive Exam.

Elective Component - 12 Credits

The MBA Elective courses provide the student with an opportunity to strengthen their academic preparation in specific areas of business and management. The Elective Component is designed by the student and faculty advisor to meet the individual needs of the student.

Concentration Component Alternative - 9 Credits

As an alternative to electives, or in partial fulfillment of the Elective Component, students may declare an area of concentration where they wish to develop special expertise to fulfill personal or career interests. A concentration requires a total of 9 credits in the concentration, beyond the required core courses.

MBA Degree Completion Requirements

To qualify for the Master of Business Administration degree, candidates must:

1. Be admitted to the MBA program; and
2. Complete 48 semester credit hours of required courses with a grade point average of at least 3.0, with no course grade below a "C", as follows:
 - 18 credits in Common Body of Knowledge (CBK) Courses
 - 18 credits in Business Core Courses
 - 12 credits in Elective/Concentration Courses
 - OR
 - satisfy all of the CBK waiver policy and complete at least 36 semester credit hours of required courses with a grade point average of at least 3.0, with no course grade below a "C", as follows:
 - 18 credits in Business Core Courses
 - 18 credits in Elective/Concentration Courses
 - OR
 - satisfy a portion of the CBK waiver policy and complete at least 36 semester credit hours of required courses with a grade point average of at least 3.0, with no course grade below a "C", as follows:
 - 3-15 credits in Common Body of Knowledge (CBK) Courses
 - 18 credits in Business Core Courses
 - 12-15 credits in Elective/Concentration Courses
3. Successfully complete the MBA Comprehensive Examination; and
4. Meet all program requirements within five years of initial enrollment; and
5. Satisfy all financial obligations with the College.

Note 1: The last 27 semester credits must be completed at International College.

Note 2: In cases where students have previously completed equivalent course work with a grade of “B” or better, the Graduate Program Committee may waive up to 18 credits of Common Body of Knowledge (CBK) course work.

MBA Academic Course Structure

Graduates of the MBA program must successfully complete the following degree components with a minimum grade of “C” in all course work and an overall GPA of 3.0.

<u>Common Body Of Knowledge Component (CBK)</u>	Sem. Hour Credits
ACG 5025 Financial Accounting for Managers	3
ECO 5705 Managerial Economics	3
MAN 5055 Management Processes (O/L)	3
MAR 5815 Marketing Management	3
ISM 5021 Management Information Technology(O/L)	3
QMB 5305 Statistics for Management	3
Total Common Body of Knowledge Component	18
<u>Business Core Component</u>	
FIN 6406 Financial Analysis for Management	3
GEB 6376 Professional Ethics, Social Responsibility and Diversity (O/L)	3
MAN 6601 Global Dimensions of Management (O/L)	3
MAN 6107 Executive Leadership	3
BUL 6445 Legal Environment of Business	3
GEB 6895 Strategic Business Management	3
GEB 6999 MBA Comprehensive Exam	0
Total Business Core Component	18
<u>Elective/Concentration Component</u>	
CIT 6100 Electronic Commerce	3
ECO 6705 Applied Economics for Business	3
ECO 6825 Economic Impact of Global Electronic Commerce O/L	3
EDU 6110 Instructional Techniques for the Adult Learner	3
FIN 6605 International Financial Management O/L	3
FIN 6816 Investment Management	3
GEB 6801-3 Directed Study in Business Administration	1-3
GEB 6903/6 Directed Research Project	3 or 6
GEB 6226 Research Methods (O/L)	3
MAN 6130 Management Communications	3
MAN 6311 Management of Human Resources O/L	3
MAN 6930 Seminar in Management (O/L)	3
MAR 6930 Seminar in Marketing (O/L)	3
MAR 6816 Strategic Marketing Methods	3
MAR6830 International Marketing O/L	3
MAN 6603 Operations Management	3
MAN 6245 Managing Organizational Behavior (O/L)	3
Total Elective Component	12
Total Semester Hours Required for Graduation	36-48

Concentration Requirements

Concentrations are fulfilled by taking at least two advanced courses in the concentration discipline, plus Research

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Methods (GEB6226). The research course will require demonstration of competency in business research within the area of concentration. Students desiring to complete a second concentration will substitute Directed Research Project (GEB 6903) for GEB6226 (to avoid course duplication) or another course approved by the program director.

Concentration

Marketing
(9 credits)

Required 3 Credit Courses

MAR6930 Seminar In Marketing,
GEB6226 Research Methods,
and one of the following:
MAR6830 International Marketing
MAR6816 Strategic Marketing Methods

Management
(9 credits)

MAN6930 Seminar in Management,
GEB6226 Research Methods,
and one of the following:
MAN6245 Managing Organizational Behavior
MAN6130 Management Communications
MAN6311 Management of Human Resources
MAN6603 Operations Management

International Business
(9 credits)

GEB6226 Research Methods
and two of the following:
ECO6825 Economic Impact of Global Electronic Commerce
FIN6605 International Financial Management
MAR6830 International Marketing

Finance
(9 credits)

FIN6605 International Financial Management
FIN6816 Investment Management
GEB6226 Research Methods

E-Commerce
(9 credits)

CIT6100 Electronic Commerce
GEB6226 Research Methods
ECO6825 Economic Impact of Global Electronic Commerce

CBK Waiver Policy

A maximum of 18 credits of CBK course work may be waived by the Graduate Program Committee if the student has completed preparatory undergraduate course work with a grade of "B" or higher from an accredited institution within the past five years. Course waivers will only be considered if the student has met the minimum equivalency requirements shown below:

	<u>CBK Courses</u>	<u>Minimum Waiver Requirements</u>
ACG 5025	Accounting for Managers	6 credits of accounting principles
ECO 5705	Managerial Economic	6 credits of micro/macroeconomics
MAN 5055	Management Processes	3 credits of management principles
MAR 5815	Marketing Management	3 credits of marketing principles
QMB 5305	Statistics for Management	3 credits of introductory statistics
ISM 5021	Management Information Technology	3 credits of business information systems or 6 credits of any CIS/CIT/MIS

Means of Evaluating Student Achievement

Achievement of course objectives will be measured by examinations, projects, and other measurements deemed

appropriate by the professor and/or Graduate Program Committee. Achievement of program objectives will be measured by a successful completion of a comprehensive examination.

