



Montreat College

School of Adult and Graduate Studies (AGS)

Academic Catalog

2021-22

Montreat College

2021 – 2022 Academic Catalog

Published by Montreat College, Montreat, NC 28757

This catalog provides general information about Montreat College and summarizes important information about the College's policies, requirements for graduation, regulations, and procedures. It is not intended to establish, nor does it establish, a contractual relationship with students. Rather, the catalog is published to acquaint students with information that will be helpful to them during their college careers.

It is necessary in the general administration of the College to establish requirements and regulations governing the granting of degrees. Academic advisors, department chairs, and academic staff members are available to aid students in understanding these requirements and regulations. It is the student's responsibility, however, to meet them. Students are urged to keep this catalog as a reference.

Changes in curricular requirements may occur during catalog publications. Students will be informed of such changes. When this occurs, students may follow the requirements in effect at the time they entered Montreat College, or they may petition to follow the changed requirements. Students must choose to follow one catalog or the other; they may not pick and choose from the various requirements outlined in two or more catalogs. Reasonable substitutions will be made for discontinued and changed courses.

Information in the catalog is considered to be an accurate representation of Montreat College policy as of the date of publication. The College reserves the right to make such changes in educational and financial policy as the College's Faculty, Administration and/or Board of Trustees may deem consonant with sound academic and fiscal practice. The College has made a good faith effort to avoid typographical errors and other errors in the statements of policy and degree requirements as published. In any case, erroneous catalog statements do not take precedence over properly adopted policies. Please see the College website at www.montreat.edu for the most updated version of the catalog.

Montreat College is an independent Christian institution of higher learning, originally founded as a Presbyterian, church-related college, and remains grounded in the Reformed tradition.

As an institution in the Presbyterian and Reformed tradition, the College seeks to treat all persons equally and emphasizes the dignity and worth of the individual. In compliance with Title IX of the Education Amendments of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act, Montreat College admits students of any race, color, religion, sex, age, national or ethnic origin to all rights, privileges, programs, and activities generally accorded or made available to students at the school. It does not discriminate on the basis of race, disability, military service, color, religion, sex, age, national and ethnic origin in administration of its educational policies, admissions policies, scholarship and loan programs, and athletic and other school administrative programs.

In accordance with federal and state statutes, Montreat College is committed to maintaining a community that is free from sexual harassment and all forms of sexual intimidation, exploitation, coercion, and violence. Additional information about Montreat College's Title IX policies are available at: <https://www.montreat.edu/title-ix/>. Inquiries concerning the College's policies, compliance with applicable laws, statutes, and complaints may be directed to the Academic Affairs Office, Montreat College, P.O. Box 1267, Montreat, NC 28757, (828) 669-8012 (ext. 3621).

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Academic Calendar

AGS Fall 2021

Current sessions payment deadline	Monday	23-Aug
Fall Undergraduate Online Session 1 Course Add Deadline	Friday	27-Aug
Fall 8-Week Session-1 Online Graduate Course Deadline to Add	Monday	27-Aug
Fall 5-Week & 8-Week Session 1 Undergraduate Classes Begin	Monday	30-Aug
Fall 8-Week Session-1 & 15 Week Graduate Classes Begin	Monday	30-Aug
Fall 5-Week & 8-Week Session 1 Undergraduate Add/Drop Deadline	Sunday	5-Sep
Fall 8-Week Session-1 & 15 Week Graduate Deadline to Add/Drop	Sunday	5-Sep
Offices closed for Labor Day	Monday	6-Sep
Fall 5-Week & 8-Week Session 1 Undergraduate Withdrawal period begins	Monday	6-Sep
Fall 8-Week Session-1 & 15 Week Graduate Withdrawal period begins	Monday	6-Sep
Courses will be dropped for non-payment	Tuesday	7-Sep
Fall 5-Week Session 1 Undergraduate Withdrawal period ends	Sunday	26-Sep
Last day to apply for December graduation	Thursday	30-Sep
Fall 5-Week Online Session 2 Undergraduate Course Add Deadline	Friday	1-Oct
Fall 5-Week Session 1 Undergraduate Classes End	Sunday	3-Oct
Fall 5-Week Session 2 Undergraduate Classes Begin	Monday	4-Oct
Grades for Fall 5-Week Session Undergraduate Classes due before midnight	Sunday	10-Oct
Fall 5-Week Session 2 Undergraduate Add/Drop Deadline	Sunday	10-Oct
Fall 5-Week Session 2 Undergraduate Withdrawal period begins	Monday	11-Oct
Board of Trustees meeting	Thursday-Friday	14-15 -Oct

Fall 8-Week Session 1 Undergraduate Withdrawal period ends	Sunday	17-Oct
Fall 8-week Session 1 Graduate Withdrawal period ends	Sunday	17-Oct
Current session payment deadline	Monday	18-Oct
Fall 8-Week Online Session 2 Undergraduate Deadline to Add	Friday	22-Oct
Fall 8-Week Session-2 Online Graduate Course Deadline to Add	Friday	22-Oct
Fall 8-Week Session 1 Undergraduate Classes End	Sunday	24-Oct
Fall 8-Week Session-1 Graduate Classes End	Sunday	24-Oct
Fall 8-Week Session 2 Undergraduate Classes Begin	Monday	25-Oct
Fall 8-Week Session-2 Graduate Classes Begin	Monday	25-Oct
Fall 5-week Session 2 Undergraduate Class Withdrawal period ends	Sunday	31-Oct
Grades for Fall 8-Week Session 1 Undergraduate Classes due before midnight	Sunday	31-Oct
Grades for Fall 8-Week Session-1 Graduate classes due before midnight	Sunday	31-Oct
Fall 8-Week Session 2 Undergraduate Add/Drop Deadline	Sunday	31-Oct
Fall 8-Week Session-2 Graduate Deadline to Add/Drop Class	Sunday	31-Oct
Fall 8-Week Session 2 Undergraduate Withdrawal period begins	Monday	1-Nov
Fall 8-Week Session-2 Graduate Withdrawal period begins	Monday	1-Nov
Courses will be dropped for non-payment	Tuesday	2-Nov
Fall 5-Week Session 2 Undergraduate Classes End	Sunday	7-Nov
Grades for Fall 5-Week Session 2 Undergraduate Classes due before midnight	Sunday	14-Nov
College Closed for Thanksgiving Break	Wednesday-Friday	24 -26 - Nov
Fall 15-week Graduate Withdrawal period ends	Sunday	5-Dec
Fall 8-week Session 2 Graduate Withdrawal period ends	Sunday	12-Dec

Fall 8-week Session 2 Undergraduate Withdrawal period ends	Sunday	12-Dec
Fall 15-week Graduate Classes End	Sunday	12-Dec
Fall 8-Week Session 2 Undergraduate Classes End	Sunday	19-Dec
Fall 8-Week Session 2 Graduate Classes End	Sunday	19-Dec
Grades for Fall 15-week Graduate Classes due before midnight	Sunday	19-Dec
Grades for Fall 8- week Session 2 Graduate Classes due before midnight	Sunday	26-Dec
Grades for Fall 8-week Undergraduate Classes due before midnight	Sunday	26-Dec
Degree Conferral; Fall Graduates	Friday	31-Dec
College Closed for Christmas Break	Thursday - Monday	December – 23 January 3

Key:

Regular font, no shading Undergraduate Program

Regular font, gray shading Graduate Program

Bold font, no shading Both Undergraduate and Graduate Programs

AGS Spring 2022

Current sessions payment deadline	Monday	4-Jan
Spring Online Undergraduate 8-Week Session 1 Add Deadline	Friday	7-Jan
Spring Online Graduate 8-Week Session 1 Add Deadline	Friday	7-Jan
Spring 8-Week Undergraduate Classes Begin	Monday	10-Jan
Spring 8-Week & 15 Week Graduate Classes Begin	Monday	10-Jan
Faculty Workshop (full-time faculty)	Monday-Tuesday	10-11 - Jan
Spring 8-Week Undergraduate Add/Drop Deadline	Sunday	16-Jan
Spring 8-Week & 15 Week Graduate Add/Drop Deadline	Sunday	16-Jan
Spring 8-Week Undergraduate Withdrawal period begins	Monday	17-Jan
Spring 8-Week Session 1& 15-Week Graduate Withdrawal period begins	Monday	17-Jan

Offices closed for Martin Luther King Day	Monday	17-Jan
Courses will be dropped for non-payment	Tuesday	18-Jan
Board of Trustees meeting	Thursday-Friday	27-28- Jan
Spring 8-week Undergraduate Session 1 Withdrawal period ends	Sunday	27-Feb
Spring 8-Week Graduate Session 1 Withdrawal period ends	Sunday	27-Feb
Last day to apply for May graduation	Monday	28-Feb
Current session payment deadline	Monday	2-Mar
Spring 8-Week Graduate Session 2 Online Course Deadline to Add	Friday	4-Mar
Spring 8-Week Session 1 Undergraduate classes end	Sunday	6-Mar
Spring 8-Week Session 1 Graduate classes end	Sunday	6-Mar
Spring 8-Week Session 2 Undergraduate classes begin	Monday	7-Mar
Spring 8-Week Session 2 Graduate classes begin	Monday	7-Mar
Grades for Spring 8-Week Session 1 Undergraduate due before midnight	Sunday	13-Mar
Grades for Spring 8-Week Session 1 Graduate due before midnight	Sunday	13-Mar
Spring 8-Week Session 2 Undergraduate Add/Drop Deadline	Sunday	13-Mar
Spring 8-Week Graduate Session 2 Deadline to Add/Drop	Sunday	13-Mar
Spring 8-Week Session 2 Undergraduate Withdrawal period begins	Monday	14-Mar
Spring 8-Week Session 2 Graduate Withdrawal period begins	Monday	14-Mar
Courses will be dropped for non-payment	Tuesday	15-Mar
College closed for Easter break	Friday	15-Apr
Spring 15-week Graduate Session 2 Withdrawal period ends	Sunday	17-Apr
Spring 8-week Graduate Session 2 Withdrawal period ends	Sunday	24-Apr
Spring 8-week Undergraduate Session 2 Withdrawal period ends	Sunday	24-Apr

Spring 15-Week Graduate Classes End	Sunday	24-Apr
Summer Online Undergraduate 8-Week Session 1 Add Deadline	Friday	29-Apr
Summer Online Graduate 8-Week Session 1 Add Deadline	Friday	29-Apr
Spring 8-Week Graduate Session 2 Classes End	Sunday	1-May
Spring 8-Week Undergraduate Classes End	Sunday	1-May
Grades for 15-Week Graduate due before midnight	Sunday	1-May
Board of Trustees meeting	Thursday-Friday	May 5-6
Grades for 8-Week Graduate Session 2 due before midnight	Sunday	8-May
Grades for 8-Week Undergraduate Session 2 due before midnight	Sunday	8-May
Spring Commencement at 2:00 p.m.	Sunday	15-May
Degree Conferral; Spring Graduates	Tuesday	31-May

Key:

Regular font, no shading Undergraduate Program

Regular font, gray shading Graduate Program

Bold font, no shading Both Undergraduate and Graduate Programs

AGS Summer 2022

Current session payment deadline	Monday	25-Apr
Summer 15-Week Graduate Classes Begin	Monday	2-May
Summer 8-Week Graduate Classes Begin	Monday	2-May
Summer 8-Week Undergraduate Classes Begin	Monday	2-May
Summer 8-Week Session 1 & 15-Week Graduate Add/Drop Deadline	Sunday	8-May
Summer 8-Week Session 1 Undergraduate Add/Drop Deadline	Sunday	8-May
Summer 8-Week Session 1 Undergraduate Withdrawal period begins	Monday	9-May

Summer 8-Week Graduate Session 1 and 15-Week Graduate Withdrawal period begins	Monday	9-May
Courses will be dropped for non-payment	Tuesday	10-May
Offices closed for Memorial Day	Monday	30-May
Last Day to apply for August graduation	Tuesday	31-May
Summer 8-week Session 1 Undergraduate Withdrawal period ends	Sunday	19-Jun
Summer 8-week Graduate Session 1 Withdrawal period ends	Sunday	19-Jun
Current session payment deadline	Monday	20 Jun
Summer 8-Week Session 2 Undergraduate Add Deadline	Friday	24-Jun
Summer 8-Week Session 2 Graduate Add Deadline	Friday	24-Jun
Summer 8-Week Session 1 Graduate Classes End	Sunday	26-Jun
Summer 8-Week Session 2 Undergraduate Classes End	Sunday	26-Jun
Summer 8-Week Session 2 Graduate Classes Begin	Monday	27-Jun
Summer 8-Week Session 2 Undergraduate Classes Begin	Monday	27-Jun
Grades for Summer 8-Week Session 1 Graduate due before midnight	Sunday	3-Jul
Grades for Summer 8-Week Session 1 Undergraduate due before midnight	Sunday	3-Jul
Summer 8-Week Session 2 Undergraduate Add/Drop Deadline	Sunday	3-Jul
Summer 8-Week Session 2 Graduate Add/Drop Deadline	Sunday	3-Jul
Summer 8-Week Session 2 Graduate Withdrawal period begins	Monday	4-Jul
Summer 8-Week Session 2 Undergraduate Withdrawal period begins	Monday	4-Jul
Offices closed for Independence Day	Monday	4-Jul
Courses will be dropped for non-payment	Tuesday	5-July
Summer 15-Week Graduate Withdrawal period ends	Sunday	7-Aug
Summer 8-Week Graduate Session 2 Withdrawal period ends	Sunday	14-Aug

Summer 8-Week Undergraduate Session 2 Withdrawal period ends	Sunday	14-Aug
Summer 15-Week Graduate Classes End	Sunday	14-Aug
Summer 8-Week Session 2 Undergraduate Classes End	Sunday	21-Aug
Summer 8-Week Session 2 Graduate Classes End	Sunday	21-Aug
Grades for Summer 15-Week Graduate due before midnight	Sunday	21-Aug
Fall 8-Week Session 1 & 15 Week Graduate Add Deadline	Friday	26-Aug
Fall 8-Week Session 1 Undergraduate Add Deadline	Friday	26-Aug
Grades for Summer 8-Week Undergraduate due before midnight	Sunday	28-Aug
Grades for Summer 8-Week Graduate due before midnight	Sunday	28-Aug
Fall Session 1 Undergraduate Classes Begin	Monday	29-Aug
August degree conferral	Wednesday	31-Aug

Key:

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General College Information

Locations

Montreat College Main Campus

P.O. Box 1267	828-669-8012
310 Gaither Circle	800-622-6968
Montreat, NC 28757	828-669-9554 fax

Black Mountain

Montreat College	828-669-8012
191 Vance Avenue	800-690-7727
Black Mountain, NC 28711	828-669-0500 fax

Charlotte

Montreat College	
School of Adult and Graduate Studies	704-357-3390
212 South Tryon Street, Ste. 1700	800-436-2777
Charlotte, NC 28281	704-676-4618 fax

Asheville

Montreat College	
School of Adult and Graduate Studies	828-667-5044
950 Hendersonville Rd.	800-806-2777
Asheville, NC 28803	888-883-1348 fax

Morganton

Montreat College	
School of Adult and Graduate Studies	828-448-3139
PO Box 1389	
Morganton, NC 28680-1389	

* Online instruction is administered at the Montreat, NC location.

Visit us online: www.montreat.edu

Montreat College

At Montreat College, a student's experience is enhanced by an education of value, grounded in a strong liberal arts core, taught by outstanding Christian faculty, and prized by employers and graduate schools. Students benefit from Montreat College's small classes where their opinions matter and they grow through one-on-one interaction with professors and classmates. Students are challenged to integrate faith and learning while considering subjects in new ways. Hands-on experiences in the majors (internships, field studies, mission programs, community service, and independent research) enable students to gain practical career and life preparation.

Montreat College welcomes students of many denominations and cultural backgrounds, including students from all corners of the world. In a diverse, multicultural environment, students learn how to investigate the unfamiliar, think critically, and communicate and clarify their ideas. In the process, they develop the skills, personal values, and faith to confidently take their place in the world. In the residence halls or over dinner at a professor's house, students find themselves sharing perspectives and exchanging ideas. The distinct spirit of community goes beyond the faculty, staff, and students and extends to visiting Christian conference members, residents of the town of Montreat and neighboring Black Mountain, as well as to the "cottagers" who vacation here throughout the seasons.

Montreat College is a place where students can set themselves apart through an extraordinary range of leadership opportunities on the Montreat Campus. A nationally recognized Discovery Wilderness Program takes advantage of the mountain location and offers a unique twenty-one-day adventure for academic credit. Outdoor recreation opportunities available to students range from hiking to whitewater adventures to snow skiing. Students can also choose from a variety of off-campus volunteer opportunities such as serving at nursing homes, churches, children's homes, and shelters.

Montreat College is a member of the Appalachian Athletic Conference (AAC) of the National Association of Intercollegiate Athletics (NAIA). At Montreat College, men compete in baseball, basketball, cross-country, golf, track and field, lacrosse, tennis, and soccer. Women compete in basketball, cross-country, golf, track and field, soccer, softball, lacrosse, tennis, and volleyball. Students also enjoy an active intramural program where exciting competition takes place throughout the year.

Montreat College includes the main campus in Montreat and Black Mountain. The School of Adult and Graduate Studies has sites in Asheville, Morganton, Charlotte, and Online.

Vision

Montreat College seeks to be a leader in Christ-centered higher education regionally, nationally, and globally.

Mission

Montreat College is an independent, Christ-centered, liberal arts institution that educates students through intellectual inquiry, spiritual formation, and preparation for calling and career, all to impact the world for Jesus Christ.

Statement of Faith

Preamble

The trustees and employees of Montreat College constitute an academic community of caring believers committed to the Lordship of Jesus Christ. Students are welcomed to this Christian community regardless of belief.

Statement of Faith

The trustees and employees commit themselves to the following faith statement drawn from the college's Reformed tradition:

1. We believe in one sovereign God, eternally existing in three persons: God the Father; His only begotten Son, Jesus Christ, our Lord and Savior; and the Holy Spirit, the giver of life. (Daniel 4:25, 35; Mark 12:29; John 1:1, 14, 18; 14:28; 15:26; 16:28; Romans 9:15-23; Revelation 4:11)
2. We believe the Bible, the sixty-six books of the Old and New Testaments, is the infallible Word of God, completely inspired and authoritative, and is to govern Christians in every aspect of life and conduct. (I Thessalonians 2:13; II Timothy 3:16; II Peter 1:21)

3. We believe Jesus is the Christ, the Son of the living God, whom the Father sent into the world to atone for the sin of humanity. Jesus was conceived by the Holy Spirit, born of the Virgin Mary, and lived a life without sin. He was crucified and rose victoriously from the dead. Through His gift of grace, we as believers are redeemed for all eternity and are reconciled to the Heavenly Father. (Luke 1:26-37; 2:6, 7; John 3:16; Romans 3:10, 23; Romans 5:12-15; I John 3:8)
4. We believe the Holy Spirit is a free gift to believers from the Father and the Son to live within us and to empower us to love and obey the Lord and His Word. (John 14:15-17; John 16:5-15; Ephesians 1:13-14)
5. We believe the Triune God is the sole Creator and Sustainer of the universe. God created all things and declared all He created to be good. After creating Adam and Eve in His own image, in a state of original righteousness, and distinct from all other living creatures, the Lord gave to all humanity the responsibility of caring for His world. (Genesis 1-2; John 1:1-18)
6. We believe God's good and perfect creation became tainted in every aspect by sin from humanity's rebellion against God. We acknowledge the existence, evil power, and influence of Satan. (Genesis 3; Ephesians 6:12)
7. We believe the Church is all who believe in and confess Jesus Christ as Savior and Lord and receive God's grace. We are called by God to be His one body of believers, gathered in communities. Empowered by the Holy Spirit, the Church's call is to declare His Good News of salvation to the fallen and lost world, to make disciples, and to serve all who are wounded, broken, and neglected. (Matthew 28:16-20; Mark 16:15-18; Romans 10:9-10; II Corinthians 5:17-21; Ephesians 2:8-9; 4)
8. We believe all those who profess Jesus as Savior and Lord are to follow in His Way and are to live as those who magnify and glorify Him, the Head of His Church. As forgiven followers, we are called to live holy and blameless lives through the power of the Holy Spirit until that time when Jesus Christ shall return in all His glory. (I Corinthians 1:2; Ephesians 4:22-24; Hebrews 10:14; I John 3:4-9; 4:4; 5:1-5)

Adopted by Board of Trustees May 5, 2016

Foundations

We believe humanity is God's creation in His own image, and therefore persons are thinking, relational, moral, and spiritual beings of dignity and worth. We seek to serve students in all these dimensions. Our aim is to challenge students to become the complete person a loving God intends them to be, and to live in vital relationship with Him. Therefore, we seek to be a faith community as well as an academic community. We see our educational mission as an extension of the great ends of the church. We seek to graduate students who are committed to Christian servant-leadership in the world, promoting personal and social righteousness by God's grace and to His glory.

As a Christian College in the Presbyterian tradition, we are guided in our pursuit of academic excellence by the framework of Reformed beliefs. We confess the living God as the ultimate foundation of our faith and the source of all truth. We believe God is revealed perfectly in Jesus Christ. We affirm our Lord and Savior Jesus Christ as the center of history, restoring purpose, order, and value to the whole of life. We believe Jesus Christ to be the focus and culmination of scripture and that God's written Word is inspired, authoritative, and rightly interpreted by the Holy Spirit, our infallible rule for faith, conduct, and worship. We study and address a world and humanity that were created good, corrupted by the fall, redeemed through faith in Christ, and are moving toward the final consummation of God's purposes through the work of the Holy Spirit.

Educational Objectives

Approaching the integration of faith and learning from an informed, biblical perspective, faculty, staff, and students form a Christian community of learners that seeks to pursue the premise that all truth is God's truth and explore the significance of this in the various academic disciplines. We are committed to a thorough exploration of the complementary relationship between biblical truth and academic inquiry. We openly embrace students of all cultures, races, and faiths in an atmosphere of academic excellence, intellectual inquiry, and Christian love.

The College seeks to provide a broad, rigorous liberal arts curriculum with an emphasis on traditional and selected professional degree programs, including degree programs for adult learners. The educational goals of the College (aligned with the 3 Pillars of the Montreat College Mission) are that students will develop the following:

- 1. Intellectual inquiry**
 - a) Effective written and oral communication skills.
 - b) Critical thinking and problem-solving skills.
 - c) Essential computer information systems skills.
 - d) Competency in their academic majors.
- 2. Spiritual formation**

- a) An informed, biblical worldview that includes the following:
 - i. The sovereignty of God over all creation and knowledge.
 - ii. A lifestyle of Christian service to others and the community.
 - iii. The recognition of the intrinsic worth of self and all persons.
 - iv. A genuine critical openness to the ideas and beliefs of others.
 - v. The formation of values and ethical reasoning.
 - vi. An appreciation for what is beautiful, true, and good in the arts and literature.
 - vii. A respect for and attitude of stewardship toward the whole of creation.
 - viii. An understanding of the past and its interconnectedness with the present and future.

3. Preparation for Calling and Career

- a) Interpersonal and team skills and an understanding and appreciation of their personal strengths and weaknesses.
- b) Dispositions toward reflective and responsible citizenship needed to fulfill callings as effective leaders and committed laity.

Accreditation

Montreat College is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award Associate, Baccalaureate, and Master degrees. Contact the Southern Association of Colleges and Schools Commission on Colleges at 1866 Southern Lane, Decatur, Georgia 30033-4097 or call 404-679-4500 for questions about the accreditation of Montreat College.

The College is approved to prepare students for elementary education teacher licensure by the North Carolina Department of Public Instruction (NC-DPI). Outdoor Education programs are accredited by the Wilderness Education Association and the Commission on Outdoor Education and Leadership. The Master of Arts in Clinical Mental Health Counseling is accredited by the Council for Accreditation of Counseling and Related Educational Programs (CACREP).

Affiliation

Montreat College is a member of the Council for Christian Colleges and Universities, Appalachian College Association, Council of Independent Colleges, National Association of Independent Colleges and Universities, North Carolina Independent Colleges and Universities, Association of Christian Schools International, National Council for State Authorization Reciprocity Agreements, and National Association of Intercollegiate Athletics.

History

The beauty and tranquility of the Blue Ridge Mountains led Congregationalist minister John C. Collins to form the Mountain Retreat Association in 1897 “for the encouragement of Christian work and living through Christian convention, public worship, missionary work, schools, and libraries.” By 1907, J. R. Howerton of Charlotte, NC, conceived and carried out the idea of purchasing Montreat for the Presbyterian Church in the United States. Then, in 1913, Dr. Robert C. Anderson, president of the Mountain Retreat Association, proposed that the grounds and facilities of the Association be used for a school during the academic year. In 1915, the General Assembly decreed “that the property of the Mountain Retreat Association be used for a Normal School and that the establishment of the school be referred to the Synods”.

The Synods of Appalachia, Georgia, Alabama, North Carolina, Tennessee, and Virginia elected trustees who met in Montreat on May 2, 1916, and elected Dr. Robert F. Campbell of Asheville, NC, chairman, Mr. W. T. Thompson Jr. of Knoxville, TN, secretary, and Ruling Elder T. S. Morrison of Asheville, NC, treasurer. The Montreat Normal School, a four-year preparatory and two-year college combination, opened its first session in October 1916 with eight students. Montreat Normal School continued to grow over the years. Throughout times of war, economic fluctuations, and rapid social change, the school sought to provide a Christian setting in which to prepare young women to become teachers.

In 1934, during Dr. Robert C. Anderson’s tenure as president, Montreat Normal School (College Department) was renamed Montreat College. The College grew as its academic program expanded. It began a four-year degree program in 1945. After 14 years as a four-year women’s college, the College was restructured in 1959 as a coeducational junior college and was given a new name, Montreat-Anderson College.

In 1986, the College Board of Trustees, realizing the demands and changing circumstances in higher education, made the decision to become again a baccalaureate institution. The dream of its first president, Dr. Anderson, was for the College to serve as an accredited baccalaureate institution. The College has realized that dream. It returned to the original name of Montreat College in August of 1995, sharing the original vision and identity. The change reflects the Montreat College of today, a four-year college with several growing campuses and a graduate program.

Montreat College's School of Adult and Graduate Studies began as the School of Professional and Adult Studies offering classes on September 19, 1994. The College's Charlotte campus was officially opened on September 11, 1995, and the Asheville campus held its grand opening on October 8, 1996. Montreat College purchased 72 acres of land with 21 buildings in Black Mountain in the summer of 2001, resulting in a total of four Montreat College campuses.

In June 1998, Montreat College was accredited by the Commission on Colleges of the Southern Association of Colleges and Schools as a level three institution to offer the master degree in business administration. Since then Montreat College added three more master's degrees to its program offerings: the Master of Science in Management and Leadership, the Master of Science in Environmental Education, and the Master of Arts in Clinical Mental Health Counseling. In January 2013, the College launched its first three fully online degree programs offering its Christ-centered education in the virtual world.

The Presidents of the College have been Dr. Robert Campbell Anderson, 1916–1947; Dr. J. Rupert McGregor, 1947–1957; Dr. Calvin Grier Davis, 1959–1972; Dr. Silas M. Vaughn, 1972–1991; Mr. William W. Hurt, 1991–2002; Dr. John S. Lindberg, 2002–2003; Dr. Dan Struble, 2004–2013; and Dr. Paul J. Maurer, 2014 to the present.

About the School of Adult and Graduate Studies

The School of Adult and Graduate Studies was established in 1994 and seeks to provide an education that is consistently informed by a Christian worldview to adult professionals with previous work experience. Program offerings permit working professionals to complete educational goals while fully involved in current careers. A special feature of this program is that working professionals can integrate their practical knowledge of the workplace with interactive classroom instruction and Christian principles.

The mission of the School of Adult and Graduate Studies is to provide compressed, experiential-based learning to adults with previous work experience. With an emphasis on group dynamics and interactive learning, the School of Adult and Graduate Studies integrates theory and practice and permits adults to complete their educational goals while continuing to be involved in their current careers. Informed by a Christian worldview, the program is committed to promoting life-long learning with curricula that continually meet the needs of a changing work environment. Programs in the School of Adult and Graduate Studies are designed to meet the educational needs of working adults.

The School of Adult and Graduate Studies programs allow adults who want to advance their career opportunities in a way to further their education through Associates, Bachelors and Masters programs that are delivered in a non-traditional, accelerated format specifically designed for working adults. Credentialed faculty members provide appropriate instruction integrating theory with practical experience and Christian principles. Classes meet once a week for four-hour sessions of interactive instruction or fully online.

Rights Reserved by the College

The College reserves the right to add or delete courses, to change academic policies, practices, and requirements, or to alter the academic catalog at any time. Courses with fewer than five students enrolled may be cancelled due to low enrollment.

By accepting admission into the College, a student is agreeing to abide by all official regulations of the College, including those published in this academic catalog. While this publication presents policies and programs as accurately as possible as of the date of publication, the College reserves the right to make such changes as future circumstances may require.

Admission Information

AGS Undergraduate Degrees

A variety of undergraduate degrees are offered in the Adult and Graduate Studies program. For more information about each program, see the full descriptions in the Academic section.

Undergraduate Degrees

Associate of Applied Science in Cybersecurity
Associate of Science in Business
Associate of Science in General Studies
Bachelor of Science in Accounting
Bachelor of Business Administration
Bachelor of Science in Communication Sciences and Disorders
Bachelor of Science in Criminal Justice
Bachelor of Science in Cybersecurity
Bachelor of Science in Data Analytics
Bachelor of Science in Human Resource Management
Bachelor of Science in Human Services
Bachelor of Science in Kinesiology
Bachelor of Science in Management
Bachelor of Science in Psychology
Bachelor of Science in Public Administration
Bachelor of Science in Public Health

Undergraduate Admission Requirements

To qualify for admission into any Montreat College School of Adult and Graduate Studies undergraduate degree program, the following conditions must be satisfied:

- Applicants must be open to the College's mission of the integration of Christian faith and learning.
- Applicants must submit the following credentials:
 - Montreat College Application for Admission
 - Official, final transcripts of all college courses taken*
 - Official, final high school transcript or its equivalent (if transferring fewer than 12** college semester credits)*
 - All final transcripts must include graduation information, if appropriate.
 - Verification by the American Council on Education (ACE) of any eligible CLEP and DSST examinations, and non-collegiate military training.
- Applicants must have a minimum cumulative grade point average (GPA) of 2.0 on a 4.0 scale in all previous college work attempted. Only grades of C or above (2.0 on a 4.0 scale) are eligible for transfer consideration.

Applicants whose first language is not English must demonstrate the ability to read, write, and understand English and submit evidence of proficiency in English. See International Admission section for further explanation of requirements.

Individual consideration may be given to applicants who do not meet all the specific requirements. Students desiring this consideration must submit a letter to support their ability to succeed in the program. The College reserves the right to admit only students who hold promise of academic success. Withdrawal may be required should an applicant intentionally withhold or falsify pertinent information.

Once an applicant becomes a student, satisfactory academic progress must be maintained and will be reviewed twice annually while enrolled at Montreat College.

Students wishing to complete an associate degree while pursuing a bachelor degree must have the two-year degree conferred at least one academic year prior to earning the four-year degree.

*Admissions decisions may be made based on unofficial transcript(s). However, all required final, official transcripts must be received by the end of the first course taken at Montreat College. If these are not received, the student will be withdrawn immediately. Any Montreat College charges incurred by the withdrawal date are the responsibility of the student.

**Students using Veteran's Affairs Educational Benefits are required to have an official high school transcript sent prior to full admission for students transferring less than 24 semester credits. Enrollment certifications cannot proceed for VA students' courses and fees if the admission file is incomplete.

Readmission of Former Students

Students formerly enrolled at Montreat College who have attended classes within one calendar year may contact their advisors to register for future courses. Students formerly enrolled at Montreat College who, for any reason, have not attended classes within one calendar year must submit the following to admissions:

- A readmission application.
- Students who have been enrolled at another institution and are applying for readmission to Montreat College must submit an official transcript from each institution attended since leaving Montreat College.
- Students applying for readmission to Montreat College who have been withdrawn from Montreat College for one full year or more are held to all requirements of the current Academic Catalog at the time of readmission.
- Any undergraduate student readmitting to Montreat College must have minimum combined GPA of 2.0 on a 4.0 scale for all academic work completed while at Montreat College and at any other institution during the time since attending Montreat College.
- Any graduate student readmitting to Montreat College must have a minimum combined graduate GPA of 3.0 on a 4.0 scale for all academic work completed while at Montreat College and at any other institutions during the time since attending Montreat College.
- Students who have left Montreat College either on Academic Probation or Academic Suspension must submit a letter of appeal addressed to the Associate Dean of Adult & Graduate Studies explaining the circumstance that led to the probation or suspension and why the student will now be academically successful. The Associate Dean of Adult & Graduate Studies may request an interview or other requirements prior to making an admission determination. If granted readmission, these students will enter Montreat College on Academic Probation and be subject to the academic policies as stated in the catalog.
- Students who have been dismissed due to academic dishonesty will not be eligible to reapply to Montreat College for at least two (2) years after dismissal. Students who have been dismissed for dishonesty and wish to be readmitted must write a letter of appeal for readmission to the Associate Dean of Adult & Graduate Studies after meeting all other readmission requirements.
- All students being readmitted should contact Student Financial Services as soon as possible to ensure their student account is cleared and their financial aid application is complete.
- Students with outstanding balances with Montreat College must clear their account with Student Financial Services before being allowed to attend class.
- For readmission to the CMHC program, students who were previously enrolled and earned 12 or more credit hours in the CMHC program at Montreat and maintained a 3.0 GPA will not have to retake the GRE for readmission. CMHC readmits longer than 2 years may have to provide supplemental documentation as justification for the extended lapse in time.

A decision regarding readmission for all Adult and Graduate Studies degree programs is made by the Office of Enrollment.

For more information about readmission to the Montreat College School of Adult and Graduate Studies, please contact the Office of Enrollment or visit the Montreat College website at www.montreat.edu to reapply for admission.

Admission of Non-Degree Seeking Students

Non-Degree students may be admitted to the College to take up to 30 total academic hours without pursuing a degree.

Special student classifications include the following:

- Non-degree=receiving college credit but not seeking a degree
- Audit=attending college course without receiving credit

Students wishing to enter under the non-degree classification should submit the following:

- A non-degree seeking student application – registration form.

- An official transcript showing good academic standing from the last institution attended or a letter to that effect from the institution.
- Additional official transcript showing the completion of Prerequisite or co-requisite courses, if planning to enroll in courses for which these are required.

Students who are non-degree seeking are not eligible for financial aid.

A student wishing to take more than 30 credits must apply as a regular student through the Office of Enrollment.

All credits earned while a non-degree seeking student may be applied toward a degree program with Montreat College.

Evaluation of Transfer Credit

Students will receive an evaluation of their transfer credit upon acceptance to the College. This evaluation is a summary of the number of semester credits accepted in transfer from all regionally accredited colleges and universities, proficiency examinations the student has previously completed, and military training. If requested, students will be provided a copy of the official evaluation once accepted by the Associate Registrar's Office.

Conditions of Acceptance of Transfer Credit

Montreat College strives to ensure the highest quality academic experience for all students. Therefore, the College limits the number and type of transfer credits accepted. The College requires that credits apply to students' degree programs and limit the number of credits applied via credit-by-examination, from non-regionally accredited institutions, and from documented learning. Similarly, Montreat College does not accept transfer credits acquired through groups that lack appropriate approval by the American Council on Education.

- Academic work from a regionally accredited school with a grade of **C** or better (2.00 on a 4.00 scale) for undergraduate courses and a grade of **B** or better (3.00 on a 4.00 scale) for graduate courses will be accepted in transfer. Courses that do not apply to a student's degree program will not be accepted.
- Undergraduate students may transfer up to 2 physical education activity courses in which they received a **P** (passing credit). These are the only courses where a grade of **P** is acceptable for transfer credit.
- Transferred courses must be at the same level and be equivalent in content to the Montreat College courses. If there is any question of course equivalency, it is the responsibility of the student to provide proof that courses are equivalent (i.e. provide course descriptions, syllabus).
- Montreat College endorses the North Carolina Comprehensive Articulation Agreement, which can be viewed at www.northcarolina.edu. Transfer students who have earned the Associate in Arts or Associate in Science degree from a North Carolina Community College and who meet the minimum requirements for admission to Montreat College will receive transfer credit for all eligible courses subject to normal transfer credit policy. No more than **66** semester hours may be transferred from two-year accredited collegiate institutions.
- The maximum number of undergraduate credits that may transfer from other 4-year accredited collegiate institutions is **90** semester credits.
- The maximum number of graduate credits that may transfer to a Montreat College graduate program is **six** semester credits, with the exception of the CMHC program, which allows **18** semester credits in transfer (see CMHC program handbook for more information).
- The combined total of credits that can be accepted from non-regionally accredited colleges or universities, NCA credit, or Credits by Examination is **30** for a bachelor degree, or **15** for an associate degree.
 - Courses from non-regionally accredited colleges or universities are considered on a course-by-course basis; coursework must have an earned grade of *C* or better; *acceptance of such credits is dependent upon Montreat College's evaluation of the equivalency of coursework and level of instruction.*
 - Academic work presented from a nationally accredited agency recognized by the Council for Higher Education Accreditation may be evaluated for transfer equivalency.
 - Students may request that academic work presented from a non-accredited faith-related institution be considered for transfer equivalency. Courses will be reviewed with the potential for **six** total credits allowed in transfer.
 - Exceptions can be made to the credit limit in the evaluation of military transcripts.
- The maximum number of combined credits from accredited or non-accredited collegiate institutions is **90** semester credits.
- For courses from an international institution, the transcript must be translated and evaluated by a credible educational evaluation company.

- The transfer of courses into the undergraduate or graduate core must be approved by the Registrar's Office, in consultation with a full-time faculty member in the discipline. Approval of transfer credit for the program core should be finalized prior to enrollment into the degree program.
- Credits from regionally accredited institutions will be considered for a course that Montreat College offers no equivalent course, provided that the transferred course is considered within the general framework of the liberal arts curriculum and is relevant to the degree pursued. Only courses that are academic in nature and purpose will be accepted in transfer.
- Vocational training courses such as air-conditioning technology, electrical circuitry, welding, and typing are not accepted. However, some vocational courses that are academic in content may be considered for transfer credits up to 30 semester credits.
- Transferred quarter credit hours will be converted to semester credits using the following formula: **Semester credit = quarter hours x .67.**
- A degree-seeking Montreat College student who wishes to enroll in courses offered by another institution must complete the required form and receive approval to do so from the Registrar's Office. Failure to follow this procedure may result in loss of transfer credit for these courses.
- Students transferring with senior status from another institution must successfully complete at least **18** semester credit hours in their major and a minimum of **32** credits overall at Montreat College.

Courses transferred to Montreat College will be assigned the grade of *P* (passing) and will be considered as earned credit but will not affect the grade point average or graduation honors.

Students Seeking a Second Bachelor Degree

Students who seek to earn a second bachelor degree subsequent to their completion of an initial bachelor degree, whether at Montreat College or elsewhere, may do so. They will follow admissions and graduation requirements according to transfer student policies. These students have no access to any financial aid other than the possibility of federal loans. They must meet with a financial aid representative prior to the orientation/registration process to ensure their ability to pay for a second degree.

International Admission

International applicants must meet the Standard Admission requirements for either First-Year or Transfer Admission, report financial solvency, and show sufficient proficiency in the English language to study at the college level.

International students must complete their applications to Montreat College no later than 90 days before the start of the term they wish to enter. They must provide all supplemental documents no later than 60 days before the start of the term they wish to enter. This will allow ample time to obtain visas prior to the start of school.

Due to SEVIS regulations, International student admission will be reviewed on a case-by-case basis.

International students must submit the following:

- A formal application (apply online).
- An official, translated transcript to determine international academic credentials including GPA. Evaluators include InCred, www.incredevals.org; World Education Services, www.wes.org; International Education Evaluations, Inc., www.myiee.org
 - For the student's secondary school record, Montreat College requires the applicant submit at least a Basic Evaluation.
 - International students who have attended a post-secondary institution must submit a Course-by-Course Transcript Evaluation.
- SAT or ACT scores for undergraduate applicants who speak English as their first language
- TOEFL, IELTS or ITEP results for all applicants who speak English as a second language.
 - The applicant must score a minimum of 75 (undergraduate) or 80 (graduate) on the TOEFL, a 6.0 on the IELTS, or a 3.7 on the ITEP.
 - The TOEFL/IELTS/ITEP scores can be waived if the applicant has successfully completed (with a grade of C or higher) college-level English I and II.
- Submit the Financial Obligation Form.

Credit by Examination

Adult learners may participate in a variety of credit by examination programs in order to earn credit toward the associate or bachelor degree. Credit will be transferred with a Pass grade. No credit will be granted for an exam for which the student failed to meet the exam minimum score. Some tests may be taken only one time; other tests may be taken one time in a six-month period. These programs are explained below.

Credits by examination are not eligible for financial aid and do not count as in-class status for enrollment purposes. If examination credit is used to replace a course for which financial aid has been awarded, the aid for that course will be removed from the account. All students using credit by examination to complete their degree requirements must have completed all testing two months prior to the graduation date.

The combined total Non-collegiate Credit Assessment (NCA) Credits and Credits by Examination are limited to a total of 15 semester credit hours for an associate degree and 30 semester credit hours for a bachelor degree.

Advanced Placement (AP) Exams

<https://apstudent.collegeboard.org/home>

This credit by examination program is sponsored by the College Board for evidence of completion of a college-level course taken in high school. Scores of 3, 4, or 5 will be accepted.

College Level Examination Program (CLEP)

www.collegeboard.com

The CLEP subject area examination will award credit toward graduation to students who received a passing score on the exam according to ACE recommendations. To have scores sent to Montreat College, use school code 5423.

Defense Activity for Nontraditional Education Support (DSST)

www.getcollegecredit.com

This credit by examination program uses various subject area examinations. Guidelines developed by the American Council on Education (ACE) for awarding these credits are followed.

International Baccalaureate (IB)

The International Baccalaureate Organization's Diploma Program is a demanding two-year, pre-university course of study that leads to examinations. It is designed for highly motivated secondary school students aged 16 to 19. Similar to Advanced Placement (AP) examinations, students enrolled in the International Baccalaureate (IB) Diploma Program earn credits or advanced placement in college courses. Scores of 5 or 6 will be accepted, depending on the discipline.

Educational Credential Evaluators (ECE)

www.ece.org

This credit by examination program is similar to other subject area examinations. Guidelines developed by the American Council on Education (ACE) for awarding these credits are followed.

Students interested in taking one of these exams should contact an academic advisor. Before taking any credit by examination exam, a prior approval form must be completed to ensure the credit will apply toward the degree program as intended by the student. If credit by examination exams have been taken prior to enrollment, the student must request official score transcripts from the examination program and have them sent to Montreat College.

Credit for Montreat College will not be based upon academic credit awarded by another institution.

Assessment of Documented Learning

Those seeking elective credit for professional experience have three options at their disposal, (1) Non-collegiate Credit Assessment (NCA), which is an evaluation of certified corporate training; (2) approved cybersecurity certifications; and (3) military credit. These programs are designed to assist undergraduate-level students in earning credits for past or ongoing training at their place of employment. Specific policies and fees are associated with these programs and students need to be aware of their responsibilities as they utilize these programs.

Note: All military information must be received at the time of application.