Academic Program Planning

The student and faculty advisor will prepare a detailed *Approved Program of Study* to guide each student to successful program completion in a timely manner. The *Approved Program of Study* will become part of the student's official academic records. Changes to the *Approved Program of Study* may not be made without the approval of the faculty advisor.

Estimated Degree Completion Time

A full-time student may complete the MBA program within six terms (two calendar years). Those students who qualify for maximum CBK course waivers may complete the program in as little as four terms.

Instructional Methodology

The graduate faculty utilizes a variety of instructional methods including traditional classroom lecture sessions, case studies, research projects, team activities, simulations, and cohort on-line study courses. The objective of employing varied instructional methods is to enrich the student with multiple approaches to understanding and solving business problems that mirror the managerial experience.

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Master of Public Administration

MPA PROGRAM DESCRIPTION

The Master of Public Administration (MPA) is a general public sector professional degree program, intended to prepare graduates for managerial roles in government and non-profit enterprises. Graduates of the program will be equipped with the knowledge and skills required to lead and contribute to organizational success at the executive level. Mastery of the critical competencies such as governmental administration, public policy planning, decision making, environmental scanning, finance, budgeting, and research are included in the MPA program of study. MPA graduates are required to successfully complete prescribed course work in the two degree component areas of Management and Public Administration Core, and may opt for a Concentration in an area of specialty. All MPA students must successfully complete the MPA Comprehensive Exam in order to graduate.

MPA PROGRAM ADMISSION REQUIREMENTS

The MPA program is comprised of advanced academic course work and, therefore, admission is only granted to applicants who display a high probability of success in graduate level study. Eligibility for admission is determined by the Graduate Program Committee, based on prior academic performance, MPA Admissions Test results, and/or other relevant demonstrations of preparation for graduate study.

Admission to the MPA program requires the following:

1. Completion of the Application for Graduate Program Admission; and
2. A bachelor's degree from an accredited college or university; and
3. GPA of 3.0 or higher in the last 60 credits of college-level course work; and
4. Acceptable results on the MPA Admissions Test; and
5. Two letters of recommendation; and
6. Interview with, and approval of, the Graduate Program Admissions Committee.

Applicants who demonstrate a high potential for graduate study due to professional experience, or other extenuating factors, may apply for Conditional Admission if their G.P.A. (last 60 college credits) is less than 3.0, but 2.5 or higher. If the Graduate Admissions Committee approves such a Conditional Admission, the student may be admitted for one term only, during which time the student must demonstrate the ability to attain a 3.0 G.P.A. in at least six credit hours of course work. At the end of the first term, the student's academic record will be evaluated by the Committee and a final decision will be made to either allow the student to continue or terminate the student's enrollment.

NOTE: Students who require an undergraduate course(s) to achieve admission into the graduate program may request to enroll in an undergraduate course(s) provided they are enrolled in at least one graduate level course. They must complete the undergraduate course with a grade of B or better to be admitted into the program.

Conditional Admission may only be granted with the applicant's written understanding and acceptance of responsibility for successfully completing all admission requirements. The College is not responsible for any expense incurred by a student who requests Conditional Admission and is later denied continued enrollment, due to failing to meet admission requirements. The student bears the total risk for Conditional Admission and there will be no appeal of the Committee's findings.

Official transcripts from all colleges or universities attended prior to applying for admission at International College must be requested and sent to the College as soon as possible so that the admission process will not be delayed.

MPA PROGRAM OF STUDY

Cross-Sector Management Core - 18 Credits

The Cross-Sector (CSM) Management courses are designed to provide the student with a solid grounding in executive competencies that may be employed in advanced public administration settings. The CSM courses assume that the student has little or no prior academic preparation in each area of study. Completion of CSM courses demonstrate the students proficiency in six areas of management knowledge.

Public Administration Core Component - 12 Credits

The Public Administration Core (PAC) courses include several advanced public administration courses constituting a core set of advanced competencies required of all MPA graduates who intend to enter the public sector. PAC courses are designed to develop competencies which the public sector requires of MPA graduates and skills that differentiate the MPA graduate as an executive level decision maker. Upon successful completion of all CSM and PAC core courses, the student is eligible to sit for the required MPA Comprehensive Exam.

Concentration Component Alternative - 9 Credits (optional)

Students may declare an area of concentration where they wish to develop special expertise to fulfill personal or career interests. A concentration requires a total of 9 credits in the concentration, beyond the required core courses.

MPA Degree Completion Requirements

To qualify for the Master of Public Administration degree, candidates must:

1. Be admitted to the MPA program; and
2. Complete 30 semester credit hours of required courses with a grade point average of at least 3.0, with no course grade below a “C”, as follows:
 - 18 credits in Cross-Sector Management Core Courses; and
 - 12 credits in Public administration Core Courses; and
 - 9 credits in Concentration Courses (optional, if a concentration is desired); and
3. Successfully complete the MPA Comprehensive Examination; and
4. Meet all program requirements within five years of initial enrollment; and
5. Satisfy all financial obligations with the College.

Note: The last 23 semester credits must be completed at International College.

MPA Academic Course Structure

Graduates of the MPA program must successfully complete the following degree components with a minimum grade of “C” in all course work and an overall GPA of 3.0.