Montreat College closely follows the American Council of Education (ACE) recommendations. Students may have certain certifications or professional training experiences, but this does not mean they are awarded credit. If an exact or comparable match to the certification cannot be found in the ACE recommendations, Montreat College will not award academic credit. Any ACE recommendation must also meet the criteria for collegiate transfer credit (see Conditions of Acceptance of Transfer Credit).

Non-collegiate Credit Assessment (NCA)

Students should submit requests for Non-collegiate Credit Assessment (NCA) for activities undertaken prior to enrollment at Montreat College to the academic advisor during their **first three months of enrollment**. Once enrolled at Montreat College, all (NCA) evaluation packets for newly completed job training evaluation are due **three months after completing the training**. In order to begin the NCA evaluation process, the following five items are required and must be submitted to your Academic Advisor.

- Official and original certificate of completion for each course to be evaluated. Certificates will be returned to students upon completion of the evaluation.
- A content description of each course to be evaluated. This must be an official course description such as the course brochure.
- Contact hour verification for each course to be evaluated. This must be from an official source such as a company's human resources department, official certificate, or course description. Contact hours are the number of hours spent in class for the course. As a rule, for a course to be considered for college credit, it must have a minimum of 15 contact hours.
- A two- four-page competency paper containing a detailed summary of what was gained from the course and how it applies to professional as well as private life. A paper is required for each course to be evaluated.
- A nonrefundable evaluation fee payable to Montreat College is required. The evaluation fee will be applied toward the first hour of credit if at least one hour of credit is awarded. Per credit fees for additional credit hours will be charged.

NCA packets not containing the evaluation fee will not be accepted.

The contact hour verification and competency paper may be waived if the student has an official ACE (American Council of Education) transcript sent directly to Montreat College School of Adult and Graduate Studies.

Current NCA being used to meet graduation deadlines must be submitted no later than the deadline for the graduation application.

Note:

- Allow three to four weeks after receipt of all the above material for an evaluation to be completed. Credit awarded will be posted to the Montreat College transcript once the Associate Registrar's Office has notification of the results and fee payment.
- Exams must be taken by the end of the month of the graduation application deadline: March 31 for Spring, June 30 for Summer and October 31 for Fall.
- The combined total NCA Credits and Credits by Examination are limited to a total of 15 semester credit hours for an associate degree and 30 semester credit hours for a bachelor degree. NCA credits may only be awarded as elective credits toward graduation.

Approved Cybersecurity Certifications

Montreat College recognizes the rigor involved in becoming CompTIA™ certified or a Certified Ethical Hacker. As such, the college designates the following certifications for preapproved transfer credits into the Cybersecurity Program; the credits will come in as general electives for students not enrolled in the Cybersecurity Program. Students must provide a copy of all current certifications to receive credit. Faculty will evaluate acceptance of expired certifications in light of the current curriculum.

- CompTIA™ (3-15 credit hours):
 - A+ (6 credit hours): CYBR 1111, Introduction to Computer Hardware and CYBR 1121, Introduction to Operating Systems
 - Linux+ (3 credit hours): CYBR 2122, Linux Operating Systems and Security
 - Network+ (3 credit hours): CYBR 2221, Introduction to Computer Networking

- Security+ (3 credit hours): CYBR 2311, Computer and Systems Security
- Certified Ethical Hacker (3 credit hours): CYBR 4541, Penetration Testing

Military Credit

Military credit is treated in the same way as general transfer credit. Military credits may count toward specific course requirements beyond general electives. Following the review of military transcripts by the Office of Enrollment and the Associate Registrar's Office, academic department chairs will be consulted to review courses for major-specific transfer credit.

Montreat College uses the American Council on Education's (ACE) guide to evaluate educational experiences in the armed services for evaluating all military credit. An official *Joint Services Transcript* (JST) or officially certified DD-214 is carefully evaluated for all details concerning military experiences; credits are awarded at face value. The JST should accompany the student's application for admission; however, awarded credits may not be counted toward admission requirements. The ACE recommendation for use of military credit(s) must fit within a Montreat College program for transfer credit to be approved. Credits can be applied to the major if they closely match Montreat College courses.

Credits completed at the Community College of the Air Force with a grade of *S* are reviewed as general elective credit. Credits with grades of *A – C* are evaluated just like any other 2-year college transcript.

Articulation Agreements

Montreat College School of Adult and Graduate Studies endorses the North Carolina College System Comprehensive Articulation Agreement. For a more detailed explanation of this agreement, contact the enrollment or academic advising staff.

Montreat College School of Adult and Graduate Studies has also signed individual articulation agreements with certain North Carolina higher education institutions for particular degree programs. For information on institution-to-institution articulation agreements, please see the enrollment or academic advising staff.

AGS Graduate Degrees

To qualify for admission into any Montreat College School of Adult and Graduate Studies graduate degree program, the following conditions must be satisfied

Graduate Degrees

Master of Arts in Clinical Mental Health Counseling
 Master of Arts in Mental Health and Wellness
 Master of Arts in Organizational Leadership
 Master of Business Administration
 Master of Science in Management and Leadership
 Master of Science in Counseling Psychology: Marriage and Family Therapy
 Master of Public Administration
 Master of Public Health

Graduate Degree Admission Requirements

To qualify for admission into any Montreat College School of Adult and Graduate Studies graduate degree program, the following conditions must be satisfied:

- Applicants must have openness to the College's mission of the integration of Christian faith and learning.
- An applicant must meet the following conditions:
 - Submit a Montreat College Application for Admission
 - Have a baccalaureate degree from a regionally accredited college or university.
 - Provide official final transcripts showing completion of a baccalaureate degree and any undergraduate prerequisite courses needed for the graduate degree program.*
 - Provide official final transcripts for any graduate level coursework completed.*
- In addition to the above requirements, students applying for graduate admission must also meet the requirements specific to their intended program of study.

Applicants whose first language is not English must demonstrate the ability to read, write, and understand English and submit evidence of proficiency in English. See International Admission section for further explanation of requirements.

Individual consideration may be given to applicants who do not meet all the specific requirements. Students desiring this consideration must submit additional credentials to support their ability to succeed in the program. The College reserves the right to admit only students who hold promise of academic success. Withdrawal may be required should an applicant intentionally withhold or falsify pertinent information.

*Admissions decisions may be made based on unofficial transcript(s). However, all required final, official transcripts must be received by the end of the first course taken at Montreat College. If these are not received, the student will be withdrawn immediately. Enrollment certifications cannot proceed for VA students' courses and fees if the admission file is incomplete. Any Montreat College charges incurred by the withdrawal date are the responsibility of the student.

Montreat College Undergraduates Entering Graduate Study

A Montreat College undergraduate student enrolled in a bachelor's degree program and nearing completion when admitted to a graduate program is admitted to the graduate school contingent upon successful completion of the bachelor degree. As students cannot officially start a graduate program of study until after the completion and verification of all degree requirements for the bachelor's degree, students who are considering the pursuit of a graduate degree should also file an application for graduation.

Master of Arts in Clinical Mental Health Counseling (MACMHC)

Admission Requirements

To qualify for admission into the Master of Arts in Clinical Mental Health Counseling degree program, the following conditions must be *satisfied in addition to the standard graduate admissions requirements*:

- Have a minimum cumulative GPA of 3.0 from the last 60 credit hours of undergraduate study*
- Submit a Professional Goals Essay
- Submit a current resume that includes both academic and employment history
- Submit official transcripts for *all* colleges attended
- Submit GRE scores** that meet the GRE/GPA Formula Scores:

Minimum combined GRE score of 290, with 3.0 writing score.
Minimum undergraduate GPA of 3.0 (4.0 scale) on last 60 hours.
Minimum formula score of 1,490: $(400 \times \text{GPA}) + \text{GRE} \geq 1,490$

- Complete and pay for a national background check

*If the applicant has a cumulative GPA below 3.0, a "Low GPA" essay is required. The essay should cover challenges that contributed to the low GPA, as well as specifically what the applicant will do to maintain a 3.0 overall GPA in the CMHC program.

**GRE Scores are only valid for five years. GRE requirement is waived under three circumstances:

1. The applicant has completed a master's degree *from a regionally accredited institution* and is verified by receipt of official transcripts.
2. The applicant is applying as a transfer student with graduate level counseling coursework from a counseling degree program that did not require the GRE or *graduate coursework in a related field (such as social work, psychology, pastoral counseling, human services, and marriage and family counseling) from a regionally accredited institution and is verified by receipt of official transcripts or*
3. The applicant is a former Montreat College CMHC student, in good standing, being readmitted within five years.

For applicants currently working full time in a qualified professional health and human services position, such as QP, case manager, assessment evaluator, or peer support for three or more years and have a bachelor degree with a 3.0 GPA from the last 60 credit hours of undergraduate study within ten years of the proposed start date can apply to waive the minimum score requirement of the GRE. The assessment and recommendation of each case will be made by the chair of the Arts and Sciences department and the final decision will be made by the director of enrollment.

After the completion of all admission requirements, a drug test will be required before each student begins their first course.

Master of Arts in Mental Health and Wellness (MAHW)

Admission Requirements

To qualify for admission into the Master of Arts Mental Health and Wellness (MHW) degree program, the following conditions must be *satisfied in addition to the standard graduate admissions requirements*:

- Have a minimum bachelor degree GPA of 3.0 from a regionally accredited program*
- Submit two letters of professional reference
- Submit a current resume or curriculum vitae that includes both academic and employment history
- Submit official transcripts for *all* colleges attended.
- Submit a Professional Goals Statement-
 - Please share your reasons for pursuing a degree in Mental Health and Wellness at Montreat College, focusing on your long-term goals and how your academic program will help you achieve those goals. Include any aspects of your experience, skills, and background which may aid in evaluating your fit for the MHW program. Your goal statement should be a maximum of 750 words.
- Complete and pay for a National Background Check

If the applicant has a GPA below 3.0, a “Low GPA” essay can be submitted, for students. The essay should cover challenges that contributed to the low GPA, as well as specifically what the applicant will do to maintain a 3.0 overall GPA in the MHW program.

An accepted student into the MHW program who may be interested in the Clinical Mental Health Counseling (CMHC) program will become eligible to transfer to the CMHC program and not be required to take the GRE once 18 hours of coursework has been completed. MHW students transferring into the CMHC program will be responsible to complete a drug test when entering into the CMHC program as is required by all new CMHC students.

Master of Arts in Organizational Leadership (MAOL)

Admission Requirements

To qualify for admission into the Master of Arts in Organizational Leadership (MAOL) degree program, the following conditions must be *satisfied in addition to the standard graduate admissions requirements*:

- Montreat College Application for Admission
- Official, final transcripts of all college courses taken (All final transcripts must include graduation information)
- Minimum 2.75 GPA over last 60 credit hours of undergraduate work
- An application essay

The AGS Director of Enrollment approves all student acceptances in the MAOL program and makes all final offers for admission. Meeting minimum requirements for admission does not guarantee acceptance.

Master of Business Administration (MBA)

Admission Requirements

To qualify for admission into the Master of Business Administration (MBA) degree program, the following conditions must be *satisfied in addition to the standard graduate admissions requirements*:

- Have a minimum cumulative GPA of 2.75 *
- Submit two letters of professional reference

- Submit a current resume that includes both academic and employment history
- Submit official transcripts for *all* colleges attended.
- Submit an Applicant Essay
- Completion of one undergraduate or graduate course in each of the following areas: finance, accounting, economics, and statistics, passing completion of Peregrine Global Services Academic modules in finance, accounting, macro-economics, micro-economics, and statistics, or completion of the HBS Online CORE program.***

The Credential of Readiness (CRe) is Harvard Business School (HBS) Online's primer course on the fundamentals of business thinking—a three-course online program designed to prepare students for the business world. Completion of HBS Online CRe fulfills the accounting, economics, and statistics admission requirements for the Montreat College MBA. For more information on HBS Online, go online to <https://hbx.hbs.edu/courses/core/>.

*If the applicant has a cumulative GPA below 2.75 in their last 60 credit hours of undergraduate or graduate study, a "Low GPA" essay is required. The essay should cover challenges that contributed to the low GPA, as well as specifically what the applicant will do to maintain a 2.75 overall GPA in the MBA program. The essay will be reviewed by the Associate Dean of AGS and a recommendation will be made to the AGS Director of Enrollment for a final admission decision.

The AGS Director of Enrollment approves all student acceptances in the MBA program and makes all final offers for admission. Meeting minimum requirements for admission does not guarantee acceptance.

Master of Public Administration (MPA)

Admission Requirements

To qualify for admission into the Master of Public Administration degree program, the following conditions must be *satisfied in addition to the graduate admissions requirements*:

- Montreat College Application for Admission
- Official, final transcripts of all college courses taken (All final transcripts must include graduation information)
- Minimum 2.75 GPA over last 60 credit hours of undergraduate work
- An application essay may be available for interested applicants whose GPA is below 2.75.

*If applicant has a GPA below 2.75 in their last 60 credit hours of undergraduate study, a "Low GPA" essay is required. The essay should cover challenges that contributed to the low GPA, as well as specifically what the applicant will do to maintain a 2.75 overall GPA in the MPH program.

The AGS Director of Enrollment approves all student acceptances in the MPA program and makes all final offers for admission. Meeting minimum requirements for admission does not guarantee acceptance.

Master of Public Health (MPH)

Admission Requirements

To qualify for admission into the Master of Public Health degree program, the following conditions must be *satisfied in addition to the graduate admissions requirements*:

- Montreat College Application for Admission
- Have a minimum cumulative GPA of 2.75 from the last 60 credit hours of undergraduate study*

- Submit a Professional Goals Essay
- Submit a current resume that includes both academic and employment history
- Submit two letters of recommendation for entering the Master of Public Health program
- Submit official transcripts for all colleges attended

*If applicant has a GPA below 2.75 in their last 60 credit hours of undergraduate study, a “Low GPA” essay is required. The essay should cover challenges that contributed to the low GPA, as well as specifically what the applicant will do to maintain a 2.75 overall GPA in the MPH program.

The AGS Director of Enrollment approves all student acceptances in the MPH program and makes all final offers for admission. Meeting minimum requirements for admission does not guarantee acceptance.

Master of Science in Counseling Psychology: Marriage and Family Therapy (MSCP)

Admission Requirements

To qualify for admission into the Master of Science in Management and Leadership degree program, the following conditions must be *satisfied in addition to the graduate admissions requirements*:

Applicants to the MSCP: MFT must submit a Montreat College Application for Admission and meet the requirements of program entry as outlined in the School of Adult and Graduate Studies (AGS) Academic Catalog. Requirements for program admission are as follows:

- Montreat College Application for Admission
- Have a minimum cumulative GPA of 3.0 from the last 60 credit hours of undergraduate study*
- Submit a Professional Goals Essay
- Submit a current resume that includes both academic and employment history
- Submit two letters of recommendation for entering the Master of Science in Counseling Psychology Program: Marriage and Family Therapy
- Submit official transcripts for all colleges attended
- Complete and pay for a national background check

*If applicant has a GPA below 3.0 in their last 60 credit hours of undergraduate study, a “Low GPA” essay is required. The essay should cover challenges that contributed to the low GPA, as well as specifically what the applicant will do to maintain a 3.0 overall GPA in the MSCP: MFT program.

The AGS Director of Enrollment approves all student acceptances in the MSML program and makes all final offers for admission. Meeting minimum requirements for admission does not guarantee acceptance.

Master of Science in Management and Leadership (MSML)

Admission Requirements

To qualify for admission into the Master of Science in Management and Leadership degree program, the following conditions must be *satisfied in addition to the graduate admissions requirements*:

- Montreat College Application for Admission

- Have a minimum cumulative GPA of 2.75 from the last 60 credit hours of undergraduate study
- Submit an Applicant Essay

The AGS Director of Enrollment approves all student acceptances in the MSML program and makes all final offers for admission. Meeting minimum requirements for admission does not guarantee acceptance.

Student Financial Services Information

For financial services information and application materials for the School of Adult and Graduate Studies (AGS), please contact the Student Financial Services Office:

Student Financial Services Office
Montreat College (MC 881)
P.O. Box 1267
Montreat, NC 28757
800-545-4656
financialservices@montreat.edu

General Information

The Student Financial Services Office is committed to providing financial resources to students who seek an education at an institution committed to integrating faith and learning. In partnership with federal, state, and other local organizations, the Office will coordinate the administration of all students' financial assistance awarded to ensure equity and consistency in the delivery of funds to students.

Types of Financial Aid

Students who are citizens or have permanent residence status in the United States are eligible to apply for financial assistance under various federal aid programs. Students must complete all the financial aid paperwork, including the Free Application for Federal Student Aid (FAFSA), to be considered for the following programs. If a student drops a course included in the financial aid award or they are considering withdrawing from a course, they should contact the Office of Student Financial Services immediately as changes to aid may occur.

Federal Pell Grant

Pell Grant eligibility is based on the student's expected family contribution (EFC) from the FAFSA and their hours of enrollment each semester. Pell Grants are available only to enrolled degree-seeking, first-time undergraduate students.

William D. Ford Federal Direct Student Loan Program

Federal Direct Loans (subsidized and unsubsidized) are low-interest loans available to assist eligible students. A student must complete an online Entrance Counseling Interview and Master Promissory Note to receive federal loan funds. Upon meeting all general eligibility requirements, the loan application must be certified by the College. A student must be enrolled as a degree-seeking student in an eligible undergraduate or graduate program.

North Carolina Need-Based Scholarship (NCNBS)

Recipients must have been a North Carolina resident for the last 12 consecutive months, be registered at least three quarters time (9 hours) pursuing their first bachelor degree, and meet financial aid eligibility requirements. Students must complete a FAFSA annually in order to know whether they qualify for this scholarship. Funding levels are based on annual legislative action each year. If a student withdraws from a class, fails a class, takes a leave of absence, or makes any other schedule change, he or she may not qualify for this grant. Students are eligible for the NCNBS funding in the Fall and Spring semesters only, not Summer semester. The funds will not disburse until students have matriculated into all their required credit hours and the Residency Determination Agreement is completed online. Typically, this occurs in Session 3 but is dependent on the student's individual schedule for the Fall and Spring semesters.

Montreat College Alumni Discount

Alumni discounts are available to students who have graduated with a Bachelor or Associate degree from Montreat College or Montreat-Anderson College. A \$1,000 credit will be applied to the tuition charges for the Graduate degree program during the first term and second term-\$500 each term.

Employer Reimbursement

Many employers offer tuition reimbursement to employees in academic programs. Students should contact their employer for more information and submit the tuition discount form to the Student Financial Services Office. Most employers reimburse tuition after course completion, so it is advisable to arrange payment for several courses until reimbursement. The student is responsible for paying tuition and fees prior to starting a course. Students using employer vouchers should submit them by the course due date and pay any remaining balance by that date. If any employer-reimbursement information changes, the student should complete the Information Change form and submit it to his or her advisor. The student's financial aid may be subject to change.

Active and Retired Military

Bachelor and master students who are on active duty or retired military with a current military ID card may be eligible for a 20% discount in tuition. This discount may not be combined with any other discount. For more information, contact the Student Financial Services Office.

Veterans' Help Desk

The VA School Certifying Official (SCO), located in the Registrar's Office, works with the Veterans Administration (VA) to assist with administering the education benefit programs to veterans or eligible dependents of veterans and servicemembers. The SCO certifies enrollment, based on number of credits, length of courses, and type of courses (residential or distance learning), and transmits necessary credentials and information to the proper administrative office.

Before a student's enrollment can be certified, the SCO will need the following:

- A copy of the Certificate of Eligibility for the student.
- Signed Memorandum of Understanding detailing the expectations for students using VA educational benefits. The memo has detailed information concerning status for each type of student.

A student must be admitted and actively enrolled in courses at Montreat College before enrollment verification for veterans' benefits begins. Students in the School of Arts and Sciences as well as the School of Adult and Graduate Studies may be eligible for the full monthly allowances, provided they are enrolled full-time as determined by the VA. Students are responsible for reporting any changes in enrollment or attendance to the VA SCO as soon as possible.

To apply for VA educational benefits, go to <https://www.vets.gov/education/apply/>. To check on the status of benefits, contact the Veterans Administration helpdesk at 1-888-442-4551.

The VA helpdesk for Montreat College can be reached by email at va@montreat.edu or by calling 1-828-669-8012 x 3732. The *Memorandum of Understanding for Use of Education Benefits for Veteran Students* can be requested from the VA helpdesk.

Active duty servicemembers start with their Education Services Office (ESO). The ESO works with the servicemember to assess if tuition assistance (TA) is an option or if VA educational benefits is the best route. The SCO works with the servicemember and ESO to report required information for TA.

Application for Financial Aid

Procedure

- Apply for admission to Montreat College.
- Request a FSA ID from the Department of Education at fsaid.ed.gov. Students must have this to complete their Free Application for Federal Student Aid (FAFSA).
- Complete the Free Application for Federal Student Aid (FAFSA) online at fafsa.ed.gov. The FAFSA may be submitted as early as October 1st for the following academic year, using the prior year tax information. Actual tax information is required. Use the IRS Data Retrieval Tool (DRT) if possible.
- Financial aid decisions are made after a student has been offered admission. Students are notified via an official award letter via email.
- North Carolina residents must confirm their residency status by using the Residency Determination Service at CFNC <https://ncresidency.cfnc.org/residencyInfo/>.
- Students receiving a loan for the first time at Montreat College will need to complete the appropriate paperwork, including the Master Promissory Note and the Entrance Counseling Interview for William D. Ford Federal Direct Loans at www.studentloans.gov.

- Students eligible for educational benefits through the Veterans Administration or Vocational Rehabilitation should apply directly to these agencies and inform the VA School Certifying Official.
- Students must reapply each year for financial aid by completing the FAFSA.
- All outside scholarships or benefits (non-Montreat College) must be reported to the Student Financial Services Office. Montreat College reserves the right to reduce institutional awards and/or federal loans due to outside resources. Failure to report tuition assistance, scholarships, or employer tuition reimbursement to the Student Financial Services Office may lead to a student's financial aid award being adjusted after being initially awarded, and the student runs the risk of having her or his aid returned to the federal or state government.

If a student chooses financial aid as a method of meeting the financial obligations of the AGS program, students are encouraged to complete all financial aid paperwork prior to the start of their semester. If the financial aid paperwork is submitted after the second week of the semester, the student's financial aid award may be delayed.

All financial aid funds are posted directly to student accounts. They cannot be issued as a check directly to a student. Financial aid information and forms may be found at the College website: <http://www.montreat.edu/admissions/tuition-aid/>.

If a student is academically withdrawn from Montreat College from a course or due to non-attendance in a course, a portion or all of the federal and/or state funds may be returned to the Federal Government. If an outstanding balance remains on the student's account after this process has been completed, then it is the student's responsibility to pay in a timely manner any outstanding balance no longer covered by financial aid funds. Failure to report tuition assistance, scholarships, or employer tuition reimbursement on the Admission/Financial Aid Application may lead to a student's financial aid award being adjusted after being initially awarded, and the student runs the risk of having her or his aid returned to the federal or state government.

At the end of the federal award period, any credit remaining on the student's account from federal aid is sent automatically to the student regardless of the preference expressed on the authorization to retain funds.

Note: Validation of all High School Diplomas

According to federal regulations, high school diplomas must be valid in order for a student to be eligible for Title IV funding (i.e. federal funding).

Federal regulations require all colleges and universities to evaluate the validity of a student's high school diploma if the institution or the Secretary of the Department of Education has reason to believe that the diploma is not valid or was not obtained from an entity that provides secondary school education (Higher Education Act § 668.16(p)).

Maintaining Financial Aid

To maintain financial aid, undergraduate students must remain in at least six credit hours in order to be eligible for student loans. Graduate students should remain in at least 3 credit hours in order to be eligible for student loans. Eligibility for the Federal Pell Grant may also be affected by changes in enrollment. Students must maintain satisfactory academic progress (refer to policy for details) and must reapply each academic year for financial aid.

Students must maintain at least ½ time (6 credit hours for undergraduate; 3 credit hours for graduate) in a given semester to maintain any in-school deferment. Any periods of enrollment for <½ time can affect any existing student loan grace periods.

Students who are in default on federal student loans will not be eligible for any financial aid until the default is cleared through the lenders and proof is submitted from the holder of the loans in question that the default has been cleared.

Note: Undergraduate students are considered to be full-time if they attempt at least 12 credit hours in a standard term. Graduate students attending a program in a standard term structure are considered to be full-time if they attempt at least 6 credit hours. Graduate students attending a program in a non-term structure are considered full-time if they are continuously enrolled.

Academic Year Definition

To be considered full time, an undergraduate student should be enrolled in a minimum of 48 weeks (16 per semester) of instructional time and a minimum of 36 credit hours (12 per term) attempted. To be considered full time, a graduate student should be enrolled in a minimum of 48 weeks (16 per semester) of instructional time and 18 credit hours (6 per term) attempted.

Financial Aid and Satisfactory Academic Progress

It is very important to note that there are two types of Satisfactory Academic Progress (SAP) requirements. The first type is called Academic SAP and applies to **all** enrolled students. It is monitored by the Registrar's Office. The second type, Financial Aid SAP, only applies to students receiving financial aid.

Federal regulations (Sections 668.16, 668.32 and 668.34) require that schools monitor the academic progress of each applicant for federal financial assistance and that the school certify that the applicant is making satisfactory academic progress toward earning their degree.

At Montreat College, this determination of progress is made at the end of each semester, including the summer term, and before the student financial services office disburses any federal aid funds for the subsequent semester. To be eligible to receive Title IV federal funds, Pell Grants, SEOG, Federal Work Study, Federal Perkins Loans, Federal Direct Loans or state and institutional aid, students must maintain satisfactory progress.

Adult Undergraduate Satisfactory Academic Progress for Financial Aid Purposes:

Satisfactory Academic Progress (SAP) has three criteria and students must meet all three:

1. A Qualitative measure: All students must maintain a cumulative 2.0 GPA
2. A Quantitative measure: All student must earn 67% of all credits attempted
3. A Pace of Progression measure: All students must complete their program in 150% of the credit requirements. For example, a program which requires 120 credit hours for completion must be completed in 180 attempted credit hours ($120 \times 1.5 = 180$). This is also called the Maximum Time Frame (MTF) criteria and is also a quantitative measure.

One additional SAP criteria students should be aware of, especially if they plan to double major, is: automatic completion. All students who have completed all credit requirements for any of their programs will be considered as having earned a degree for financial aid purposes even if they have not applied for graduation. These students will not qualify for any federal or state aid at the point of automatic completion.

Adult Graduate Student Satisfactory Academic Progress for Financial Aid Purposes:

Satisfactory Academic Progress (SAP) has three criteria and students must meet all three:

1. A Qualitative measure: All students must maintain a cumulative 3.0 GPA.
2. A Quantitative measure: All students must earn 75% of all credits attempted.
3. A Pace of Progression measure: All students must complete their program in 150% of the credit requirements. For example, a program which requires 120 credit hours for completion must be completed in 180 attempted credit hours ($120 \times 1.5 = 180$). This is also called the Maximum Time Frame (MTF) criteria and is also a quantitative measure.

Failure to Meet Satisfactory Academics Progress

Financial Aid Warning: Students who fail to make SAP may continue to receive financial aid for one additional semester. No appeal is necessary for this student at this time.

Financial Aid Suspension: Students who fail to regain SAP at the end of a semester on Warning are not eligible to receive financial aid. A student on Suspension has the option to appeal to have their eligibility reinstated. If the student's appeal is denied, the student remains on Suspension and can only regain eligibility once they meet all three of the SAP criteria.

Financial Aid Probation: Students whose appeals have been approved are placed on Probation. The appeal approval will outline what the student needs to do to keep receiving financial aid. This may range from the student regaining eligibility at the end of the next period of enrollment to the student meeting specific criteria as identified in an Academic Plan.

Reinstatement of Aid

Aid may be reinstated on a probationary status by meeting the requirements for SAP or by an approved appeal. If aid is reinstated, a probationary status will remain in effect. A period of non-enrollment does not reinstate aid eligibility. A student returning after an extended period of non-enrollment must still submit a SAP appeal.

Appeals

Students who wish to appeal the suspension of financial aid eligibility based on mitigating circumstances (i.e., severe illness, death of a close family member, severe injury, or other traumatic experiences) may do so by submitting the SAP appeal form, a

letter of appeal and supporting documentation to the Director of Financial Aid within **ten days** from the date of notification that aid has been canceled.

All appeals must:

1. Complete the enclosed SAP appeal form.
2. Include the student's statement which identifies the mitigating circumstances that led to SAP not being maintained. In the first appeal, since SAP is cumulative, the student must address all unearned coursework, which appears on the Montreat College transcript.
3. Provide supporting documentation, such as statement from the doctor, death notice, etc.
4. Include the student's degree audit, which may be obtained from the Associate Registrar's Office.
5. Include the student's Montreat College identification number, or Social Security number, current address, and communication information.

All initial and subsequent appeals and supporting documentation must be received within ten days of notice. The Student Financial Services Advisory and Appeals Committee will not review incomplete or partial appeals. All documentation is retained by the Student Financial Services Office for audit purposes.

Student Financial Services will notify the student of the decision to reinstate or deny aid. If approved, conditions may apply. If the conditions are not satisfied, aid may be denied in a subsequent term. As described in federal regulations, **all decisions at this point are final.**

The Student Financial Services Office will review no more than two appeals from a student during the course of study.

Effect of Incompletes, Withdrawals, Failures, and Repeats

All incompletes, withdrawals, failures, and repeats are included as attempts when determining SAP for financial aid. Depending on when a student withdraws in the semester, their aid may be recalculated. Students should consult a financial aid counselor before making any adjustments to their schedules as it may impact their awards.

Effect of Changing Major/Double Major

A change of academic major or the pursuit of a double major does not extend eligibility for financial aid. Students are still expected to complete their programs within 180 hours. A student may appeal if they fail to make SAP for this reason.

Effect of Credits by Transfer, Examination, Military, and Life Experience

Transfer credits that have been accepted and count towards the student's program of study will be used as attempts and completes and included in determining SAP. Academic credits received via examination, military, or life experience are counted as attempts and as earned credit.

Effect of Auditing Courses

Students do not earn any academic credits for audited courses, nor do they count in the calculation of "attempted hours."

Return of Title IV Federal Student Aid

In the event a student withdraws from a course or the entire program, either through nonattendance or by administrative withdrawal, does not return to the next course after an approved leave of absence, or is not making satisfactory academic progress, the Student Financial Services Office is required to process a withdrawal calculation.

All calculations are based on the last date of documented class attendance within the student's period of enrollment. A period of enrollment is one-half of the financial aid academic year. All awards that include federal Title IV aid will be subject to the federal return of Title IV funds calculation. All nonfederal funds are subject to the Montreat College refund calculation. The College has a fair and equitable refund policy as required under Section 668.22 (b) (1) of the federal regulations.

The federal return of Title IV funds calculation determines the percentage of the semester actually completed for which the assistance was awarded to the student. This figure is used to determine the percentage of the aid the student earned for the period of enrollment. All unearned funds are returned to the proper agencies in the order prescribed by federal and state regulations. These regulations dictate that the College is obligated to apply refunds in the following order: Unsubsidized Direct Student Loan; Subsidized Direct Student Loan; Federal Direct PLUS loan; Federal Pell Grant; Federal Supplemental Educational

Opportunity Grant; other Title IV, state, private, or institutional aid; the student. Students must pay any charges remaining on their account after funds are returned to the proper agencies.

Financial Aid Attendance/Scheduled Break Policy

Attendance is monitored for all students at Montreat College in order to determine their eligibility for financial aid. If a student remains absent for 45 days or more without the proper paperwork, the student must be withdrawn from the program. If a student is a financial aid recipient, an R2T4 will be processed and federal and state funds may be returned.

Financial Policy Appeals

Any student who wishes to appeal a decision must do so in writing to the Student Financial Services Office.

Tuition and fees for the School of Adult and Graduate Studies are structured by degree program.

Tuition rates *per credit hour* are:

Undergraduate:	\$425.00
Graduate: Clinical Mental Health Counseling	\$485.00
Graduate: Counseling Psychology	\$485.00
Graduate: Mental Health and Wellness	\$485.00
Graduate: Business Administration	\$540.00
Graduate: Management and Leadership	\$540.00
Graduate: Organizational Leadership	\$540.00
Graduate: Public Administration	\$540.00
Graduate: Public Health	\$540.00
Graduate: Environmental Education	**

Elementary Education Residency License Program \$425.00

**An additional \$500 per semester course fee will be assessed for those enrolled in EV 570 (Nonresident Thesis/Project).

NOTE: Tuition does *not* include books.

Applicable Fees:

- All students are charged a student fee of \$150.00 per semester.
- A Course by Arrangement (CBA) may incur a fee of \$50.00 per credit hour.
- A \$100.00 Application for Graduation Fee is due upon filing the graduation application for all degree programs.
- The cost to audit an undergraduate class is \$100.00, and the cost to audit a graduate class the cost is \$200.00. The student is responsible for purchasing the required textbooks.
- Non-Collegiate Credit Assessment (NCA) fee is \$35.00. Fee for credits awarded through NCA is \$35.00 per credit.
- Students who withdraw from and reenter any program must adhere to the prevailing standards and fee structures at the time of reentry. Any scheduling changes may also affect the amount and timing of financial aid available.
- All outstanding balances must be cleared before future course or program registrations will be approved. The College reserves the right to withdraw students from a course for failure to meet financial obligations. A \$50 late fee is charged each time a payment is received after the due date. There is a \$25 charge for any check returned for insufficient funds.
- Lab fees
 - CYBR 1111 - \$60.00, CYBR 1121 - \$43.00, CYBR 2122 - \$59.00, CYBR 2222 - \$66.00, CYBR 2334 - \$35.00, CYBR 3313 - \$250.00, CYBR 4541 - \$66.00
- Major Field Test fee of \$25.00. Additional proctoring fee of \$20.50 if test is taken online. All Bachelor of Business Administration students must take the test.

- ACAT Test fee of \$28.50. All Bachelor of Science in Psychology & Human Services, Bachelor of Science in Human Services and Bachelor of Science in Psychology must take the test.

Montreat College reserves the right to modify any of the above charges at any time.

Tuition Reimbursements

Students who anticipate that all or part of their expenses will be paid by employer tuition reimbursement are expected to pay in advance for courses with their own funds.

Receipt Requests

Students may request receipts for reimbursement purposes by submitting a receipt request form to the Student Financial Services Office.

Student Statements

As a courtesy, the Student Financial Services Office sends statements each term to all students with a balance. **A student is not excused from paying the balance due simply because they have not received a statement.** A student's schedule may be dropped for late payment. Students may view their accounts online using the Montreat Access Portal (MAP) at <https://map.montreat.edu/ics>. Statements are not routinely sent to students with a zero (0) or credit balance.

Payment of Tuition and Fees

Self-Pay Student: (non-financial aid recipient; i.e. not applying for Federal and/or State loans or grants by completing a FAFSA).

Tuition and fees are due by the dates listed in the Academic Calendar. A late payment penalty of \$50 will be assessed if payment is not made by the first day of class. A student's schedule may be dropped for non-payment.

Financial Aid Recipients: All required financial aid documents must be submitted to the Student Financial Services Office before classes begin or the student's schedule may be dropped.

At the time a student registers, either by signing and submitting the appropriate registration forms to their Advisor by registering online through the website, the student agrees to abide by the College's official policies concerning add/drop and institutional withdrawal from Montreat College. Students who withdraw from classes after the add/drop period will not receive a refund of tuition or fees. The student agrees to assume responsibility for understanding the College's official policy concerning schedule changes and satisfactory academic progress, which may affect tuition and fees charged, and/or financial aid eligibility.

If an account must be sent to a collection agency or litigated due to nonpayment of the outstanding balance, the College reserves the right to demand payment in full for subsequent terms of enrollment prior to the beginning of each term. The College reserves the right to cancel a student's registered courses if a balance due from a previous term remains unpaid at the start of a subsequent term.

Student receivable accounts are considered to be educational loans provided for the sole purpose of financing an education at Montreat College, a non-profit institution of higher learning. As such, student receivable accounts are not dischargeable under the provisions of the laws governing either Chapter 7 or Chapter 13 bankruptcy actions.

The College reserves the right to demand payment in the forms of a certified check, money order, cash, or credit cards in the event that one or more checks have been returned unpaid for any reason.

Students who have unpaid accounts or other outstanding obligations at the College will not be eligible to register for classes nor return for the next term. Transcripts, certificates and diplomas are not issued until all charges have been paid in full. The College reserves the right to recover all costs involved with the collection and/or litigation of delinquent accounts as well as levy an interest charge equal to one and one half percent (1.5%) per month, on any account with a balance beyond thirty days past due. Student accounts are assessed fines for overdue library books, damaged property, parking violations, etc., as those charges are incurred.

General Institutional Student Financial Services Policy

The payment of all tuition and fees becomes an obligation upon registration at Montreat College (hereafter referred to as "the College"). The Federal Truth-in-Lending Act requires complete disclosure of the terms and conditions controlling payment of the student's obligations. In order to comply with those federal statutes and regulations, the College discloses billing policies in the Academic Catalog and requests that the student carefully review the following:

Prior to the completion of registration, the student shall pay any prior obligations due on his/her account. An account that has a delinquent balance at the time the student schedules classes for the following semester prohibits the student from completing the registration process until the account is paid in full. Payment is due in full after registration and prior to the start of each course. Any changes in the student's financial obligations caused by a change in schedule or in aid are available for the student to view using Self-Service on the Montreat College website. The College reserves the right to offer monthly payment plans on past due accounts and to terminate said arrangement for non-payment. In the event of such a termination, the entire balance shall be immediately due and payable. The student's failure to pay the entire balance within 30 days shall result in the account being handled as a delinquent account as explained below.

Delinquent accounts occur when the payment terms on a student's account have not been met. When an account becomes delinquent, a billing statement is sent giving two weeks to make payment in full. If payment is not made, a statement will be sent giving an additional two weeks to make payment or the account will be sent to an external collection agency. The College has the right to take steps to collect the balance, including but not limited to the following: dropping the student from courses; prohibiting registration for future courses; withholding course credits, academic transcripts and diplomas until the balance is paid; turning over the student's account to a collection agency; and taking legal action to collect the balance due.

In addition, students may be removed from current course enrollment. The student authorizes the College to release financial information about his/her account to those concerned with collecting the overdue balance. If the College incurs any expenses in collecting the student's account, the student shall pay all the College's cost of collection. This includes, but is not limited to, a collection agency fee, interest, and/or reasonable attorney's fees. In the event that appropriate tuition and fees are not paid and the college is forced to initiate formal collection procedures, the party or parties liable for such unpaid tuition will further be liable to the College for reasonable attorney's fees plus all other reasonable expenses incurred by the College in collecting the delinquency, to the extent allowed by law.

The student is financially responsible for tuition and fees. The student will not be held responsible for the balance of the course charges and required/ applicable fees if the College receives a written notice of withdrawal before the first day classes begin. Financial Aid will be adjusted/reduced according to Federal guidelines.

General Institutional Withdrawal Policy

The following refund policy will be in effect for students enrolled in Standard Academic Terms:

- If a student drops* a course before the end of the add/drop period, the student will not be charged for tuition or fees.
- If a student withdraws* from a course after the add/drop period, the student will be charged the full tuition rate and fees for that course.

The following refund policy will be in effect for students enrolled in Non-standard Academic Terms.

- If a student drops* a course before the second class meeting, the student will not be charged for tuition or fees.
- If a student withdraws* from a course after the second class meeting, the student will be charged the full tuition rate and fees for that course.

*It is the responsibility of the student to drop a course officially by notifying her or his academic advisor and completing a properly executed Add/Drop Form. If a student does not attend the first week of a course, that course may be dropped from the student's schedule.

All past due amounts, including but not limited to such charges as tuition, bookstore charges, library fines, and student fees, are subject to a 1.5% per month finance charge. Students will not be issued official grade transcripts or permitted to register for subsequent semesters until such time all fees have been paid in full. Diplomas will not be issued unless all fees have been satisfied.

Refund Policy

If the student withdraws from the College, then the General Institutional Withdrawal Policy will apply.

A student is considered enrolled for attendance purposes until the last day of attendance or the end of the term, whichever is first. To withdraw from courses, the student should follow the formal withdrawal process outlined in this catalog. Official withdrawal forms are available from an Academic Advisor or from the Registrar's Office.

A refund refers to money paid toward college charges that must be returned to financial aid sources and/or the student. A repayment is the amount of cash disbursed to the student that must be repaid to federal, state, or institutional sources. The amount of refund will depend upon whether the student has received Federal Title IV and/or state financial assistance.

Credit Balances

Students may receive a distribution of a credit balance from their account during the semester, though not prior to the conclusion of the first two weeks of the semester or the **actual receipt of funds**. Student Financial Services Office issues a refund check for the credit balance.

If a student graduates or separates from Montreat College, any credit balance remaining after final adjustments (if any) will be refunded by a check mailed to the student's address on file once a Credit Request form is completed. If a student's current mailing address is different from the address on file, the student must submit a Student Information Change Form to the Registrar's Office before the check can be mailed to that address.

If financial aid changes are made or additional charges are added to the account following the issuance of a refund, the student will be responsible for any additional amount due to Montreat College.

General Student Information

Standards of Conduct

The trustees, administration, staff, faculty, and students seek to be motivated by Christ's love for us. Desiring to reflect that love for one another, Montreat community members are called upon to practice consideration, fair play, and concern in all daily interaction with one other as an expression of a shared commitment to be a community under the lordship of Jesus Christ. Kindness and consideration demand the deliberate consciousness of other people's feelings and an effort to neither hurt nor offend other members of the community.

Such high aspirations require an understanding of what Christian standards are both in and out of the classroom, and they can be reached only when each one in the Montreat College community makes an honest effort to incorporate them into the pattern of daily living.

An obligation for patience and for the effort toward redemption is inherent in a Christian community. At the same time, the College reserves the authority to ask those members to withdraw who do not accept its delineation of Christian standards, and who are unable to learn to live happily in the framework of ideals. Those who act or speak in an abusive or threatening manner will be shown zero tolerance and will be withdrawn from the College.

Montreat College Student Email Accounts

Each student is assigned an email account prior to the first course. This will allow students to communicate with and receive communications from various offices attached to Montreat College such as Academic Advising, the Registrar's Office, and Student Financial Services concerning non-public information. Students may also communicate with professors who may not have a permanent office on campus. It is essential that all passwords for email and online access be kept confidential. No one from Montreat College will ever ask for this information. Students having difficulty accessing information online, may contact the Information Technology helpdesk at 828-669-8012 extension 3663. All students are required to check the Montreat College email on a regular basis. **Not checking the student email assigned by Montreat College is not a defense for not knowing vital information sent to students.** Should a student use an email that is not assigned by Montreat College requesting information Montreat College deems private, that information will be sent to the Montreat College email address **only** or to the home address via the postal service.

Change of Personal Information

It is the student's responsibility to notify the College immediately in the event of a change of employment, address, telephone number, email address, name or, any tuition assistance. Students must submit a Student Information Change form to their assigned academic advisors. The form may be obtained at www.montreat.edu/registrar-office/forms or from the advisor. Note: a copy of the new social security card and legal document associated with the name change must accompany name changes.

Disability Services

The College will provide reasonable accommodations for known disabilities whether visual, hearing, mobility, medical, learning, or for other qualified applicants and students. Eligible students should follow these steps:

- Identify himself/herself to the Academic Advisor.
- Submit current documentation of his/her disability to the Academic Advisor.
- Be willing to participate in additional evaluation to confirm the disability, if requested.
- Provide clear recommendations for accommodations from a professional care provider.
- Request in writing the specific accommodations needed to enable his/her academic access.