<u><i>Cross-Sector Management Core Component(CSM)</i></u>	Sem. Hour Credits	
PAD 5021 Management Information Technology (O/L)	3	
PAD 5305 Statistics for Management	3	
PAD 5055 Management Processes (O/L)	3	
PAD 6107 Executive Leadership	3	
PAD 6311 Management of Human Resources O/L	3	
PAD 6376 Professional Ethics, Social Responsibility and Diversity (O/L)	3	
Total Cross-Sector Management Core		18
<u><i>Public Administration Core Component(PAC)</i></u>		
PAD 6000 Public Administration: Function and Structure	3	
PAD 6406 Governmental Budgeting and Finance	3	
PAD 6226 Research Methods (O/L)	3	
PAD 6895 Public Policy Analysis	3	
PAD 6999 MPA Comprehensive Examination	0	
Total Public Administration Core		12

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Total Semester Hours Required for Graduation **30**

MPA Management Concentration

MAN6130	Management Communications	3	
MAN6245	Managing Organizational Behavior (O/L)	3	
MAN6930	Seminar in Management (O/L)	3	
Total Concentration			9

Total Semester Hours Required for Graduation w/ Concentration **39**

Means of Evaluating Student Achievement

Achievement of course objectives will be measured by examinations, projects, and other measurements deemed appropriate by the professor and/or Graduate Program Committee. Achievement of program objectives will be measured by a successful completion of a comprehensive examination.

Academic Program Planning

The student and faculty advisor will prepare a detailed *Approved Program of Study* to guide each student to successful program completion in a timely manner. The *Approved Program of Study* will become part of the student's official academic records. Changes to the *Approved Program of Study* may not be made without the approval of the faculty advisor.

Estimated Degree Completion Time

A full-time student may complete the MPA program within four terms.

Instructional Methodology

The graduate faculty utilizes a variety of instructional methods including traditional classroom lecture sessions, case studies, research projects, team activities, simulations, and cohort on-line study courses. The objective of employing varied instructional methods is to enrich the student with multiple approaches to understanding and solving business problems that mirror the managerial experience.

Master of Science in Criminal Justice

MCJ PROGRAM DESCRIPTION

The Master of Science Degree in Criminal Justice (MCJ) is designed as a comprehensive and contemporary study of the organization, management, and administration of the various agencies of the criminal justice system. The program is geared toward being responsive to students who have an interest and/or experience in the field of criminal justice and who desire to take advanced or graduate level work to improve their education, enhance their opportunities for advancement, or better prepare for a career in a new and different area within the criminal justice system. Concentrations are offered to allow the student to focus on specific interests or areas within the criminal justice system.

MCJ ADMISSION REQUIREMENTS

The admissions requirements for the program are as follows:

1. A bachelor’s degree from an accredited college or university; and
2. College level work or documented experience in Criminology, Criminal Law, Computer Applications, Statistics, and Research Methodology; and
3. A GPA of 2.5, or higher, in the last 60 credits of college-level course work; and
4. Two letters of recommendation; and
5. A score of 70, or higher, on the Assessment Exam; and
6. A personal interview by the Graduate Program Committee.

CONDITIONAL ACCEPTANCE

Students who do not achieve a score of 70, or higher, on the assessment exam may be accepted into the program for one term only upon the recommendation of the Graduate Program Committee. In order to remain in the program, students must achieve a 3.0, or higher, GPA in their first term of enrollment.

NOTE: Students who require an undergraduate course(s) to achieve admission into the graduate program may request to enroll in an undergraduate course(s) provided they are enrolled in at least one graduate level course. They must complete the undergraduate course with a grade of B or better to be admitted into the program.

MCJ PROGRAM OF STUDY

The MCJ Program consists of three components: core courses, electives, and concentrations. All students must complete all of the Core Courses, and may then choose between taking a concentration(s) or completing their requirements through electives.

MCJ DEGREE COMPLETION REQUIREMENTS

To qualify for the Master of Science in Criminal Justice, the candidate must:

1. Complete 36 semester hours of required courses with a G.P.A. of 3.0 or higher, with no course grade below a C. The last 27 semester hours must be completed at International College; and
2. Receive a grade of B or better on the Criminal Justice Project or the Research Thesis; and
3. Meet all program requirements within five years of initial enrollment; and
4. Satisfy all financial obligations with the College.

MCJ Core Courses

		<u>Sem. Credit Hours</u>
MCJ 5100	Criminal Procedure	3
MCJ 5130	Criminal Justice Research	3
MCJ 5140	Statistical and Computer Applications in Criminal Justice	3
MCJ 5200	Special Topics in Crime and Social Morality	3
MCJ 5210	Contemporary Organizational & Management Theories & Applications	3 <u>Either</u>
MCJ 6300	Criminal Justice Project in Policy and Practice	3

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<i>or</i>			
MCJ 6400	Research and Thesis in Criminal Justice	3	
	Total Core Component		18

Concentrations

Concentrations (students may take one or two concentrations to fulfill the requirements, but each concentration has one course in common (MCJ 6000), so at least one elective must also be taken.

Law Enforcement

MCJ 6000	Seminar in Criminal Justice Organization and Administration	3	
MCJ 6010	Seminar in Current Trends in Law Enforcement Issues and Problems	3	
MCJ 6030	Seminar in Law and Social Control	3	

Courts

MCJ 6000	Seminar in Criminal Justice Organization and Administration	3	
MCJ 6100	Seminar in Judicial Process and Current Trends in Criminal Law	3	
MCJ 6120	Seminar in Juvenile Justice	3	

Corrections

MCJ 6000	Seminar in Criminal Justice Organization and Administration	3	
MCJ 6020	Seminar in Corrections Administration	3	
MCJ 6110	Seminar in Community Corrections	3	

Behavioral Sciences

MCJ 6000	Seminar in Criminal Justice Organization and Administration	3	
MCJ 6011	Studies in Criminal Deviance	3	
MCJ 6041	Psychological Disorders	3	
	Total Concentration Component		9 or 15

Electives

MCJ 6012	Human Behavior and Mental Processes	3	
MCJ 6013	Counseling Theory and Models	3	
MCJ 6015	Psychological Patterns and Criminal Identification	3	
MCJ 6101	Special Topics in Criminal Justice and Social Problems	3	
MCJ 6201	Stress Management and Behavior	3	
MCJ 6220	Independent Study	3	
MCJ 6301	Constitutional/Statutory Policies Analysis in Criminal Justice Agencies	3	
MCJ 6302	The Administration of Justice	3	
MCJ 6303	Corrections Systems	3	
MCJ 6304	Correctional Institutions: Organization, Law and Policy	3	
MCJ 6305	The Budgeting Process	3	
MCJ 6306	Internship	3	
MCJ 6307	Forensic Psychology	3	
MCJ 6308	Hate Groups as an International Concern	3	
MCJ 6309	Ethics in the Criminal Justice System	3	
	Total Elective Component		3 or 9
	Total Semester Hours for Graduation		36

Means of Evaluating Student Achievement

Achievement will be measured by examinations, projects, presentations, and other measurements deemed appropriate by the professor and/or Graduate Program Committee. Achievement of program objectives will be measured by a

successful completion of MCJ 6300 or MCJ 6400.

Academic Program Planning

The student and faculty advisor will prepare a detailed Approved Program of Study to guide each student to successful program completion in a timely manner. The Approved Program of Study will become part of the student's official academic records. Changes to the Approved Program of Study may be made with the approval of the faculty advisor.

Estimated Degree Completion Time

A full-time student may complete the Master of Criminal Justice Program within four terms. All degree requirements must be met within five years.

Instructional Methodology

The Master of Criminal Justice faculty utilizes a variety of instructional methods including lecture, discussion, Socratic, case studies, projects, presentations, team activities, simulations, and online studies. The objective of employing varied instructional methods is to enrich the student with multiple approaches to enhance understanding of the subject matter.

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COURSE DESCRIPTIONS

MASTER of BUSINESS ADMINISTRATION COURSES

- ACG5025 Financial Accounting for Managers** 3 credits
A study of accounting concepts and required standards for the presentation of financial information. The course provides the student with the basis of income, valuation of assets, as well as the uses and limitations of financial statements. Prerequisites: None
- BUL6445 Legal Environment of Business** 3 credits
A comprehensive study of the legal process as it applies to business enterprises. The political environment and the impact of public policy on business is studied and reviewed relevant to integrating public ideologies and expectations of the manager. Prerequisites: None
- CIT6100 Electronic Commerce** 3 credits
Broad survey of theory and practices of conducting business over the Internet and World Wide Web. Topics include electronic commerce fundamentals, web auctions, supporting infrastructure, software selection, security, electronic payment, business strategies, and the legal, taxation, and ethical issues. Students will form a pseudo on-line business and construct a business web-site to apply their learning. Prerequisite: ISM 5021 or permission of instructor.
- ECO5705 Managerial Economics** 3 credits
A study of economic models used for analyzing data and utilizing the results to improve the managerial decision process. Microeconomics and macroeconomics are reviewed, from the managerial perspective, as tools for enhancing business performance and planning. Prerequisites: None
- ECO6705 Applied Economics for Business** 3 credits
An advanced study of the application of economic data in business planning. Extensive use of case studies are utilized to demonstrate the practical applications of economics by the executive in all facets of the business enterprise. Prerequisites: ECO 5705
- ECO6825 Economic Impact of Global Electronic Commerce** 3 credits
A wide-ranging study of why innovation is the key variable in the international network economy. An interdisciplinary course, addressing the economic problems created by Internet commerce. Portions of the study also cover information technology hardware, banking, finance, and the baffling problem of how to price services in a distributed international environment. Prerequisite: None
- EDU6110 Instructional Techniques for the Adult Learner** 3 credits
A course of study in higher education instructional techniques, focusing on the learning modalities of the adult learner. This course is intended to explore current teaching methods for faculty members and graduate students who plan to teach at the college level. Areas covered include integration of learning theories, classroom techniques, syllabus and curriculum development, online course management, and utilization of information resources and instructional technologies. Prerequisite: None
- FIN6406 Financial Analysis for Management** 3 credits
Corporate financial analysis and control of capital. This courses develops decision making skills in the areas of projecting, securing, and control of long-term assets and funding, including analysis of the cost of capital. Prerequisites: ACG 5025
- FIN6605 International Financial Management** 3 credits