The Office of Academic Advising will forward the disability services request to the Associate Dean of Adult and Graduate Studies for approval.

Alcohol Policy

It is the policy of Montreat College that alcoholic beverages and their use is not permitted on property owned or leased by the College.

Smoke and Tobacco Free Campus Policy

Montreat College is committed to providing students, employees, and guests with a safe and healthy environment. Therefore, the College is a smoke and tobacco-free campus.

For purposes of this policy, “smoking” includes, but is not limited to, the burning (or simulating the burning), lighting, or openly carrying of any type of tobacco, tobacco-derived, or vapor products including, but not limited to, traditional and electronic cigarettes, cigars, cigarillos, and pipes, as well as the use of chewing tobacco and snuff.

It is the policy of Montreat College that smoking is not permitted anywhere on College property, whether owned or leased by the College. For purposes of this policy, College property includes any property owned by the College, leased by or in possession and control of the College, and any property owned by the College and leased to other entities for short- or long-term use. It also includes the Montreat Presbyterian Church (EPC) building and property.

Policy on Non-Students in Class – AGS

Classroom meetings for the School of Adult and Graduate Studies are for faculty, faculty-invited guests, and enrolled students only. Students are not permitted to bring guests to class meetings. No exceptions may be made for children (including, but not limited to, children of instructors and of students) to remain in the classroom. Parents are responsible to make necessary provisions for their children to be cared for in a separate location than the classroom or Montreat College location. Students who bring children or other guests to class or the site location will be asked to leave and will receive an unexcused absence for that class.

Special Note: Leaving children unattended in a public area or site location, including empty classrooms, computer labs, lobbies, parking lots, etc. is prohibited. This policy does not apply to students with disabilities who have received written accommodations to be accompanied by a caregiver or academic support personnel.

Sexual Harassment Policy

Sexual harassment can occur in any academic context, such as a professor/student relationship, staff member/student relationship, student/student relationship, as well as within other professional employment environments, including practicum and/or internship environments.

Sexual harassment has been defined in the professor/student relationship as follows: unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when grades or educational progress are made contingent upon submission to such conduct, or when the conduct has the purpose or effect of interfering with the individual’s academic performance, or of creating an intimidating, hostile, or offensive educational environment. Romantic relationships should be avoided between a faculty member and student with whom the faculty member has a professional relationship.

The definition of sexual harassment in other academic and employment contexts is similar: Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when (1) submission to such conduct is made either explicitly or implicitly as a term or condition of an individual’s employment; (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting the individual; or (3) such conduct has the purpose or effect of unreasonably interfering with an individual’s work performance or creating an intimidating, hostile, or offensive working environment.

The College will not tolerate sexual harassment or ignore complaints of harassment from students, staff, or colleagues.

For information specifically about sexual harassment and assault issues, including prevention and response protocols, please consult <https://www.montreat.edu/student-life/student-services/health-wellness/title-ix/>.

In order to report possible sexual harassment, The Title IX Coordinator at titleix@montreat.edu.

Academic Information

Academic Advising

All students are required to review an online orientation for their particular degree program and participate in a new student orientation and registration meeting before starting any degree program.

Academic advisors make every attempt to give effective guidance to students in academic matters and refer students to those qualified to help them in other matters. However, **the final responsibility for meeting all academic requirements for a selected program rests with the student.** All students can arrange for an appointment with their academic advisor at any time during their degree program.

Course Registration and Scheduling Changes

Undergraduate: Advisors will create academic plans with students and typically enroll students in courses one year at a time. Students may adjust their schedules online via the course management system during the designated registration periods (see Academic Calendar). Advisors will approve or decline the course selections of their advisees. Students will be eligible to register after outstanding obligations to the College have been met.

Graduate: Graduate students will be administratively registered for their entire degree program.

Credit will be awarded only for courses in which a student is officially enrolled.

Eligibility by course ID level: Courses numbered at the 1000- and 2000-level are open to all undergraduate students; 3000- and 4000-level are open to juniors, and seniors. 5000- and 6000-level courses are reserved for graduate students.

Change of schedule: It is the student's responsibility to process all course changes officially through their Academic Advisor before the deadline as listed on the academic calendar. Appropriate signatures must accompany the schedule change form.

Adding a course: Students may add courses though drop/add week.

Dropping a course: Students who wish to drop a course, without a notation on their permanent record, may do so during the first week of the course.

Withdrawing from a course: In 8 and 15 week courses, students may request to withdraw with a W recorded on the transcript from the second week but prior to the penultimate week of the course. Students may not withdraw from a course with an Earned grade.

See the Student Financial Services General Institutional Withdrawal Policy for information on financial implications when dropping or withdrawing a course.

Non-attendance policy: Students must attend the first night of each course or contact their instructors and advisors. If students miss the first night of a course, without contacting the instructors and advisors, the course will be dropped from the students' schedules. This could result in the reduction or cancellation of financial aid for these students. The students' schedules for future sessions will remain unchanged.

Students taking online courses must complete the course introduction forums or other assignments by 11:59PM of the first Wednesday of the course sessions. If these assignments are not completed, and the student has not contacted the instructor and advisor, the course will be dropped from the student's schedule. This could result in the reduction or cancellation of financial aid for the student. The student's schedule for future sessions will remain unchanged.

Students cannot attend or receive credit for a course or section unless they are officially registered.

Medical/Military Withdrawals: Withdrawals from the term due to extenuating circumstances, limited to extreme medical conditions, military duty, or immediate family death/major illness, must submit a letter and verifying documentation to the Associate Dean of Adult and Graduate Studies. These withdrawals will incur a WP.

Maximum Loads: Undergraduate students are considered full-time when enrolled in at least 12 credits during a term. Students may enroll in three courses per session for up to 18 credit hours in the term. One additional course may be added with consent of the academic advisor. Only students who have at least a 3.0 cumulative grade point average will be considered for an overload approval. New students are expected to take GE 250 during their first session with the College.

Repeating courses: A student may repeat a course in which a grade of less than C was received by: (1) re-taking the same course at Montreat College or (2) re-taking the course at an appropriate accredited institution. It is the student's responsibility

to notify their Academic Advisor of courses to be repeated at another institution and to receive prior approval of the course to be repeated. Courses that are repeated at Montreat College for a higher grade will have the higher of the two grades included in the academic GPA calculation. Courses that are authorized for repeat at another institution must be successfully completed with a grade of C or better. The transferred course will apply as credit only and will not replace the previous grade in GPA calculations. *Financial aid may not be awarded for courses that are repeated.*

Auditing courses: A student who wishes to take a course for no credit (audit) may do so by receiving approval from the instructor of the course. A specific registration form must be signed by the instructor and student and returned to the Registrar's Office for processing. Instructors may set their own requirements for course participants.

Transferring courses: A student who wishes to enroll in courses offered by another institution must complete the required form and receive approval by the Associate Registrar's Office. Failure to follow this procedure may result in loss of transfer credit for these courses.

Class Attendance Policy

The Department of Education requires Montreat College faculty to adhere to a strict policy for class attendance to maintain Title IV funding. If students are absent, they do not gain the benefit of learning from their peers, nor do they have the opportunity to contribute to other students' learning. The instructor must record attendance each week through the course management system.

Attendance at every class meeting is expected. Absences may negatively affect the final grade.

Some courses may have a different policy; additional consequences for absences will be specifically described in the course syllabus.

Note: Students formally enrolled at Montreat College, who, for any reason, have not attended classes within one academic year, must re-apply for admission. (See Readmission of Former Student Policy)

Credit Hours

Montreat College recognizes and adopts the following statements of "Credit Hour" as defined by both the Federal Definition (Federal Requirement 4.9) and SACS policy statement on "Credit Hour," and the associated "Guidelines for Flexibility in Interpretation" as outlined below.

Appropriate academic departments will regularly review the Montreat College curriculum and academic committees as needed to ensure compliance.

Definition of the Credit Hour: For purposes of this policy and in accord with federal regulations, a credit hour is an amount of work represented in intended learning outcomes and verified by evidence of student achievement that is an institutionally established equivalency that reasonably approximates:

1. Not less than one hour of classroom or direct faculty instruction and a minimum of two hours out of class student work each week for approximately fifteen weeks for one semester hour of credit, or the equivalent amount of work over a different amount of time, or
2. At least an equivalent amount of work as required outlined in item 1 above for other academic activities as established by the institution including laboratory work, internships, practicums, field experiences, studio work, and other academic work leading to the award of credit hours.

Textbooks and Course Materials

The Montreat College bookstore is always looking for ways to save our students money while ensuring that you have all of the correct course materials and excellent customer service for the upcoming semester. We have partnered with Slingshot — a convenient and cost-effective program for all of our students. Slingshot is an equitable access program that provides all of your course materials for a discounted per credit hour rate of \$24 per credit hour (which includes shipping to and from) for adult & graduate students. The fee is automatically added to your student account and your textbooks will be shipped directly to you! The course materials are a mix between purchased books, rental books, and digital books (you do have the option of a print upgrade if you prefer physical books).

How to log in to your slingshot account:

- Go to <https://montreat.slingshotedu.com/>

- Click the Log In button on the top right corner of the screen.
- You already have an account; your school email is the username, and your student ID number is the password. If your password is not working, click the Forgot Password link.

Computer Requirement

All students are required to have access to a computer that meets the minimum specifications for all courses in the program. In addition, students will be required to have a notebook computer meeting these minimum specifications during class time for certain courses. Academic Advisors can provide access to the AGS Student Computer Policy for additional information.

Assignment Format and Standards

For most courses, papers, projects, and homework assignments are to be presented in the American Psychological Association (APA) style formatting. Individual instructors may give other assignment specifications. It is the responsibility of students to give credit for words and/or ideas not their own.

Academic Policies

Grade Changes

All grades are final three months after the date of issuance. Grades will be changed due to a computational error within six weeks of the due date for final grade submission. Under no circumstances will a student be allowed to do makeup work to improve a grade once final grades have been submitted. All grade changes must be approved by the Associate Registrar.

Petitions for Exceptions

To petition for an exception to academic policy, students must submit a written petition, stating the grounds for the request and providing any supporting evidence. Petitions for exceptions to academic policies are to be submitted to the Associate Registrar/Director of Academic Advising who will render a judgment or will forward the petition to the appropriate College office.

Academic Integrity Policy

Definition of Academic Dishonesty

Academic dishonesty, such as cheating on tests and plagiarizing on essays, violates the fundamental trust underlying all academic work—that the work be the product of the student who submitted it. Montreat College defines academic dishonesty as the representation of another's words, ideas, or images as one's own. It applies equally to intentional and unintentional quotations, paraphrases, visual images, auditory images, and all electronic means of storage and communication. When academic dishonesty occurs, these procedures will be followed.

Discipline of Academic Dishonesty

When an instructor suspects a student of academic dishonesty, the instructor will meet with the student to discuss the incident and determine, to the instructor's satisfaction, whether academic dishonesty has occurred. If, in the instructor's judgment, such a violation of academic integrity has occurred, he or she will present the charges, in writing, to the student.

The only possible disciplinary actions are a zero for the assignment or an F for the course. The student may choose to admit her or his guilt of academic dishonesty and waive a hearing. This involves signing the academic dishonesty notice that outlines the disciplinary action. The academic dishonesty notice will be retained in the student's academic record.

A student who does not agree to the instructor's charges must appear before a panel of three faculty members, appointed by the Associate Dean of Adult and Graduate Studies or designee, on charges of academic dishonesty. During the intervening period, the student must continue to attend class. The panel will convene a hearing with the student and the instructor at

which time the instructor will explain the student's alleged violation. The student may choose to counter with evidence of her or his innocence or may admit guilt.

Punishment of Academic Dishonesty

If the panel indicates, by simple majority vote, that the student has been dishonest, the panel shall uphold the penalty assessed by the instructor. The Associate Dean of Adult and Graduate Studies or designee will notify the student, instructor, advisor, and Associate Registrar, in writing, of the panel's decision. If the student received a failing grade for the course, the student may remove the impact of the F on her or his grade point average by successfully retaking the course. Two incidents of academic dishonesty will result in a student being dismissed from the College. The student will not be eligible to reapply to Montreat College for at least two years after dismissal. If the panel finds the student not guilty of academic dishonesty, it will notify both the student and the instructor.

If the student wishes to drop the course but has been found guilty of academic dishonesty, the student may withdraw with a grade of *W*, according to the withdrawal dates on the academic calendar. The academic dishonesty notice will be kept on file if the student has admitted or been found guilty of academic dishonesty.

A student may be dismissed from the College without refund of tuition or fees after the second incident of academic dishonesty occurs (including, but not limited to, cheating and plagiarism). That student will not be eligible to reapply to the College for at least two years after the dismissal, and any readmission will be subject to review by the Associate Dean of Adult and Graduate Studies or designee.

Exoneration of Academic Dishonesty

If exonerating evidence becomes available in the five business days following notification of the panel's decision, the student may appeal to the Associate Dean of Adult and Graduate Studies or designee. Appeals will be heard only if they meet one of the following conditions: (a) discovery of new evidence or (b) violation of procedure. A student must remain in the course and work toward its successful completion during the appeal process. The student will be notified, in writing, of the final decision.

Academic Grievances

A student wishing to appeal an academic decision (including a course grade) which directly affects the student, should file an academic grievance no later than 15 business days from the date final grades were issued by the professor for the course in question. A formal grievance related to a grade may be filed only if one of the following conditions applies:

- The student can provide evidence that an assigned grade was based on arbitrary or non-academic criteria.
- The student can provide evidence that the criteria for evaluating the assignment or coursework were not applied or misapplied such that the assigned grade does not accurately reflect her or his fulfillment of course requirements and/or course policies as stated in the syllabus (e.g., class attendance, grade standards, penalty for late or incomplete work) and/or other applicable requirements of the College.

Process for Filing an Academic Grievance

1. A student wishing to appeal an academic decision, which directly affects the student, should first present the issue to the faculty member or administrator making the decision. If a grade inaccuracy is determined, the instructor will submit a grade change request to the Associate Registrar's Office.
2. If satisfaction is not reached, the student should present the issue in writing to the Associate Dean for Adult and Graduate Studies for review. Such a written grievance shall include statements of the grounds for the grievance, supporting evidence, and suggested steps to resolve the matter.
3. After careful investigation, the Associate Dean for Adult and Graduate Studies may summarily dismiss the complaint if, in her or his discretion, the grounds for appeal are frivolous or do not otherwise rise to the level of a legitimate grievance. If the complaint is not dismissed, the Associate Dean for Adult and Graduate Studies will form a panel of two other uninvolved faculty members with whom he or she will review all applicable material and make a determination on the appeal. The panel may (a) recommend that the grade be changed, either higher or lower than the original grade, (b) recommend that the instructor revise course and/or grading requirements and reevaluate the grade accordingly, or (c) dismiss the case.
4. The Associate Dean for Adult and Graduate Studies shall inform the student of the outcome within ten (10) business days after the decision has been made. In the case that an appeal is approved, all official paperwork, including the student's grievance and the panel's decision, shall be sent to the Associate Registrar's Office to become part of the student's academic record and to the Faculty Services office for the instructor's file.

Non-Academic Grievance Policy

A student wishing to appeal a decision made by the College, which directly affects the student, but is not related to academic policy, should follow one of these procedures:

Informal Grievance Procedure

- Discuss the grievance with the academic advisor.
- If circumstances of the grievance prevent going to the academic advisor or if the advisor does not resolve the grievance within 15 working days, the student may discuss the grievance with the Associate Registrar/ Director of Academic Advising or designee. Upon counsel, recommendation, and approval of the Vice President for Adult and Graduate Studies or designee, the aggrieved person may be advised to proceed directly to a formal grievance procedure.

The student may request a formal hearing by initiating the steps for a formal grievance.

Formal Grievance Procedure

Request: The student must file a written request for a formal grievance hearing with the Associate Registrar/Director of Academic Advising. The request must include the specific grievance, a description of the incident(s) from which the grievance arises, and the relief being sought.

Committee: Upon review of the written grievance, the Associate Registrar/Director of Academic Advising may ask for additional material and documentation. After these are provided, the Associate Registrar and Director of Academic Advising calls a meeting of the Adult and Graduate Studies (AGS) Grievance Committee as soon as possible or within 15 working days of receiving the request. The Associate Registrar/Director of Academic Advising serves as the chairperson of this committee whenever it acts as a formal grievance committee, unless the Vice President for Adult and Graduate Studies directs otherwise. The Associate Registrar/Director of Academic Advising, however, has no vote in the final decision of the committee.

Hearing: The committee hears the grievance together with such witnesses as it deems appropriate to the grievance and forwards its recommendations in writing to Vice President for Adult and Graduate Studies within five working days of the close of the hearing. The hearing is closed and confidential.

Report: The AGS Grievance Committee makes every reasonable attempt to reach its conclusion and make its recommendations to resolve the matter within 15 working days of the convening of the committee, and to present its report to the Vice President for Adult and Graduate Studies or designee for review and appropriate actions.

Appeal: The decision of the AGS Grievance Committee may be appealed in writing to the Vice President for Adult and Graduate Studies by the aggrieved student or the Academic Advisor within three working days after receiving the decision. With regard to the informal and formal grievance proceedings, the decision of the Vice President for Adult and Graduate Studies is final.

Scope: These grievance procedures are in no way intended to limit the rights of students under applicable laws.

Retaliation Clause: No employee of the College may make any retaliatory action against any student of the College as a result of that person (1) seeking redress under these procedures, (2) cooperating in an investigation, or (3) otherwise legitimately participating in a proceeding under these procedures. Any violation will be regarded as a separate and distinct grievance matter under these procedures.

Undergraduate Good Academic Standing and Satisfactory Progress

Good Academic Standing and Satisfactory Progress

Degree-seeking students must maintain a cumulative GPA of 2.0 in order to maintain Satisfactory Academic Progress (SAP). A student who fails to maintain SAP is subject to academic probation or academic suspension.

Withdrawal from courses with a grade of *WP* or *WF* will not affect good standing or academic progress provided the student met the SAP criteria of a 2.0 GPA.

Review of SAP will occur at the end of each regular academic term for all degree-seeking students enrolled in that term for any number of credits.

Academic Probation

Students whose cumulative grade point average fails to meet the criteria established for SAP will be placed on academic probation for the next semester. If at the end of that semester the cumulative average is still below the required minimum, the student will be placed on final academic probation for the following semester. If the necessary SAP criteria have not been achieved by the end of final probation, the student will face academic suspension.

Students on final academic probation will lose their financial aid. In order to keep the aid, the student must submit an appeal to Student Financial Services. See Financial Aid section of Academic Catalog for financial aid implications.

If a student withdraws on academic probation, he/she will have additional requirements for readmission, as explained in the Admission Information.

Academic Suspension

The administration reserves the right to suspend a student from the College because of poor scholarship. Any student on final academic probation who fails to meet the requirements of probation will be subject to academic suspension without refund of fees.

A student not permitted to continue for academic reasons may appeal the suspension in writing to the Associate Dean for Adult and Graduate Studies within two weeks of the suspension. A student who is suspended for academic reasons may reapply to the College after one term (see Readmission of Former Students under the “Admission Information” section *and* the Repeating Courses policy under the “Academic Information” section). If readmitted, the student will be placed on final academic probation.

Academic Second Chance (ASC)

An undergraduate student may appeal for an Academic Second Chance (ASC) to request academic forgiveness for Montreat College courses. Forgiveness may apply to a single four-month period or a continuous consecutive series of periods within which a student earned grades lower than a C. If approved, those terms would be excluded when calculating the student’s grade point average. No courses taken during the period approved for ASC would apply toward requirements for a degree.

A student who wishes to petition for academic forgiveness must meet the following criteria:

- The student must have been separated from all institutions of higher learning for a period of at least two calendar years.
- The student must have re-entered Montreat College and earned at least 12 credits at Montreat College with a minimum GPA of 2.5 on those hours. He or she must be currently enrolled at Montreat College.

ASC terms remain a part of the student’s record although the forgiven periods in their entirety will be excluded when calculating the GPA. The refigured GPA will be the official GPA of the College. A statement to that effect will be placed on the student’s record.

Academic Second Chance may be granted once and applies only to Montreat College credit. It is important to note that other institutions may not recognize ASC. A student may submit a letter of appeal including a description of her or his current action plan to achieve academic success to:

**Registrar
Montreat College – AGS
P.O. Box
Montreat, NC 28757**

agsassociateregistrar@montreat.edu

Graduate Student Good Academic Standing and Satisfactory Progress

Satisfactory Academic Progress

Graduate students are expected to maintain a minimum cumulative grade point average of 3.00 throughout their program of study. Students receiving a grade lower than a B- may be subject to additional program-specific academic progress policies as referenced in the “Program Degree Requirements” section of the Academic Catalog. As such, students may also be subject to immediate suspension per departmental requirements.

Review of SAP will occur at the end of each regular academic term for all degree-seeking students enrolled in that term for any number of credits.

Academic Probation

Graduate students who earn a cumulative grade point average below 3.00 in course work taken for graduate credit will be placed on academic probation for the next term. If at the end of that term the cumulative grade point average is still below a 3.00, the student will face academic suspension.

Students who receive financial aid must make satisfactory academic progress to maintain eligibility for federal and/or state funds. Financial aid may or may not be available for students admitted on probation.

Academic Suspension

The administration reserves the right to suspend a student from the College because of poor scholarship. Any student on academic probation who fails to meet the requirements of probation will be subject to academic suspension without refund of fees.

Graduate students not permitted to continue for academic reasons may appeal the suspension in writing to the Associate Dean for Adult and Graduate Studies within two weeks of the suspension. Graduate students not permitted to continue for academic reasons may seek reapplication in writing through their academic program director.

NOTE: Each graduate program may have further specific requirements for continuation; these are outlined in program handbooks or maintained by the department.