- A course in the current practices of international business finance. Key areas of study include multi-national business finance, the impact of monetary exchange rates, international money markets, foreign investment, economic systems, and import-export financing. Prerequisite: FIN 6406
- FIN6816 Investment Management** 3 credits
 In-depth study of marketable securities investment, including stock and bond markets, security price movements, portfolio selection, risk analysis of alternative investments, and current trends in the investment community. Prerequisite: None
- GEB6226 Research Methods (O/L)** 3 credits
 A study of the philosophy and methodology of conducting business and public sector research and reporting. Areas of study include primary and secondary data collection, on-line search methods, and the analysis and compilation of conclusions for decision making. A final research paper will focus on the student's area of concentration. Prerequisites: QMB 5305 or permission of faculty advisor.
- GEB6376 Professional Ethics, Social Responsibility, and Diversity (O/L)** 3 credits
 A study of the establishment and management of organizational standards for ethics, social responsibility, and cultural diversity. Case studies will augment the instruction of societal and legal requirements for responsible corporate behavior. The student is required to complete and document a community service project during the term of study. Prerequisites: None
- GEB6801-3 Directed Study in Business Administration** Variable
 An advanced directed study in an area of business that is of particular interest to the student, culminating in a significant contextual essay on the topic of study. The study will be conducted under the supervision of a graduate faculty member, who will specify readings, direct and evaluate the student's study activities and assess the accomplishment of the course objectives. This course may be taken for 1,2, or 3 credits, but must be completed within one term. Prerequisites: Advanced graduate standing and permission of faculty advisor.
- GEB6895 Strategic Business Management** 3 credits
 An integrative capstone course of study of the formulation and implementation of organizational strategy and policy by the chief executive. The course utilizes case studies to simulate actual business conditions and requires students to exercise advanced planning concepts to achieve the organization's objectives. Prerequisites: FIN 6406, MAN 6601, MAN 6107, BUL 6445
- GEB6903/6 Directed Research Project** 3 or 6 credits
 An advanced directed research project in an area of business or management that is of particular interest to the student. The research project will be conducted under the supervision of a faculty member. This course may be taken for 3 or 6 credits, but must be completed within one term. Prerequisites: Advanced graduate standing and permission of faculty advisor.
- GEB6999 MBA Comprehensive Examination** 0 credits
 A non-credit requirement to pass the Master of Business Administration Comprehensive Examination after completion of the Business Core courses and as a qualifying condition for graduation. GEB6999 is not a course of study, but is an examination that is listed as a course number to assure documentation of successful completion. Prerequisites: BUL6445, FIN6406, GEB6376, GEB6895, MAN6107, MAN6601
- ISM5021 Management Information Technology (O/L)** 3 credits
 A study of the analysis and application of information systems. Data, business information and knowledge

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management, hardware and software tools, and personal issues are the central management considerations in this course of study. Prerequisites: None

- MAN5055 Management Processes (O/L)** 3 credits
A course of study of the origins and current practices of management. The course includes a foundation in decision making, human resources, motivation, leadership, global management, planning, organizational structure, group behavior, ethics, and organizational culture. Prerequisites: None
- MAN6107 Executive Leadership** 3 credits
Advanced studies in leadership theory and practice. Leadership models are studied within the context of a variable situational environment, coupled with the individual characteristics of the leader. Prerequisites: MAN 5055
- MAN6130 Management Communications** 3 credits
A study of techniques, documents, processes, and procedures for effective managerial communication. Students will analyze and identify various modes of communication and practice delivery of executive direction and information in the most effective manner. The course will focus on written and oral communication techniques. Prerequisites: None
- MAN6245 Managing Organizational Behavior (O/L)** 3 credits
Advanced concepts and practices in organizational behavior and its impact on outcomes are studied in group settings. Intragroup and intergroup behavior dynamics are studied for establishing the most effective approach to managing for optimal organizational results. Prerequisites: None
- MAN6311 Management of Human Resources** 3 credits
A survey course for line and staff management of human resources in a contemporary organization. The course includes human resource planning, recruitment, selection, training, and employee retention methods. Prerequisites: MAN 5505
- MAN6601 Global Dimensions of Management (O/L)** 3 credits
A study of the considerations and complexities of managing an organization in a global business arena. International opportunities and threats are studied within the context of the varying roles of international management as impacted by the differing legal, economic, cultural, ethical, and regulatory environments. Prerequisites: MAN 5055
- MAN6603 Operations Management** 3 credits
A study of the theories and applications of operations management in the business enterprise. Topics include production, scheduling, quality control, resource allocation, time management, materials requirements planning, and systems analysis. Prerequisites: MAN 5505, QMB 5305
- MAN6930 Seminar in Management (O/L)** 3 credits
A seminar in management studies applied to relevant and current business topics. Contemporary cases are utilized to apply learning in this highly participative course. MAN 5055 or PAD 5055
- MAR5815 Marketing Management** 3 credits
A study of the managerial perspective in the business marketing function. Management of marketing

issues and critical decision making is stressed in the areas of strategy, advertising, market research, public relations, and selling in domestic and foreign environments. Prerequisites: None

- MAR6816 Strategic Marketing Methods** 3 credits
An advanced study of strategic marketing methodology in complex consumer and industrial markets. Case studies of actual marketing problems will augment this study of the critical strategic component of marketing. Prerequisites: MAR 5815
- MAR6830 International Marketing** 3 credits
Advanced study in practices and policies employed in international business, focusing on all marketing issues facing the international manager, including advertising, international monetary payments, cultural differences, staffing, and multi-national promotional strategies. Prerequisite: MAR5815.
- MAR6930 Seminar in Marketing (O/L)** 3 credits
A seminar in marketing studies to develop the application of marketing concepts. Contemporary case studies augment the participatory environment of this course. Prerequisites: MAR 5815
- QMB5305 Statistics for Management** 3 credits
A study of the practical application of statistics to business research and management problems. Students will learn statistical methods employed by executive decision makers, who must sort out and analyze large amounts of data in order to achieve organizational goals. Prerequisites: None

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MASTER of PUBLIC ADMINISTRATION COURSES