Writing Center and Tutoring

Students are encouraged to take advantage of the resources provided by the Writing Center, located on the first floor of Bell Library at Montreat College's Montreat campus and also available on the Web (<https://www.montreat.edu/mymontreat/library/writing-center/>). Student writing consultants are trained to assist students in developing strategies for specific college papers and in shaping strong written arguments. They also aid students in mastering grammar and punctuation, understanding research techniques, and in tackling related writing tasks. Writing consultants are available throughout the traditional academic year (summer excluded); electronic and phone consultations are available (see the website for more information).

Program Evaluation

In addition to the ongoing course-by-course student evaluations, graduates will be asked to evaluate the Montreat College program via exit interviews, exams, and follow-up evaluations done at three-year intervals. Employers are also asked to participate in this evaluation. Information obtained from these evaluations helps the administration, staff, and faculty make decisions about modifications in the program.

The Family Educational Rights and Privacy Act (FERPA)

Montreat College abides by the Family Educational Rights and Privacy Act of 1974, Sec. 438, PUB. L90-247, as amended, which sets forth requirements for the protection of students' rights to privacy in their educational records and gives them the right to inspect such records to seek correction of errors. This statement serves as notice to all students of their rights under the law.

Definitions:

Student: Any person who either attends or has attended Montreat College

Educational Records: Any record (in print, handwriting, microfilm, computer, or other medium) that is maintained by a Montreat College staff or faculty member and is directly related to a student except:

- Sole possession records: Personal records kept by a college official if they are kept in the possession of the individual who made the records, and information contained in the record has never been revealed or made available to any other person except the maker's temporary substitute.
- An employment record of an individual, whose employment is not contingent on the fact that he or she is a student, provided the record be used only in relation to the individual's employment.
- Records maintained by the Montreat College security department if the record is maintained solely for law enforcement purposes, is revealed only to law enforcement agencies of the same jurisdiction, and the department does not have access to the educational records maintained by Montreat College.
- Records maintained by the Health Services Office if the records are used only for treatment of a student and made available only to those persons providing the treatment.
- Alumni records that contain information about a student after he or she is no longer in attendance at Montreat College and the records do not relate to the person as a student.

Annual Student Notification

Policy: Students are notified of their FERPA rights and procedures for indicating their FERPA release preferences in the annual Montreat College catalog and via emails sent at the beginning of each term.

Procedure for Student Inspection/Review of Records

Students have the right to inspect and review their educational records upon request to the custodian of the record.

- If a student is requesting to see only one item from their educational record (i.e. an unofficial transcript), no written request or appointment is necessary. Access will be immediate, subject to the availability of the custodian.
- If a student is requesting to see more than one item from their educational record, a written request must be submitted to the records custodian that identifies the record(s) the student wishes to inspect. The custodian will arrange for the access and notify the student of the time and place where the records may be reviewed. By law, access must be provided within 45 days from the receipt of the request. When a record contains information about more than one student, the student may review only the records that relate to him/her.

Montreat College Right to Refuse Access Policy

Montreat College reserves the right to refuse to permit a student to inspect these records:

1. Any financial records of the parent that may be in the student's file.
2. Letters of recommendation for which the student has waived his/her right of access.
3. Admission records if the student's application was denied or the student chose not to attend Montreat College after making application.
4. Records excluded from FERPA's definition of educational records.

Montreat College Right to Refuse Provision of Copies Policy

Montreat College reserves the right to deny copies or transcripts or other records if:

1. The student lives within commuting distance of Montreat College.
2. The student has a delinquent account at Montreat College.
3. There is an unresolved disciplinary action against the student.

Schedule of Fees for Copies

The fee for copies of educational records is .10 per page, plus postage if applicable.

Disclosure of Educational Records Policy

Montreat College will disclose information from a student's educational record only with the written consent of the student, except in the following instances:

1. To school officials who have a legitimate educational interest in the records.
A school official is:
 - A person employed by the College in an administrative, supervisory, academic, or support staff position.
 - A person elected to the Board of Trustees.
 - A person employed by or under contract to Montreat College to perform a special task, such as an attorney or auditor.**Legitimate educational interest includes:**
 - Performing a task that is specified in a position description or by a contract agreement.
 - Performing a task related to the student's education.
 - Performing a task related to the discipline of a student.
 - Providing a service or benefit relating to the student or student's family, such as health care, counseling, job placement, or financial aid
2. To certain officials of the U.S. Department of Education, the Comptroller General, and state and local educational authorities in connection with certain state or federally supported education programs.
3. To the National Student Clearinghouse for enrollment and degree verification purposes.
4. In connection with a student's request for or receipt of financial aid, as necessary to determine the eligibility, amount or conditions of the financial aid, or to enforce the terms and conditions of the financial aid.
5. If required by a state law requiring disclosure that was adopted before November 19, 1974.
6. To organizations conducting certain studies for or on behalf of Montreat College.
7. To accrediting organizations to carry out their functions.
8. To comply with a judicial order or a lawfully issued subpoena (accompanied by a reasonable effort to notify the student).
9. To appropriate parties in a health or safety emergency.
10. Results of a disciplinary hearing to an alleged victim of a crime of violence.
11. Final results of a disciplinary hearing concerning a student who is an alleged perpetrator of a crime of violence and who is found to have committed a violation of the school's rules or policies.
12. Disclosure to the parent of a student under 21 if the institution determines that the student has committed a violation of its drug or alcohol policies.

Directory Information Policy

Montreat College designates the following items as directory information: Student's name, address, telephone number, Montreat College e-mail address, date and place of birth, participation in officially recognized activities and sports, weight and height of members of athletic teams, dates of attendance, major fields of study, enrollment status, classification, expected graduation date, job title and dates of student work study, degrees and awards received, photographs, and the most recent previous educational institution attended by the student.

Procedure for Students Requesting to Amend Educational Records

Students have the right to request a correction of their educational records under FERPA. If a student believes the educational records relating to the student contain information that is inaccurate, misleading, or in violation of the student's rights of privacy, he/she may ask Montreat College to amend the record. The procedure for requesting a correction of the records is:

1. The student must submit a request to the custodian of the record to amend the record. The request should identify the portion(s) of the record the student wants changed and specify why the student believes that portion of the record to be inaccurate.
2. If Montreat College decides not to comply with the request, the student will be notified of the decision and advised of his/her right to a hearing to challenge the decision not to amend the record.
3. Upon request, Montreat College will arrange for a hearing and notify the student as to the time and place of the hearing.
4. An individual who does not have a direct interest in the outcome of the hearing will conduct the hearing. The student will have an opportunity to present evidence relevant to the issues raised in the request to amend the record. An attorney of his /her own choice may assist the student.

5. Montreat College will respond with a written decision within a reasonable period after the hearing. The decision will include a summary of the evidence and the reasons for the decision.
6. If Montreat College decides that the information contested is not inaccurate, misleading, or in violation of the student's right to privacy or other rights, it will notify the student, in writing, that they have a right to place a statement in the record commenting on the contested information in the record or stating why he/she disagrees with the outcome of the hearing.
7. That statement will be maintained as part of the student's educational record as long as the contested portion is maintained. If Montreat College discloses the contested portion of the record, it must also disclose the student's statement.
8. If Montreat College decides that the information contested is inaccurate, misleading, or a violation of the student's right to privacy or other rights, it will amend the record accordingly and notify the student, in writing, that the record has been amended.

Grading System

The academic proficiency of a student is indicated by the following letter system:

Grade and Associated Quality Points	
Grade	Quality Points
A	4.00 quality points awarded per credit hour
A-	3.66 quality points awarded per credit hour
B+	3.33 quality points awarded per credit hour
B	3.00 quality points awarded per credit hour
B-	2.66 quality points awarded per credit hour (see graduate satisfactory academic requirements)
C+	2.33 quality points awarded per credit hour
C	2.00 quality points awarded per credit hour (see competency and bachelor core requirements)
C-	1.66 quality points awarded per credit hour
D+	1.33 quality points awarded per credit hour
D	1.00 quality points awarded per credit hour
D-	0.66 quality points awarded per credit hour
F	0.00 quality points awarded per credit hour
I	Indicates incomplete work and is given when some portion of the work is unfinished. An "I" is given only when there are circumstances beyond the control of the student such as serious illness that prevents the student from taking the final exam or completing a course requirement. An incomplete must be completed within six weeks after the end of the course, or the I grade will be converted to the grade the student earned before the course extension was granted.
P	Pass, equivalent to a minimum letter grade of C; credit hours for the course are included in the total hours needed for graduation but have no impact on the grade point average.
WP	Indicates withdrawal from a course after the last day to drop while maintaining a passing grade at the time of withdrawal.
WF	Indicates withdrawal from a course after the last day to drop while maintaining a failing grade at the time of withdrawal.
AU	Indicates a course, which has been audited, and no credit earned.
NS	Indicates an unsuccessfully attempted course, where no credit has been earned. Does not affect GPA or quality points.
S	Indicates a satisfactory work (used for work that continues over more than one semester), where no credit or competency has been earned. Does not affect GPA or quality points.

Grade Point Average (GPA)

The grade point average is computed each semester by dividing the total number of quality points earned by the total number of GPA credit hours earned. Courses with a notation of S or NS will not count as credit hours attempted in computing grade point average; a grade of F will count as credit hours attempted. Quality points are not assigned for grades of P, F, WP, WF, S, NS, AU, or I. The cumulative grade point average is computed on all courses taken, excluding courses in which a grade of P, WP, or WF has been received.

Incomplete Grades

Policy: A grade of 'I' (Incomplete) may be assigned only if the student made proper arrangements with the instructor prior to the end of the course and the student has extenuating circumstances beyond their control, such as serious illness, which prevents the student from taking the final exam or final assignments in the course. The student and the instructor sign this contract; however, if the student is only able to contact the instructor by phone, the instructor may indicate this and sign for

both. If the student does not initiate this contract, the instructor will assign the grade that was earned at the end of the course. The instructor files a contract for an incomplete, to agsassociateregistrar@montreat.edu, at the time grades are submitted. No incomplete contracts will be accepted without the expressed consent of the Associate Dean of Adult and Graduate Studies or the Vice President for Adult and Graduate Studies.

Once the grade of 'I' has been assigned, there is a maximum time limit of six weeks after the end of the course for completion of all outstanding requirements. If not all the course requirements are completed within the assigned time limit, the incomplete grade will be converted to the grade that was earned at the end of the class.

Procedure: Grades of incomplete are removed when the instructor assigning such a grade submits a letter grade designation for the complete work. In case of a student's failure to complete such work, the grade recorded will be that which was earned on the last day of the class.

Online Transcripts and Grade Reports

The instructor submits grades in the online course management system within one week of the end of the course. Students may view and print their online transcript and grades by logging into their online account. Grades are not mailed; however, students may request an official transcript of their grades, if needed. Transcripts will not be released in hard copy if the student is financially indebted to the College.

Requesting an Official Academic Transcript

The Associate Registrar's Office maintains the official record of the academic accomplishment of each student who enrolls. All courses attempted, grades awarded, degrees conferred, and the major program of study, along with identifying personal data, are certified on the transcript. Montreat College partners with the National Student Clearinghouse to process all transcript requests online. Students may contact the Clearinghouse at <http://www.mystudentcenter.org>. Transcripts will not be released if the student is financially indebted to the College.

Enrollment Verification

Students, for various reasons, may need official written proof that they are currently enrolled. Montreat College partners with the National Student Clearinghouse, which acts as an agent for all verifications of student enrollment. Students may contact the Clearinghouse online at <http://www.mystudentcenter.org> to obtain an official enrollment verification certificate at any time. Enrollment Verification will not be released if the student is financially indebted to the College.

Degree Verification

Employers or background screening agencies may need proof that a student has earned a degree but may not require an official transcript. Degree verifications can be obtained through the Clearinghouse online at <http://www.mystudentcenter.org>. Degree Verification will not be released if the student is financially indebted to the College.

Inclement Weather Cancellation Policy

The College will normally make a decision regarding class cancellation by 2:00pm.

College closings or delays will be announced on WLOS TV, Fox TV, and Clear Channel Radio stations. Also, a recording will be issued on the College's main telephone greeting (828-669-8011), a message will be posted on the College's main webpage (www.montreat.edu), and an email will be sent to all faculty, staff, and students indicating the status of the institution (closed, two hour delay, etc.).

Graduation Information

Undergraduate Degree Requirements for Graduation

In order to graduate from Montreat College, degree-seeking students in the undergraduate programs must fulfill the following requirements:

- Earn a minimum of 120 semester hours for a bachelor degree, or 60 semester hours for an associate degree.
- Complete the General Education Core requirements and meet General Education Competency Requirements.
- Complete the program core curriculum, including the major and the major concentration, if applicable.

- Successfully complete at least 27 credit hours in courses at the 3000-level and above for a bachelor degree.
- Fulfill residency requirement specific to degree level:
 - Bachelor degree: two semesters and the completion of 32 credit hours taken at Montreat College, including 18 credits in the major.
 - Associate degree: a minimum of 24 credit hours must be earned at Montreat College.
- Attain a minimum 2.0 grade point average and earn a grade of C or better, with no more than 2 grades* of C-, in courses counted toward the major, the concentration within a major, General Education Core classes required by the major, and prerequisite courses**.
- Payment of all tuition and fees.

*The allowance of two grades of C- does not apply to General Education Competency requirements.

**Prerequisite courses that are not part of the major requirements may be passed with a C- unless otherwise stated in the catalog.

Students are subject to the academic requirements stated in the catalog that was current when they first enrolled as students. A student who leaves the College and is later readmitted must meet the requirements current at the time of readmission.

Graduate Degree Requirements for Graduation

See degree requirements specific to the graduate-level degree.

Graduation and Academic Honors

For graduation with honors from a baccalaureate program, students must earn a minimum of 60 credit hours at Montreat College and meet the following minimum cumulative grade point average requirements:

GPA	Honor
3.50 – 3.69	<i>Cum laude</i>
3.70 – 3.84	<i>Magna cum laude</i>
3.85 – 4.00	<i>Summa cum laude</i>

Baccalaureate degree honors are recognized by wearing gold cords at Commencement.

Baccalaureate students with 45-59 hours at Montreat College and a minimum grade point average of 3.75 or higher may graduate *with distinction*.

Associate degree students who graduate with a minimum grade point average of 3.75 or higher and complete at least 45 hours at Montreat College may graduate *with honors*. Associate degree honors are recognized by wearing gold and white cords at Commencement.

All honors recognized at commencement are provisional pending degree conferral.

Valedictorian and Salutatorian are recognized among baccalaureate graduates with the two highest cumulative grade point averages having completed a minimum of 60 hours at Montreat College. If there is a tie in GPA, the student with the highest number of credit hours earned at Montreat College will break the tie. A valedictorian and salutatorian are chosen from the annual graduates.

Note: Students in graduate level programs are not eligible for graduation honors. Bachelor degree students are not eligible for graduation honors until they complete their final Montreat College course; at that time, honors will be posted on the transcript and diploma.

Scholarship Pin is awarded to graduates receiving the bachelor degree who have fulfilled the requirements for Dean's List (3.50 – 3.89 GPA) or Distinguished Scholars' List (3.90 GPA or above) for six (6) consecutive periods as noted on the official academic transcript.

Pinnacle (bachelor degree) and Spire (associate degree) Honor Societies, national honor societies for adult students in nonresidential programs, grant recognition to students for scholastic success and community leadership. Undergraduate students must meet all the following requirements:

- Minimum GPA of 3.5
- At least 24 Montreat College credit hours

- A commitment to community service through meaningful and active participation in at least three community projects or organizations during their time spent at Montreat College.

Chi Sigma Iota is an international honor society that values academic and professional excellence in counseling. It promotes a strong professional identity through members (professional counselors, counselor educators, and students) who contribute to the realization of a healthy society by fostering wellness and human dignity. Chi Sigma Iota's mission is to promote scholarship, research, professionalism, leadership, advocacy, and excellence in counseling, and to recognize high attainment in the pursuit of academic and clinical excellence in the profession of counseling. Students must hold a 3.5 GPA or higher in order to be members.

Military cords: Montreat College wishes to recognize those who are veterans or active duty members in our U.S. Armed Services. These women and men will be given red, white, and blue honor cords to wear during their graduation commencement ceremonies.

Undergraduate Term Honors

Dean's List consists of those undergraduate degree-seeking students who during the previous term met all the following requirements:

- Received a grade point average of between 3.50 and 3.89 on academic work
- Took at least twelve credit hours of academic work
- Received no grade of *I, F, WF*
- Maintained a satisfactory citizenship record

Distinguished Scholars' List consists of those undergraduate degree-seeking students who during the previous term met all the following requirements:

- Received a grade point average of 3.90 or above on academic work
- Took at least twelve credit hours of academic work
- Received no grade of *I, F, WF*
- Maintained a satisfactory citizenship record

Graduation

Degree Conferral

Montreat College confers degrees three times during the Academic Year: December 31st, May 31st, and August 31st. All candidates for graduation must submit a formal application for graduation to the Registrar's Office by the appropriate application deadline. This application is found on our website: www.montreat.edu/graduation. Applicants for graduation must complete all degree requirements and complete the exit procedures of the College. Non-collegiate Credit Assessment (NCA) must be received by the appropriate semester deadlines. Transfer credits and exam scores are expected to be on file in the Registrar's Office by the conferral date. Students who apply and do not graduate may be required to submit a new application for graduation. **Deadlines are strictly enforced, and any student with incomplete graduation documentation by the deadline must reapply for the next graduation date.**

Semester Conferral	Application Deadline	NCA Deadline	Degree Conferral
Fall	September 30th	October 31 st	December 31st
Spring	February 28th	March 31 st	May 31st
Summer	May 31st	June 30 th	August 31st

Diplomas

Diplomas (both physical and digital versions) are issued approximately one month after the degree conferral date (see table above) not the commencement date. The following must be completed before the diploma will be issued and the student's degree will be verified to any person/party:

- Student loan exit counseling
- Financial obligations to the College

Official and final honors will be posted on the transcript and diploma upon conferral. These may differ from honors listed in the commencement program.

Diploma covers are issued at the commencement ceremony. A graduate who does not attend a ceremony may request a diploma cover by emailing registrar@montreat.edu.

Duplicate diplomas are available for purchase online at www.montreat.edu/registrar.

Commencement Participation

A commencement ceremony is held each academic year in May to honor graduates in the associate, baccalaureate, and master's degrees. Fall graduates and Spring candidates are encouraged to participate in the commencement exercises. Summer candidates may be able to participate in the May commencement ceremony by submitting a petition to walk. Information on the ceremony, including date, time, and directions, is available at www.montreat.edu/graduation. Graduates may purchase caps and gowns, invitations, and other commencement supplies through [Herff Jones](#) or the Campus Book Store. Note: graduates may only participate in one commencement ceremony per degree.

Petition to Walk in May Commencement

If a student will not finish his or her final requirement for graduation by the May conferral date, a petition to participate in a ceremony may be submitted by March 1st. This petition form is available on the Montreat College website: www.montreat.edu/graduation. To be eligible to petition, a student must meet all the following requirements:

- be within six credits or two requirements of completing all degree and exit requirements
- have plans to complete the credits or requirement prior to the end of the next conferral
- have fulfilled all other degree and exit requirements

Completed petitions must be sent to:

Montreat College
Office of the Registrar – MC 896
P.O. Box 1267
Montreat, NC 28757
agsassociateregistrar@montreat.edu

Students approved to walk but who do not complete degree requirements prior to the intended conferral date are required to submit a new application for graduation.

Academic Departments

Arts and Sciences (AGS)

Includes CMHC, Communication Disorders, Counseling Psychology, Human Services, Kinesiology, MMHW, Psychology, Public Health

Chair - Megan Clunan (megan.clunan@montreat.edu)

Business (AGS)

Chair - Paul Gratton (paul.gratto@montreat.edu)

Includes MBA, MSML, MAOL, and undergraduate Business programs.

Public Administration and Information Technology Security (AGS)

Includes Criminal Justice, Cybersecurity, Public Administration

Chair Rob Roth (robert.roth@montreat.edu)

Academic Programs

Curriculum

Montreat College School of Adult and Graduate Studies offers the following degree programs:

- Associate of Applied Science in Cybersecurity
- Associate of Science in Business
- Associate of Science in General Studies
- Bachelor of Business Administration
- Bachelor of Science in Accounting
- Bachelor of Science in Communication Sciences and Disorders
- Bachelor of Science in Data Analytics
- Bachelor of Science in Criminal Justice
- Bachelor of Science in Cybersecurity
- Bachelor of Science in Human Resource Management
- Bachelor of Science in Human Services
- Bachelor of Science in Kinesiology
- Bachelor of Science in Management
- Bachelor of Science in Psychology
- Bachelor of Science in Public Administration
- Bachelor of Science in Public Health
- Master of Arts in Clinical Mental Health Counseling
- Master of Arts in Mental Health and Wellness
- Master of Business Administration
- Master of Science in Counseling: Marriage and Family Therapy
- Master of Science in Management and Leadership
- Master of Science in Organizational Leadership
- Master of Public Administration
- Master of Public Health
- Elementary Education Residency License Program

In the associate core courses, students complete general education course work in Bible, writing, humanities, social science, public speaking, mathematics, and science. These courses seek to develop the whole person and to prepare students for successful completion of the bachelor program.

The bachelor and master core courses embrace the development of the adult learner and provide exposure to human problems and personal values through a well-planned curriculum, which integrates within the curriculum increasingly advanced cognitive skills, awareness of self and others, values clarification, and social and interpersonal skills

Undergraduate Degree Requirements

General Education Core

The General Education Core is the hallmark of a liberal arts education. In this series of courses, students gain the broad base of knowledge that will serve as the foundation for further studies in major areas. In addition, students will develop an appreciation of how the various collegiate discipline areas work together to gain a fundamental understanding of the structure and function of world culture from a uniquely Christian perspective. Undergraduate students complete the General Education Core specific to their degree level (explained under associate and bachelor's degree sections, respectively).

Required Courses Must be Taken until Successfully Completed

Montreat College requires identified courses for several reasons. ENGL 1121 and 1122 ensure that students possess the writing skills essential to all other college coursework. They also provide a proving ground for the level of scholastic effort required of students.