- PAD5021 Management Information Technology (O/L)** 3 credits
A study of the analysis and application of information systems. Data, business information and knowledge management, hardware and software tools, and personnel issues are the central management considerations in this course of study. Prerequisites: None
- PAD5305 Statistics for Management** 3 credits
A study of the practical application of statistics to business and governmental research and management problems. Students will learn statistical methods employed by executive decision makers, who must sort out and analyze large amounts of data in order to achieve organizational goals. Prerequisites: None
- PAD6000 Public Administration: Function and Structure** 3 credits
An overview of the public administration sector and its impact on the community, the nation, and the individual. The course examines the function of various governmental units and their interrelationships with other governmental branches and units, the constituencies, and special interest groups. Prerequisite: None
- PAD6107 Executive Leadership** 3 credits
Advanced studies in leadership theory and practice. Leadership models are studied within the context of a variable situational environment, coupled with the individual characteristics of the leader. Prerequisite: None
- PAD6226 Research Methods (O/L)** 3 credits
A study of the philosophy and methodology of conducting business and public sector research and reporting. Areas of study include primary and secondary data collection, on-line search methods, and the analysis and compilation of conclusions for decision making. A final research paper will focus on the student's area of concentration. Prerequisites: PAD 5305 or permission of faculty advisor.
- PAD6311 Management of Human Resources** 3 credits
A survey course for line and staff management of human resources in a contemporary organization. The course includes human resource planning, recruitment, selection, training, and employee retention methods. Prerequisites: None
- PAD6376 Professional Ethics, Social Responsibility, and Diversity (O/L)** 3 credits
A study of the establishment and management of organizational standards for ethics, social responsibility, and cultural diversity. Case studies will augment the instruction of societal and legal requirements for responsible organizational behavior. The student is required to complete and document a community service project during the term of study. Prerequisites: None
- PAD6406 Governmental Budgeting and Finance** 3 credits
A survey of finance conventions and budgetary processes for public sector organizations. The course will cover sources of public funds and how the legislative process allocates financial resources to various agencies via a budgeting process. Prerequisite: PAD 6000
- PAD6895 Public Policy Analysis** 3 credits
A course of study that evaluates the best alternatives in establishing public policy in view of the often conflicting forces affected by policy. Students will study case applications in the establishment of public policy and exercise their own skills in proposing simulated responses to needs for new policy. Prerequisites: PAD 6000, PAD 6406

PAD6999 MPA Comprehensive Examination

0 credits

A non-credit requirement to pass the Master of Public Administration Comprehensive Examination after completion of the Public Administration Core courses and as a qualifying condition for graduation. PAD6999 is not a course of study, but is an examination that is listed as a course number to assure documentation of successful completion. Prerequisites: PAD6000; PAD6406; PAD6225; PAD6895

International College

MASTER of SCIENCE IN CRIMINAL JUSTICE COURSES

- MCJ 5100 Criminal Procedure** 3 credits
An advanced study of criminal procedure and due process as it applies to law enforcement.
- MCJ 5130 Criminal Justice Research** 3 credits
Prepares the Student to develop and implement research methods using literary, statistical, and case histories as a foundation.
- MCJ 5140 Statistical and Computer Applications In Criminal Justice** 3 credits
An examination of specific methods in the development of and application of statistical data in criminal justice research and program development utilizing computer and Internet resources.
- MCJ 5200 Special Topics in Crime and Social Morality** 3 credits
A special study of topics in the field of crime and social morality which are of interest to the criminal justice community and the student, in cooperation with a faculty mentor.
- MCJ 5210 Contemporary Organizational and Management Theories and Application** 3 credits
A study of contemporary organization and management of criminal justice agencies which provides the student the opportunity to develop and test an evaluation plan of some aspect of an existing agency.
- MCJ 6000 Seminar in Criminal Justice Organization And Administration** 3 credits
Application of organizational and administrative principles in law enforcement, court, and correctional settings, with an assessment of trends and theories emphasizing either law enforcement, the courts, or corrections.
- MCJ 6010 Seminar in Current Trends in Law Enforcement Issues and Problems** 3 credits
This course examines topical areas of criminal justice by reviewing past and present problems. This course assists the practitioner in predicting future concerns and possible methods of effective control.
- MCJ 6011 Studies in Criminal Deviance** 3 credits
A study of criminal behavior in contemporary investigation regarding "Serial Homicide" and related Sociological and Psychological behavior. Prerequisite: MCJ5200
- MCJ 6012 Human Behavior and Mental Processes** 3 credits
This course focuses on issues encountered in real world experiences, and the general nature of human behavior as influenced by society, deviance, and patterns of personal interaction. Specific trends in the identification and application of various psychological problems, interpersonal relations and a general overview of mental illness will also be examined, as will the historical and changing areas of psychological study, methods of research, and analysis related to abnormality.
Prerequisite: MCJ 6011
- MCJ 6013 Counseling Theory and Models** 3 credits
A systematic, comprehensive, and balanced course of study in individual counseling theory designed to help the student learner understand a wide variety of therapy models. Theories of counseling include psychoanalytic Adlerian, existential, person-centered, Gestalt, interpersonal, exposure, and integrative. The course provides an integrative framework that embraces similarities and the fundamental differences among the counseling and psychotherapeutic models. Prerequisite: Permission of the Program Chair to determine undergraduate support.
- MCJ 6015 Psychological Patterns and Criminal Identification** 3 credits

This course is designed to provide the sworn and civilian staff within the field of criminal justice a broad based understanding of forensic methods associated with the identification and labeling of specific maladaptive behavior. Psychological patterns of behavior and the range of classifications of that behavior, which fall within the categories within the DSM-III-R will also be examined. Prerequisites: MCJ 6000, MCJ 6041