All degree-seeking students must either be enrolled in the courses below or receive equivalent transfer, AP, or CLEP credit, until they are successfully completed:

- **First Term:** ENGL 1121 English Composition
- **Second Term:** ENGL 1122 English Composition

Students may withdraw* from these courses but must re-enroll in them the following term the course is offered. Students who do not pass a required course will also be required to re-enroll in the course the following term. If these courses are not offered at the student's primary campus location, they may need to be taken in an online format. Required courses must be taken until successfully completed.

*Students may only *drop* these courses during the drop-add week if they need to take a break from classes during that session; other classes may not replace these courses.

Associate of Science (AS) Degrees

The requirements for associate degrees at Montreat College are designed to provide breadth in the liberal arts general education. Students earning an associate of science degree from Montreat College will be equipped with foundational skills to integrate into their professional careers, and prepared to pursue junior and senior level study toward a bachelor degree.

The charts below are reflective of the entire associate program and maximum credits for the entire degree. A minimum of 60 credits is required for the associate degree. A minimum of 24 credit hours must be completed at Montreat College.

If students take a full-time load each term, they could complete this program in two years.

Students wishing to complete an associate degree while pursuing a bachelor degree must have the two-year degree conferred at least one academic year prior to earning the four-year degree.

Requirements for an Associate of Science Degree

Degree Components:

Completion of the requirements for the A.S. in General Studies or A.S. in Business (60 credit)

Completion of 60 credits with a minimum GPA of 2.0

Completion of a minimum of 24 credit hours in residence at Montreat College

*See the bachelor degree General Education section for explanation of Gen-Ed components.

Associate of Science in General Studies Requirements		
Curricula	Applicable Courses	Hrs.
Foundation Course	GNED 2150	3
Bible	BIBL 1101 & BIBL 1102	6
Computer	CYBR 1131 (<i>minimum grade: C</i>)	3
English Writing	ENGL 1121 and ENGL 1122 (<i>minimum grade: C</i>)	6
Literature	ENGL Literature 2000-level or above, excluding writing (<i>minimum grade: C</i>)	3
History	Choose two: HIST 1204, HIST 1304, HIST 2134 (one must be world history)	6
Humanities and Arts (two areas must be represented and no more than three credits can come from applied fine and performing arts).	ARTS courses MUSC courses Foreign Language (Including sign language)* BIBL or PHIL 2000-level and above ENGL 2000-level and above Literature	6
Mathematics	Choose two: MATH 1130 and above. MATH 1210 recommended if planning to pursue BBA or BSPHS degree (<i>minimum grade: C</i>)	6
Natural Science	Choose two: ASTR 1113, ASTR 1114, ENSC 1111, PHYS 1111	6
Oral Expression	COMM 1224 (<i>minimum grade: C</i>)	3
Social Science	Choose one: Psychology, Sociology, Human Development, History, Economics	3
General Electives	Choose ~9 credits (approximately 3 classes)	9
Physical Education	HLSC 1412 (3)	2-3
Total Credits:		60-61

*Foreign languages represent different subject areas of study. Students can take two or more languages to fulfill the required 6 hours.

*** Foreign languages represent different subject areas of study. Students can take two or more languages to fulfill the required 6 hours.

Associate of Science in Business Requirements		
Curricula	Applicable Courses	Hrs.
Foundation Course	GNED 2150	3
Bible	BIBL 1101 and BIBL 1102	6
Computer	CYBR 1131 (<i>minimum grade: C</i>)	3
English Writing	ENGL 1121 and ENGL 1122 (<i>minimum grade: C</i>)	6
Literature	ENGL Literature 2000-level or above (excludes writing) (<i>minimum grade: C</i>)	3
History	Choose two: HIST 1204, HIST 1304, HIST 2134 (one must be world history)	6
Humanities and Arts** (two areas must be represented and no more than three hours come from applied fine and performing arts)	ARTS courses MUSC courses Foreign Language (Including sign language)*** BIBL or PHIL 2000-level and above ENGL 2000-level and above Literature	6
Mathematics	Choose one: MATH 1130 and above; (<i>minimum grade: C</i>)	3
Natural Science	Choose two: ASTR 1113, ASTR 1114, ENSC 1111, PHYS 1111	6
Oral Expression	COMM 1224 (<i>minimum grade: C</i>)	3
Social Science	BUSN 2622 Economics for Decision-Makers	3
Physical Education	HLSC 1412 (3)	2-3
Business Core	BUSN 1101 Introduction to Business	3
	BUSN 2201 Principles of Accounting I	3
	BUSN 2401 Principles of Management	3
	BUSN 2301 Principles of Marketing	3
Total Credits		62-63

Associate of Applied Science in Cybersecurity (AAS) Degree

The requirements for an Associate of Applied Science in Cybersecurity degree at Montreat College are designed to introduce the liberal arts and to equip students with foundational cybersecurity knowledge, skills, and abilities to enhance their professional careers and opportunities.

Requirements for an Associate of Applied Science in Cybersecurity Degree

Degree Components:

Completion of the requirements for the AAS in Cybersecurity (60 credits)

Completion of 60 credit hours with a minimum GPA of 2.0 (a minimum of 24 credit hours must be completed at Montreat College)

Associate of Applied Science in Cybersecurity Requirements		
Curricula	Applicable Courses	Cr
Foundation Course	GNED 2150	3
Bible	BIBL 1101 or BIBL 1102	3
English Writing and Literature*	ENGL 1121 and ENGL literature 2000-level or above. (<i>minimum grade: C</i>)	6
History, Humanities, and Arts	Choose two from two different areas: Art: ARTS 2110 HIST 1304, HIST 1204, HIST 2134 Music: MUSC 2431, MUSC 2441, MUSC 2451 Foreign Language Worldviews: PHIL 2902	6
Mathematics	MATH 1210 (<i>minimum grade: C</i>)	3
Oral Expression	COMM 1224 (<i>minimum grade: C</i>)	3
Social Science	Choose one: Psychology, Sociology, Human Development, Economics	3
Physical Education	HLSC 1412	2-3
Cybersecurity	CYBR 1111 CYBR 1121 CYBR 1131* CYBR 1211 CYBR 2221 CYBR 2222 CYBR 2311 CYBR 2333 CYBR 3312 CYBR 3321	30
Elective		1
Total Credits:		60-61

Bachelor Degrees

The General Education Core is the hallmark of a liberal arts education. In this series of courses, students gain the broad base of knowledge that will serve as the foundation for further studies in major areas. In addition, students will develop an appreciation of how the various collegiate discipline areas work together to gain a fundamental understanding of the structure and function of world culture from a uniquely Christian perspective.

The requirements for bachelor degrees at Montreat College are designed to provide breadth in the liberal arts general education. Students earning a bachelor degree from Montreat College will be equipped with theoretical and practical knowledge to integrate into the work environment, and prepared to pursue graduate level study.

Bachelor Degree General Education Core Requirements		
Curricular Component	Applicable Courses	Hrs.
Foundation course	GNED 2150	3
Bible	BIBL 1101 and BIBL 1102 (Old and New Testament)	6
Computer	CYBR 1131(<i>minimum grade: C</i>)	3
English Writing	ENGL 1121 and ENGL 1122 (<i>minimum grade: C</i>)	6
Literature or History	Choose one: EN literature 2000-level or above excluding writing courses, HIST 1204, HIST 1304, HIST 2134 (<i>minimum grade: C</i>)	3
Humanities and Arts: Choose one: not including applied fine and performing arts.	AR course MS course Foreign Language (Including sign language) BB or PH 2000-level and above EN 2000-level and above Literature BSCJ – PHIL 3401	3
Mathematics	BSHRM/BSMKT/BSM/BSHS/BSPY/BSCD/BSPH– MATH 1130 or above BBA/BSCS/BSCJ/BSDA/BSPHS/BSPA – MATH 1210 (<i>minimum grade: C</i>)	3
Natural Science	Choose one: ASTR 1113, ASTR 1114, ENSC 1111, PHYS 1111	3
Oral Expression	COMM 1224, ENGL 3510, MNST 3910 (<i>minimum grade: C</i>)	3
Social Science	Choose one: Psychology, Sociology, Economics (see major for recommended course)	3
Seminar of Faith and Life	INDS 4161	3
TOTAL General Education		39

General Education Competencies

Montreat College's General Education Core program was designed with several priorities in mind. Instructors strive to integrate Christian faith and worldviews within the context of all subjects and disciplines. Therefore, all students need to have a basic understanding of a Christian worldview and Christian doctrines in order to fully grasp the concepts of further study at Montreat College. BIBL 1101 and 1102 provide foundational Biblical knowledge that students may not have received previously. GNED 2150 exposes students to the mission of Montreat College as an academically rigorous community dedicated to seeking God's truth in all its aspects and exploring faith in relation to all studies. ENGL 1121 and 1122 ensure that students possess the writing skills essential to all other college coursework. The General Education core courses also provide a proving ground for the level of scholastic effort required of students.

In addition, the General Education Core requirements are designed to demonstrate competency in the following areas: mathematical computation, oral expression, reading, writing, and computer literacy.

- **Mathematical Computation Competency:** The study of mathematics at Montreat College prepares students to serve God and neighbor by enhancing their abilities to think logically. Competency is achieved when students demonstrate the skills of analysis and interpretation of data when solving various kinds of problems.
- **Oral Expression Competency** is to prepare graduates who can demonstrate skill in oral communication. Specifically, students will give oral presentations that either inform or persuade. Competency will be achieved when students demonstrate in the context of oral presentations clarity of thought, originality of ideas, organizational techniques, appropriate diction, critical thinking, supporting strategies, and effective delivery.

- **Reading Competency** is to produce graduates who can demonstrate effective reading skills. Competency will be achieved when students evidence college-level reading skills including analytical and critical thinking, comprehension, speed, and vocabulary.
- **Writing Competency** is to produce graduates who communicate well in all written forms. Competency is achieved when students demonstrate college-level skill in demonstrating their learning through appropriate research techniques, argument defense and expository writing.
- **Computer Skills Competency:** All students enrolled at Montreat College must demonstrate computer competency, which includes demonstration of the following skills:
 - **Word Processing:** This includes basic formatting and layout skills, including footnotes and endnotes, headers and footers, and integrating pictures and graphs in the text.
 - **Spreadsheet:** This includes organizing data, formatting, basic calculations, and developing charts and graphs.
 - **Presentation:** This includes incorporating text graphs, pictures, and hyperlinks into a presentation.
 - **Internet:** This includes conducting online research and identifying and evaluating credible web sites.
 - **E-Learning:** This includes accessing an e-learning program, participating in a discussion group, and posting assignments.
 - **E-Mail:** This includes sending and receiving e-mail, sending attachments, and receiving and accessing attachments.

General Education Core Humanities

The faculty at Montreat College defines the humanities as those academic disciplines that focus on the study of the human experience, including timeless stories, creative works, ideas, and concepts within various cultures through the ages. This study enables students to better understand their life and world and, from this broad perspective, to make better decisions for the good of self and society.

While natural and social sciences describe and explain phenomena in the natural realm and in human societies, the humanities focus on the interpretation of human experiences. The humanities include the creation of works of art or literature, and the critique and appreciation of such works. The disciplines comprising the study of humanities may include: history, philosophy, biblical studies, languages, literature, art, architecture, music, dance, theatre, and film.

General Education Core Natural Sciences

Colossians 1 states: "For in Him [Jesus] all things were created...all things have been created through Him and for Him. He is before all things, and in Him all things hold together." The study of life and physical sciences helps to intensify a spirit of inquiry and wonder at God's glory, as revealed in what He has chosen to create, as well as an appreciation of the role of human beings as stewards of that creation.

Montreat College graduates must understand the scientific method and be able to apply scientific principles to interpret, discuss, and create scientific knowledge in ethical and responsible ways that benefit human cultures and natural environments. In order to be responsible workers, citizens, and consumers, students must expand their understanding of the connections among various natural systems and think through sustainability and other current environmental issues.

Bachelor Degree Academic Requirements for Graduation

In order to graduate from Montreat College, degree-seeking students in the baccalaureate programs must fulfill the following requirements:

- Earn a minimum of 120 semester credit hours.
- Earn a minimum cumulative grade point average of 2.0.
- Complete the General Education Core requirements.
- Complete the major core curriculum
- Attain a minimum 2.0 grade point average and earn a grade of "C" or better, with no more than 2 grades of C-, in courses counted toward the major, the concentration within a major, General Education Core classes required by the major, the minor field, and Prerequisite courses.

****Prerequisite courses that are not part of the major or minor requirements may receive a C- unless otherwise stated in the catalog.**

Students are subject to the academic requirements stated in the catalog that was current when they first enrolled as students. A student who leaves the College and is later readmitted must meet the requirements current at the time of readmission.

Bachelor Degree Layout

All degree-seeking students in the baccalaureate programs will complete coursework in three general categories: 1) General Education Core; 2) Major and Concentration, if applicable; 3) General Electives, including Prerequisites, if applicable. The minimum program baccalaureate degree total is 120 credit hours

If students take 30 credit hours each academic year (Fall, Spring and Summer semesters), they could complete this program in four years.

Program	Gen Ed. Core	Major Core	General Electives, including prerequisites
Bachelor of Business Administration	39	45	36
B.S in Accounting	39	48	33
B.S in Communication Sciences and Disorders	39	42	39
B.S. in Criminal Justice	39	42	39
B.S. in Cybersecurity	39	60	21
B.S. in Data Analytics	39	42	39
B.S. in Human Resource Management	39	48	33
B.S. in Human Services	39	42	39
B.S. in Kinesiology	39	40	41
B.S. in Management	39	39	42
B.S. in Psychology	39	42	39
B.S. in Public Administration	39	42	39
B.S in Public Health	39	42	39

Total Credits Required by Category

Requirements and descriptions for each academic program begin on the next page.

Bachelor of Business Administration (BBA)

The Bachelor of Business Administration (BBA) provides a valuable balance of theory and practical experience, preparing students to work effectively in today's complex business environment. The program promotes immediate implementation of classroom theory to the work environment with courses on finance and accounting, decision-making, data analysis, management, and entrepreneurship.

Requirements for a Bachelor of Business Administration

Degree Components:

Completion of the Bachelor General Education Core (39 credits)

Completion of the BBA prerequisites – CYBR 1131 is required in the Gen-Ed

Completion of the BBA Major Core courses (45 credits)

Completion of electives to reach 120 credits

Completion of the Major Field Test

BBA Prerequisites

- CYBR 1141 Information Systems Technology for Managers requires students to meet computer competency first. This prerequisite must be met by successful completion of one of the following (minimum grade of C) within the last ten (10) years:
 - CYBR 1131 Computer Applications and Concepts
 - Equivalent introductory computer course from a regionally accredited college or university (official transcript showing proof must be submitted to the Associate Registrar's Office)

Bachelor of Business Administration (BBA) Courses

Course	Title	Cr
BUSN 2201	Principles of Accounting I	3
BUSN 2202	Principles of Accounting II	3
BUSN 2622	Economics for Decision-Makers	3
BUSN 3501	Business Ethics and Business Law	3
BUSN 3404	Servant Leadership	3
BUSN 3614	Data Analysis for Business	3
BUSN 3101	International Business	3
BUSN 3442	Groups, Teams, and organizational Behavior	3
BUSN 3667	Money, Markets, and the Economic Environment	3
BUSN 4408	Process Management and Systems Thinking	3
BUSN 4207	Issues in Corporate Finance	3
BUSN 4307	Marketing Management	3
BUSN 4423	Strategic Management (Capstone)	3
CYBR 1141	Information Systems Technology for Managers	3
ENGL 3510	Managerial Communications (double-counts in Gen-Ed communication)	3
TOTAL		45

If students take a full-time load each term, they could complete this program in four years.

Bachelor of Science in Accounting (BSA)

The Bachelor of Science in Accounting (BSA) provides a valuable balance of theory and practical experience and prepares students for a variety of career paths in today's business world. The program promotes immediate implementation of classroom theory to the work environment, with courses on finance and accounting, decision-making, ethics, auditing, and data analysis.

Requirements for a Bachelor of Science in Accounting

Degree Components:

Completion of the Bachelor General Education Core (39 credits)

Completion of the BSA prerequisites – CYBR 1131 is required in the Gen-Ed

Completion of the BSA Major Core courses (48 credits)

Completion of electives to reach 120 credits

BSA Prerequisites

- CYBR 1141 Information Systems Technology for Managers requires students to meet computer competency first. This prerequisite must be met by successful completion of one of the following (minimum grade of C) within the last ten (10) years:
 - CYBR 1131 Computer Applications and Concepts
 - Equivalent introductory computer course from a regionally accredited college or university (official transcript showing proof must be submitted to the Associate Registrar's Office)

Bachelor of Science in Accounting (BSA) Courses

Course	Title	Cr
BUSN 2201	Principles of Accounting I	3
BUSN 2202	Principles of Accounting II	3
BUSN 2622	Economics for Decision-Makers	3
BUSN 3501	Business Ethics and Business Law	3
BUSN 3210	Intermediate Accounting I	3
BUSN 3614	Data Analysis for Business	3
BUSN 3217	Accounting Information Systems	3
BUSN 3220	Intermediate Accounting II	3
BUSN 3667	Money, Markets, and the Economic Environment	3
BUSN 3255	Managerial Accounting	3
BUSN 4207	Issues in Corporate Finance	3
BUSN 4205	Advanced Accounting	3
BUSN 4234	Federal Income Tax	3
BUSN 4247	Auditing	3
ENGL 3510	Managerial Communications (double-counts in Gen-Ed communication)	3
BUSN 4277	Accounting, Ethics, Law, and Regulation (Capstone)	3
TOTAL		48

If students take a full-time load each term, they could complete this program in four years.

Bachelor of Science in Communication Sciences and Disorders (BSCSD)

The Bachelor of Science in Communication Sciences and Disorders is designed for students with a desire to become registered Speech Language Pathologist Assistants, or to pursue further education, after graduation. Students will be equipped with the skills to understand the complexities of and science behind how we communicate.

Requirements for the B.S. in Communication Sciences and Disorders

Degree Components:

Completion of the Bachelor General Education Core (39 credits)

Completion of the Communication Sciences and Disorders Major Courses (42 credits)

Completion of electives to reach 120 credits

Bachelor of Science in Communication Sciences and Disorders

Course	Title	Cr
BCSD 2000	Introduction to Communication Sciences and Disorders	3
BCSD 2110	Ethics and Standards for SLPA's	3
BCSD 2300, 2301	Acquired Disorders	3
BCSD 2050	Introduction to Phonetics	3
BCSD 3040	Assistive Technology	2
BCSD 3050	Normal Communication Development	3
BCSD 2200, 2201	Developmental Disorders	4
BCSD 2150, 2155	Treatment Interventions	4
BCSD 3100	Anatomical and Physiological Bases of Speech	3
BSCD 3150	Introduction to Audiology	3
BSCD 4000, 4001	Clinical Phonetics	4
BSCD 4005	Clinical Methods and Treatment of Communication Disorders (Capstone)	3
BSCD 4100	BCSD/SLPA Fieldwork	4
TOTAL		42

If students take a full-time load each term, they could complete this program in four years.

Bachelor of Science in Criminal Justice (BSCJ)

The Criminal Justice major is designed to prepare students to directly enter a career in law enforcement or other criminal justice professions upon graduation, or to pursue a graduate or professional degree. In addition to the core requirements, students may choose from a number of criminal justice electives including law enforcement and pre-law focused courses. The curriculum exposes students to a broad range of criminal justice topics through classroom instruction and experiential internship opportunities. A minor in criminal justice is also available.

Requirements for the B.S. in Criminal Justice

Degree Components:

Completion of the Bachelor General Education Core (39 credits)

MATH 1210 PHIL 3401, and PSYC 1100 or 1200 are required for both the General Education Core and the major

Completion of the Criminal Justice Major Courses (39 credits)

Completion of electives to reach 120 credits

Bachelor of Science in Criminal Justice Courses

Course	Title	Cr
CRIM 1111	Introduction to Criminal Justice	3
CRIM 2111	Criminology	3
CRIM 2210	Criminal Law	3
CRIM 2310	Criminal Procedure	3
CRIM 2510	Corrections, Probation, and Parole	3
CRIM 2220	Judicial Process	3
CRIM 2410	Law Enforcement	3
CRIM 3420	Criminal Investigation	3
CRIM 3320	Criminal Justice Administration	3
CRIM 3620	Juvenile Justice and Delinquency	3
CRIM 3230	Constitutional Law	3
CRIM 4091	Senior Seminar	3
CRIM 4071 or CRIM 4081	Criminal Justice Internship or Directed Study in Criminal Justice	3
TOTAL		39

Major Electives

Course	Title	Cr
BUSN 3404	Servant Leadership	3
BUSN 3504	Business Law	3
CRIM 2080	Special Topics in Criminal Justice	3
CRIM 3610	Drugs, Alcohol, and Crime	3
CRIM 3630	Diversity Issues in Criminal Justice	3
CRIM 3640	Terrorism and National Security	3
CRIM 4071	Criminal Justice Internship	3
CRIM 4080	Special Topics in Criminal Justice	3
CYBR 3321	The 3 C's: Cybercrime, Cyberlaw, and Cyberethics	3
HUDE 3210	Leadership and Group Dynamics	3
PSYC 2300	Research Methods	3
PSYC 3100	Abnormal Psychology	3
PSYC 3110	Social Psychology	3
PSYC 4100	Theories and Principles of Counseling	3
SOCI 1100	Introduction to Sociology	3
SOCI 4110	Counseling Adolescents and Families	3

Bachelor of Science in Cybersecurity (BSCS)

Our unique approach to teaching combines theory, practice, ethics, and professionalism in each course, as faculty bring extensive real-world experience into the classroom. Online discussion, readings, and activities are often augmented with outside technology experts and virtual labs. In many courses, student projects involve solving technology problems and providing information technology services to actual real-world organizations. Additionally, all students have the opportunity to interact with cybersecurity professionals and can choose to complete a series of cybersecurity internships prior to graduation. These internships can lead to permanent employment opportunities.