- MCJ 6020 Seminar in Corrections Administration** 3 credits
An examination of historical policies and procedures of corrections with emphasis on contemporary trends in corrections law, care, and custody. Prerequisite: MCJ6000
- MCJ 6030 Seminar in Law and Social Control** 3 credits
A study of classical and neoclassical theories of criminality and their interrelation with socio-economic, political, behavior, and medical issues. Prerequisite: MCJ6000
- MCJ 6041 Psychological Disorders** 3 credits
An analysis of the specific medical and psychological characteristics of the behavior and study of diagnostic and evaluation/treatment methods. Prerequisites: MCJ6000
- MCJ 6100 Seminar in Judicial Process and Current Trends in Criminal Law** 3 credits
An examination of the American Legal System from a political science and human rights perspective regarding the court's role in criminal justice concerning hate crimes, racial, and ethnic issues. Prerequisite: MCJ5100
- MCJ 6101 Special Topics in Criminal Justice And Social Problems** 3 credits
An analysis of selected areas of law enforcement with an emphasis on specific issues related to the increased diversity in society including personnel practices, ethnic balance, and cultural awareness. Prerequisite: MCJ6000
- MCJ 6110 Seminar in Community Corrections** 3 credits
An examination of the development, organization, evaluation, and trends of community corrections systems as intermediate sanctions and an alternative to incarceration. Prerequisite: MCJ6000
- MCJ 6120 Seminar in Juvenile Justice** 3 credits
An examination of the scope and extent of delinquency, the impact of younger delinquents charged as adults, and examination of theories and policies related to juvenile delinquency and crime. Prerequisite: MCJ5130 or MCJ5140
- MCJ 6201 Stress Management and Behavior** 3 credits
A study of the factors leading to stress in members of the Criminal Justice Community, the effects and symptoms of stress, and management of stressed personnel.
- MCJ 6220 Independent Study** 3 credits
Research and a thesis paper on a subject related to Criminal Justice in the field of Psychology, Sociology, Law, or Management under the guidance of a faculty mentor. Prerequisite: Permission of the Program Chair and MCJ5130 or MCJ5140

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- MCJ 6300 Criminal Justice Project in Policy and Practice** 3 credits
The student participates in a review of a specific agency's policies and practices for purposes of expansion, improvement, or modification. This requires the approval and supervision of a faculty mentor and the Criminal Justice agency. The project is presented by the student to the Criminal Justice Graduate Committee for review and grading. This course is taken during the student's final term.
- MCJ 6301 Constitutional and Statutory Policies Analysis in Criminal Justice Agencies** 3 credits
A study of the specific guidelines which govern Criminal Justice Agencies and the specific duties of personnel in such agencies. Prerequisite: MCJ6000
- MCJ 6302 The Administration of Justice** 3 credits
Review of various organizational models in contemporary corrections, police, probation, and parole agencies to include juvenile and school related agencies. Prerequisite: MCJ6000
- MCJ 6303 Corrections Systems** 3 credits
A study of the several corrections within the United States and their approaches to classification, care, and custody. Emphasis will be on methods of security, education of inmates, earned time, and elderly inmate issues. Prerequisite: MCJ6000
- MCJ 6304 Correctional Institutions: Organization, Law and Policy** 3 credits
A study of penal organization, the federal and state laws that govern correctional facilities, and standard policies and procedures of penal institutions. Prerequisite: MCJ6000
- MCJ 6305 The Budgeting Process** 3 credits
A study of the budgeting process for Law Enforcement Agencies, the Courts, and Corrections, with a review of budgets of various agencies and the process used to develop them.
- MCJ 6306 Internship** 3 credits
An internship is served with a Criminal Justice Agency approved by the Criminal Justice Graduate Committee in which the student works under the supervision of the agency and a faculty mentor in a capacity or activity in which the student has never before worked and subsequently provides documentation or a report of the nature and function of that service.
- MCJ 6307 Forensic Psychology** 3 credits
A course designed to introduce the student to the field of forensic psychology. Forensic psychology, as a field, is in a state of formulation and development. The coverage of this course will be broad and inclusive. Prerequisites: MCJ 6000
- MCJ 6308 Hate Groups as an International Concern** 3 credits
This course addresses "hate" related activity, criminal, and otherwise, that is of concern to not only the European Union, but other emerging political entities. The increasing activity on this front as evidenced by the mass media in Austria, France, Germany, Spain, Sweden, and the United Kingdom has implications that affect the criminal justice system in the United States.
- MCJ 6309 Ethics in the Criminal Justice System** 3 credits
Legal and Ethical Issues in Criminal Justice is designed to address behaviors, which are fundamental to the orderly operation of a criminal justice agency. Cultural and legal points of reference will be examined in an attempt to determine the best methods of resolving any conflicts between the two.

MCJ 6400 Research and Thesis in Criminal Justice

3 credits

A formal thesis including research and statistical applications. Topics require approval of the Criminal Justice Graduate Committee and supervision of a faculty mentor. The Thesis is reviewed by the Criminal Justice Graduate Committee and the English and Math Departments, and then defended by the student to the Criminal Justice Graduate Committee. This course is taken during the student's final term.

International College

FALL TERM 2001

September 10
September 17
October 31
November 22-23
December 22
December 23-January 1

Fall Term Begins
Last Date to Register
Miniterm Begins
Thanksgiving Holiday
Fall Term Ends
Christmas/New Year Holiday

WINTER TERM 2002

January 2-15
January 14
January 16
January 23
March 11
March 29-31
April 30

Winter Break
Martin Luther King Holiday
Winter Term Begins
Last Date to Register
Miniterm Begins
Easter Holiday
Winter Term Ends

SUMMER TERM 2002

May 15
May 22
May 27
July 4
July 8
August 27

Summer Term Begins
Last Date to Register
Memorial Day Holiday
Independence Day Holiday
Miniterm Begins
Summer Term Ends

FALL TERM 2002

September 9
September 16
October 30
November 28-29
December 21
December 22-January 1

Fall Term Begins
Last Day to Register
Miniterm Begins
Thanksgiving Holiday
Fall Term Ends
Christmas/New Year Holiday

TUITION AND FEES SCHEDULE

TUITION

Basic Tuition for all Credit Hour Courses \$395.00 per credit hour

OTHER FEES AND CHARGES:

Application Fee (Non-Refundable)	\$50.00
Computer Laboratory Fee	\$50.00

Student Services Fees Payable Each Semester

Information Resource Center	\$75.00
Registration Fee	\$25.00
Student Service Fee	\$35.00

Graduation Fee	\$150.00
Late Registration Fee	\$25.00
Transcript Fee	\$ 5.00

Withdrawal Fee: An administrative withdrawal fee, not to exceed \$100.00 will be charged a student withdrawing from the College as described under the published College refund policy.

Books and supplies are sold as needed and are available in the College bookstore or may be purchased from other booksellers. There is no requirement to purchase books and supplies in the College bookstore.

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A Florida Non-Profit, Tax Exempt Organization,
A Postsecondary Educational Institution

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Executive Vice President of Academic Affairs and Secretary	Jeanette Brock
Executive Vice President of Finance and Student Services and Treasurer	John W. White
Vice President and General Counsel	Donald C. Jones
Vice President of Information Resources and Services	Melody Hainsworth
Vice President of Institutional Advancement	Louis Traina
Director of Institutional Research	Frederick Cenedella
Institutional Research Coordinator	Thomas J. Watts
Dean of Students	Ron Bowman
Dean - School of Business	Frederick Nerone

INSTITUTIONAL STAFF

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Director of Financial Aid	Joseph Gilchrist
Director of Information Technology	Darlene Wilson
Director of Student Records	Carol Morrison
Registrar	Lydia Porter
Career Development Director	Pamela Schreiber
Counselor	Micki Erickson
Administrative Assistant to the President	Linda Paine
Bursar	Marta Marruz
Accounts Payable	Laverne Erhart
Corporate Admissions Coordinator	Judy Farmer

GRADUATE ACADEMIC PROGRAM ADMINISTRATORS

Acting MBA\MPA Program Director	Frederick Nerone
MBA\MPA Program Administrator	Susan Casey
Criminal Justice Program Director	Joseph Kibitlewski

GRADUATE PROGRAM COMMITTEE	Frederick Nerone (Chair)	Sheryl Baldassarre
	Jeanette Brock	Gail Downham
	Susan Casey	James Hodge
	Donald Forrer	Joseph Kibitlewski
	Carol Morrison	Warren Rawles

International College

GRADUATE PROGRAM FACULTY

Faculty members who serve the graduate student body are appointed by the President upon the recommendation of the Executive Vice-President of Academic Affairs, with the concurrence of the Graduate Program Committee. Faculty members must possess an earned doctorate in the field in which they are teaching or a related field. Selection to serve on the graduate faculty is based upon academic credentials, teaching experience, professional practitioner experience, and other scholarly achievements in their field.

Adkins, James	J.D. B.A.	University of Wisconsin Lake Superior State College	MBA Program Part-Time
Breiden, Jack	J.D. BA	Nova University Florida Atlantic University	MCJ Program Part-Time
Chancy, Melinda	Ph.D. M.B.A. B.S.	Walden University Nova University University of Florida	MBA Program MPA Program Full Time
Forrer, Donald	D.B.A. M.S. B.A.	Nova Southeastern University Central Michigan University Capital University	MBA Program MPA Program Full Time
Ginsberg, Kenneth	J.D. B.S.	Seton Hall Fairleigh Dickinson	MCJ Program Full-Time
Hainsworth, Melody	Ph.D. M.L.S. B.A.	Florida State University Dalhousie University Simon Fraser University	MCJ Program Full-Time
Hewitt, Robert	Ph.D. M.P.S.	University of South Florida Long Island University/CW Post	MCJ Program Part-Time
Hodge, James	J.D. B.S.	University of Akron University of Akron	MCJ Program Full-Time
Hoffman, Kurt	J.D. B.A.	Nova University St. Leo College	MCJ Program Part-Time
Kemp, Scott	Ph.D. M.A. B.A.	University of Denver University of Alabama Frostburg State University	MBA Program MPA Program Full Time
Kibitlewski, Joseph	Ph.D. M.A. B.S.	Clark Atlantic University Mississippi State University University of Texas	MCJ Program Full-Time
Krzycki, Lenny	Ph.D. M.S. B.S.	Florida State University University of Nebraska University of Nebraska	MCJ Program Full-Time
Landrum, Gene	Ph.D.	Walden University	MBA Program

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	B.B.A.	Tulane University	MCJ Program Full Time
Middaugh, John	J.D. B.A.	University of Tennessee Andrews University	MBA Program Part-Time
Mongiardini, Gene	Ed.D. M.B.A. B.S.	Temple University New York University New York University	MBA Program MPA Program Part Time
Nelson, Michael	Ph.D. M.S. B.S.	University of Central Florida Florida Institute of Technology Southeast Missouri State University	MBA Program Full-Time
Nerone, Frederick	Ph.D. M.A. B.S.	The Union Institute Central Michigan University Wayne State University	MBA Program MPA Program Full Time
Rawles, Warren	Ed.D. M.Ed. GSED	New Orleans Baptist Seminary New Orleans Baptist Seminary New Orleans Baptist Seminary	MCJ Program Full-Time
Rogers, Elsa	Ph.D. M.A. B.A.	University of Southwestern Louisiana Memphis State University University of the West Indies	MBA Program MPA Program Full Time
Russell, Harold	Ph.D. M.S. M.S.	The Union Institute Long Island University City University of New York	MBA Program MPA Program MCJ Program Full Time
Schreiber, Pamela	Ed.D. M.A. B.A.	University of Georgia Bowling Green State University of Wisconsin	MBA Program Full-Time
Spagna, Neno	D.P.A. M.S. M.U.P. B.A.	Nova University University of Tennessee University Del Valle University of Miami	MPA Program Part-Time
Thomas, Richard	Ph.D. M.A. B.S.	University of Pittsburgh Duquesne University Stevens Institute of Technology	MBA Program Part-Time
Throneberry, Mary Beth	Ph.D. M.S. B.B.A.	University of Mississippi University of Memphis University of Memphis	MBA Program Full-Time
Watts, Thomas	Ph.D.	University of Alabama	MBA Program

International College

M.L.S.
B.A.

University of Texas
University of Miami

MPA Program
MCJ Program
Full Time