Montreat College has been designated by the National Security Agency and the Department of Homeland Security as a National Center of Academic Excellence in Cyber Defense Education. This designation is reflected on the transcripts of students completing the Bachelor of Science in Cybersecurity.

Requirements for the B.S. in Cybersecurity

Degree Components:

Completion of Bachelor General Education Core (39 credits)

CYBR 1131 and MATH 1210 are required in the Gen-Ed

Completion of the Cybersecurity Major Courses (60 credits)

Completion of electives to reach 120 credits

Bachelor of Science in Cybersecurity Courses

Course	Title	Cr
BUSN	Business Elective	3
CYBR 1111	Introduction to Computer Hardware	3
CYBR 1121	Introduction to Operating Systems*	3
CYBR 1211	Introduction to Computer Programming*	3
CYBR 2212	Intro to Secure Scripting*	3
CYBR 2213	Database Programming*	3
CYBR 2221	Intro to Computer Networking*	3
CYBR 2222	Network Defense*	3
CYBR 2311	Computer and Systems Security*	3
CYBR 2333	Principles of Cyber Defense	3
CYBR 3312	Principles of Cybersecurity*	3
CYBR 3321	The 3 C's: Cybercrime, Cyber Law and Cyber Ethics*	3
CYBR 4523	Advanced Cyber Defense	3
CYBR 4541	Penetration Testing*	3
CYBR 4542	Incident Response and Contingency Planning	3
CYBR 4073 OR CYBR 4643	Adv. Cyber Internship and Senior Project (90 clock hours: 16 weeks) OR Capstone Project	3
	Cybersecurity Electives	12
TOTAL		60

*Center of Academic Excellence Mapped Courses

Cybersecurity Electives (Select 12 credits)

Course	Title	Cr
CYBR 1141	Information Technology for Managers	3
CYBR 2080	Special Topics	1-3
CYBR 2122	Linux Operating Systems and Security	3
CYBR 2334	Introduction to Digital Forensics	2
CYBR 3214	Introduction to Secure Mobile and Web App Development	3
CYBR 3313	Certification Study and Preparation	3
CYBR 3512	Project Management in IT and Cybersecurity	3
CYBR 3521	Network Defense and Countermeasures	3
CYBR 4080	Special Topics in Cybersecurity (Upper Level)	1-3
CYBR 4081	Directed Study and Research	1-3
CYBR 4511	GRC: Cybersecurity Risk Management	3
CYBR 4512	GRC: IT/Cybersecurity Audit & Compliance	3
CYBR 4531	Introduction to Cloud Security	3
CYBR 4543	System Forensics	3
CYBR 4551	Introduction to Data Science in Cybersecurity	3

Bachelor of Science in Data Analytics (BSDA)

Montreat College's Bachelor of Science in Data Analytics is designed for students pursuing the fields of business administration, marketing, finance, insurance, professional services, and information technology. Demand for individuals with expertise in the field of data analytics is projected to increase significantly over the next decade.

Requirements for a Bachelor of Science in Data Analytics

Degree Components:

Completion of the Bachelor General Education Core (39 credits)

Completion of the BSDA Major Courses (42 credits)

Completion of electives to reach 120 credits

Bachelor of Science in Data Analytics (BSDA) Courses

Course	Title	Cr
BUSN 1101	Introduction to Business	3
BUSN 2614	Quantitative Methods	3
BUSN 3502	Business Ethics	3
CYBR 1211	Introduction to Computer Programming	3
CYBR 2112	Introduction to Secure Scripting	3
CYBR 2213	Database Programming	3
CYBR 2311	Computer and System Security	3
DATA 1552	Data Analytics Tools	3
DATA 2552	Applied Statistics for Data Analytics	3
DATA 2553	Data Structures and Algorithms	3
DATA 3553	Dataset Organization, Reporting, and Management	3
DATA 3554	Introduction to Data Mining, Machine Learning, and AI	3
DATA 4552	Introduction to Big Data	3
DATA 4653	Data Analytics Capstone	3
TOTAL		42

If students take a full-time load each term, they could complete this program in four years.

Bachelor of Science in Human Resource Management (BSHRM)

Human Resource Management helps students develop an understanding of the fundamentals of human resource management and its relevance in business. The concentration addresses the legal and ethical components of the decision-making process involved in the human resources environment.

Montreat College's BSHRM degree has been acknowledged by the Society for Human Resource Management (SHRM) as being fully aligned with SHRM's HR Curriculum Guidebook and Templates. The HR Curriculum Guidebook and Templates were developed by SHRM to define the minimum HR content areas that should be studied by HR students at the undergraduate and graduate levels.

Requirements for the B.S. in Human Resource Management

Degree Components:

Completion of the Bachelor General Education Core (39 credits)

Completion of the BSHRM Courses (48 credits)

Completion of electives to reach 120 credits

Completion of Individual Business Project (culminates in BUSN 4806)

Bachelor of Science in Human Resource Management (BSHRM) Courses

Course	Title	Cr
BUSN 2201	Principles of Accounting I	3
BUSN 2202	Principles of Accounting II	3
BUSN 2622	Economics for Decision-Makers	3
BUSN 3501	Business Ethics and Business Law	3
BUSN 3402	Labor-Management Relations	3
BUSN 3404	Servant Leadership	3
BUSN 3511	Employment Law	3
BUSN 3101	International Business	3
BUSN 3444	Organizational Learning and Knowledge Management	3
BUSN 3442	Groups, Teams, and Organizational Behavior	3
BUSN 3667	Money, Markets, and the Economic Environment	3
BUSN 4403	Managing Organizational Change	3
BUSN 4806	Leadership and Human Resource Management (Capstone)	3
BUSN 4307	Marketing Management	3
CYBR 1141	Information Systems Technology for Managers	3
ENGL 3510	Managerial Communications (double-counts in Gen-Ed communication)	3
TOTAL		48

If students take a full-time load each semester, they could complete this program in four years.

Bachelor of Science in Human Services (BSHS)

The Bachelor of Science in Human Services equips students with the knowledge, skills, and experience they need for working in social agencies, churches, residential counseling, case management, daycare/nursing home care, non-profit organizations, and other settings, as well as prepares students to enter graduate programs in social work, counseling, marriage and family therapy, addictions recovery, and school/guidance counseling. This curriculum will engage a course of study that focuses on theories and principles of human behavior, as well as human services processes and structures. An emphasis is placed upon developing and implementing skills for helping individuals and families overcome challenges within modern society.

Requirements for the B.S. in Human Services

Degree Components:

Completion of the Bachelor General Education Core (39 credits)

Completion of the BSHS Prerequisite, HUMA 1103 (3 credits)

Completion of the BSHS Courses (42 credits)

Completion of electives to reach 120 credits

Completion of the ACAT Exam

BSHS Prerequisite Course

3000+ level BSHS classes require a prerequisite of Foundations of Human Services (HUMA 1103) OR an equivalent introductory human services course from a regionally accredited college or university (official transcript showing proof must be submitted to the Associate Registrar's Office).

Bachelor of Science in Human Services (BSHS) Courses

Course	Title	Cr
PSYC 2300	Research Methods	3
PSYC 2500	Psychology and Theology Integration	3
PSYC 3500	Developmental Psychology	3
PSYC 4100	Theories and Principles of Counseling	3
PSYC/HUMA 3900	Pre-Internship	3
PSYC 3941	Internship	3
PSYC 4400	Senior Seminar	3
SOCI 1200	Marriage and Family	3
SOCI 2100	Social Welfare and Social Services	3
SOCI 4110	Counseling Adolescents and Families	3
HUMA 3000	Administration of Human Services Organizations	3
HUMA 3200	Understanding Cultural Diversity	3
HUMA 3300	Crisis and Trauma	3
HUMA 3400	Foundations of Group Counseling	3
TOTAL		42

If students take a full-time load each semester, they could complete this program in four years.

Bachelor of Science in Kinesiology (BSK)

The Bachelor of Science in Kinesiology is designed for students with a desire to study human movement as a background for helping others develop motor skills, physically active lifestyles and fitness. Students will form a theological foundation of the perspective of the human body, incorporating the understanding that our bodies were intentionally designed for interacting in various ways in the world around us. Requirements for the B.S. in Human Services

Degree Components:

Completion of the Bachelor General Education Core (39 credits)

Completion of the BSK Prerequisites, PSYC 1100 and PHIL 3401

Completion of the BSK Major core courses (40 credits)

Completion of electives to reach 120 credits

Bachelor of Science in Kinesiology (BSK) Courses

Course	Title	Cr
BIOL 2211 and BIOL 2201	Human Anatomy and Physiology I with Lab	4
HLSC 1411	Health	3
KINE 3100	Foundations of Kinesiology	3
KINE 3200	Lifelong Motor Development	3
KINE 3321	Prevention and Treatment of Athletic Injuries	3
KINE 3421	Physiology of Exercise	3
KINE 3300	Behavioral Aspects of Sport	3
KINE 3400	Research Methods and Evaluation in Kinesiology	3
KINE 2411	Human Nutrition	3
KINE 3500	Biomechanics	3
KINE 3450	Applied Physiology of Exercise	3
KINE 1311	Introduction to Principles and Philosophy of Physical Education	3
KINE 3424	Exercise Prescription	3
TOTAL		40

If students take a full-time load each semester, they could complete this program in four years.

Bachelor of Science in Management (BSM)

The Bachelor of Science in Management (BSM) provides solid instruction in managerial and leadership principles and theory with a focus on developing the leadership competencies required in today's work environment, both private and public.

Requirements for the B.S. in Management

Degree Components:

Completion of the Bachelor General Education Core (39 credits)

Completion of the BSM prerequisite CYBR 1131 also required in the Gen-Ed

Completion of the BSM Courses (39 credits)

Completion of electives to reach 120 credits**

Completion of Capstone Project (culminates in BUSN 4416)

BSM Prerequisite Courses:

- CYBR 1141 Information Systems Technology for Managers requires students to meet computer competency first. This prerequisite must be met by successful completion of one of the following (minimum grade of C) within the last ten (10) years:
 - CYBR 1131 Computer Applications and Concepts
 - Equivalent introductory computer course from a regionally accredited college or university (official transcript showing proof must be submitted to the Associate Registrar's Office)
 -

Bachelor of Science in Management Courses

Course	Title	Cr
BUSN 2401	Principles of Management	3
BUSN 3501	Business Ethics and Business Law	3
BUSN 3404	Servant Leadership	3
BUSN 3302	Marketing for Managers	3
BUSN 3444	Organizational learning and Knowledge Management	3
BUSN 3802	Leading and Managing Nonprofit Organizations	3
BUSN 3442	Groups, Teams, and Organizational Behavior	3
BUSN 3703	Entrepreneurship and Innovation	3
BUSN 4408	Process Management and Systems Thinking	3
BUSN 4416	Strategic Planning and Competitive Advantage (Capstone Project)	3
BUSN 4420	Leading Effective Project Management	3
CYBR 1141	Info Systems Technology for Mgmt.	3
ENGL 3510	Managerial Communications (double-counts in Gen-Ed communication)	3
TOTAL		39

If students take a full-time load each semester, they could complete this program in four years.

Bachelor of Science in Psychology (BSPY)

The Bachelor of Science in Psychology equips students with the knowledge, skills, and experience they need for working within rehabilitation specialties, psychiatric technician roles, career counseling, academic advising, and other settings, as well as prepares students to enter graduate programs in psychology, counseling psychology, political science, clinical research, neuroscience, and education. This curriculum will engage a course of study that focuses upon psychological theories and research about human behavior, psychological processes, and brain development with an emphasis on developing and implementing skills for addressing the individual and societal challenges of our present society.

Requirements for B.S. in Psychology

Degree Components:

Completion of the Bachelor General Education Core (39 credits)

Completion of the BSPY Prerequisite, PSYC 1100 (3 credits)

Completion of the BSPY Courses (42 credits)

Completion of to reach 120 credits

Completion of the ACAT Exam

BSPY Prerequisite Course

3000+ level **BSPY** classes require a prerequisite of Psychology Applied to Modern Life (PSYC 1100) OR an equivalent introductory psychology course from a regionally accredited college or university (official transcript showing proof must be submitted to the Associate Registrar's Office).

Bachelor of Science in Psychology Courses

Course	Title	Cr
PSYC 2300	Research Methods	3
PSYC 2400	Personality	3
PSYC 2500	Psychology and Theology Integration	3
PSYC 3100	Abnormal Psychology	3
PSYC 3110	Social Psychology	3
PSYC 3200	Introduction to Neuroscience	3
PSYC 3300	Educational Psychology	3
PSYC 3400	Attitudes, Measurement, and Change	3
PSYC 3500	Developmental Psychology	3
PSYC 3900	Pre-Internship	3
PSYC 3941	Internship	3
PSYC 4100	Theories and Principles of Counseling	3
PSYC 4200	Learning and Memory	3
PSYC 4400	Senior Seminar	3
TOTAL		42

If students take a full-time load each term, they could complete this program in four years.

Bachelor of Science in Public Administration (BSPA)

Montreat College's Bachelor of Science in Public Administration is designed for students with a desire to serve as managers, executives, and policy analysts in local, state, and federal government agencies, non-governmental organizations, and non-profit organizations. Students will be equipped with career-enhancing public management skills in budgeting and finance, economic and political process, ethics, performance management, policy analysis, and research methods and design.

Requirements for B.S. in Public Administration

Degree Components:

Completion of the Bachelor General Education Core (39 credits)

Completion of the BSPA Prerequisites

Completion of the BSPA Major core courses (42 credits)

Completion of electives to reach 120 credits

Bachelor of Science in Public Administration Courses

Course	Title	Cr
PADM 1101	Introduction to Public Administration	3
BUSN 2622	Economics for Decision-Makers	3
BUSN 3614	Data Analysis	3
BUSN 3501	Ethics and Law	3
BUSN 3404	Servant Leadership	3
PADM 2212	Public Finance, Grant Writing and Budgeting	3
PADM 4113	Advanced Public Administration	3
BUSN 3444	Organizational Learning and Knowledge Management	3
BUSN 3442	Groups, Teams, and Organizational Behavior	3
BUSN 4408	Process Management and Systems Thinking	3
BUSN 4403	Managing Organizational Change	3
CYBER 1141	Information Systems Technology for Managers	3
ENGL 3510	Managerial Communications	3
PADM 4861	Program Development and Evaluation (Capstone)	3
TOTAL		42

If students take a full-time load each term, they could complete this program in four years.

Bachelor of Science in Public Health (BSPH)

Montreat College's Bachelor of Science in Public Health is designed for students with a desire to become public health professionals, administrators, and educators. Students will be equipped with analytical skills, communication skills, public health sciences skills, and leadership skills that are imperative to a career in public health.

Requirements for B.S. in Public Health

Degree Components:

Degree Components:

Completion of the Bachelor General Education Core (39 credits)

Completion of the BSPH Major core courses (42 credits)

Completion of electives to reach 120 credits

Bachelor of Science in Public Health Courses

Course	Title	Cr
HLTH 1100	Introduction to Public Health	3
HLTH 2100	Survey to Healthcare Delivery	3
HLTH 2300	Ethics and Law in Healthcare	3
HLTH 2500	Health Education	3
HLTH 4100	Epidemiology and Infectious Disease	3
HLTH 3300	Pathophysiology for Public Health	3
HLTH 3500	Environmental and Occupational Health	3
HLTH 3700	Public Health Promotion	3
HLTH 2700	Public Health Nutrition and Physical Activity (Meals, Movement, and Motivation)	3
HLTH 3200	Programmatic Curriculum Design in Health Education	3
HLTH 4000	Planning and Evaluation of Health Education	3
HLTH 3000	Research Methods for Public Health	3
HLTH 4200	Behavioral Health for Public Health	3
HLTH 4500	Contemporary Health Issues (Capstone)	3
TOTAL		42

If students take a full-time load each term, they could complete this program in four years.

Graduate Degree Academic Requirements for Graduation

In order to graduate from Montreat College, degree-seeking students in the graduate programs must fulfill the following requirements:

- Earn a minimum cumulative grade point average of 3.0.
- Complete all courses in the program with a grade of at least *B-*. If at any time a student receives a grade below a *B-*, the student must meet with the program director and/or academic advisor and make arrangements to retake that course.
- Complete required degree requirements within five years of the date of admission into the program.
- Pay all tuition and fees
- Obtain approval of the faculty

Students are subject to the academic requirements stated in the catalog that was current when they first enrolled as students. A student who leaves the College and is later readmitted must meet the requirements current at the time of readmission.

Master of Arts in Clinical Mental Health Counseling (MACMHC)

Mission of the Counseling Program

The mission of the Counseling Program is to train candidates in the fundamentals of human development, human behavior, and counseling within the context of both a secular and Christian worldview and to guide them in developing a personal philosophy of counseling and professional practice in a variety of settings. The counseling program provides a forum for candidates to engage in reflective practice as professionals and to become life-long learners, active global citizens, and advocates for social justice. The Clinical Mental Health Counseling degree program at Montreat College is based on the 2009 CACREP Standards.

Requirements for the M.A. in Clinical Mental Health Counseling

- Completion of all 60 credits required for the degree, including a minimum of 42 credit hours of graduate work at Montreat College (up to 18 credit hours may be transferred from a regionally accredited institution) with a minimum cumulative GPA of 3.0
- Successful completion of clinical counseling internship hours
- Successfully passing the Counselor Preparation Comprehensive Exam (CPCE) prior to enrolling in COUN 6222

The CMHC is a hybrid program. Over 50% of classes taken will be in person, 15 weeks long.

Master of Arts in Clinical Mental Health Counseling Courses

Course	Title	Cr
COUN 5211	Professional Orientation to Counseling	3
COUN 5212	Ethics and Ethical Practice in Counseling	3
COUN 5213	Theories and Techniques in Counseling	3
COUN 5221	Counseling Skills	3
COUN 5231	Spirituality and Religion in Counseling	3
COUN 5214	Counseling Across the Lifespan	3
COUN 5215	Multicultural Counseling	3
COUN 5222	Mental Health Diagnosis and Treatment	3
COUN 5241	Career Counseling	3
COUN 5216	Assessment in Counseling	3
COUN 5223	Group Counseling	3
COUN 5217	Research Methods in Counseling	3
COUN 5251	Crisis Intervention/Crisis Counseling	3
COUN 5261	Substance Abuse Counseling	3
COUN 5271 COUN 5281	Child and Adolescent Counseling OR Marriage and Family Counseling	3
COUN 6221	Counseling Practicum	3
COUN 6222	Counseling Internship I	6
COUN 6223	Counseling Internship II	6
Total		60

If students successfully complete a full-time load each semester, they should complete this program in 2.66 years or eight semesters.

Master of Arts in Mental Health and Wellness (MAHW)

Mission of the Mental Health and Wellness Program

The mission of the Mental Health and Wellness program is to engage students in active learning within the context of secular and Christian worldviews to increase their knowledge in the foundations of human growth and development, cultural and social justice concerns, and to gain skills in addressing behavioral issues to support and enhance efforts of community mental health. The Mental Health and Wellness program provides an environment for students to apply essential counseling tenets to the mental health community with the awareness of potential bias allowing acceptance of diversity without judgment in a variety of practicing scopes.

Requirements for the M.A. in Mental Health and Wellness

- Completion of all 30 credits required for the degree, including a minimum of 18 credit hours of graduate work at Montreat College (up to 12 credit hours may be transferred from a regionally accredited institution)
- Earn a minimum cumulative GPA of 3.0

Master of Arts in Mental Health and Wellness (MAHW) Courses

Course	Title	Cr
COUN 5211	Professional Orientation to Counseling	3
COUN 5212	Ethics and Ethical Practice in Counseling	3
COUN 5221	Counseling Skills	3
COUN 5214	Counseling Across the Lifespan	3
COUN 5215	Multicultural Counseling	3
COUN 5241	Career Counseling	3
COUN 5216	Assessment in Counseling	3
COUN 5251	Crisis Intervention/Crisis Counseling	3
COUN 5223	Group Counseling	3
MMHW 5291	Community Mental Health Topics and Administration	3
Total		30

If students successfully complete a full-time load each semester, they should complete this program in 1.67 years or five semesters.

Master of Business Administration Degree (MBA)

Requirements for the MBA:

- Completion of all undergraduate prerequisites
- Completion of the 30 semester credits required for the degree, including a minimum of 24 semester credits of graduate work at Montreat College (a maximum of 6 credit hours may be transferred from a regionally accredited institution)
- Successful completion of a capstone project

Prerequisites for MBA:

- BUSN 5601 requires a prerequisite of MATH 1210 Statistics or equivalent.
- BUSN 5202 requires a prerequisite of BUSN 4207 Corporate Finance or equivalent.
- BUSN 5611 requires a prerequisite of BUSN 2622 Economics, or a course in micro or macroeconomics, or equivalent.
- BUSN 5205 requires a prerequisite of BUSN 2201 Principles of Accounting I or equivalent.

Master of Business Administration Core Courses

Course	Title	Cr
BUSN 5110	Foundations of Leadership and Communication	3
BUSN 5304	Marketing Strategies for Managers and Leaders	3
BUSN 5508	Ethics, Law and the Global Business Landscape	3
BUSN 5607	Quality Operations Management	3
BUSN 5202	Financial Management	3
BUSN 5611	Applied Economics for Decision-Making	3
BUSN 5601	Quantitative Methods and Data Analytics	3
BUSN 5205	Advanced Managerial Accounting	3
BUSN 5817	Leadership, Management, and Organizational Behavior	3
BUSN 5412	Strategic Planning and Competitive Analysis (Capstone)	3
TOTAL		30

If students successfully complete a full-time load each term, they should complete this program in 1.5 years or 4 terms.

Master of Arts in Organizational Leadership (MAOL)

Requirements for the Master of Arts in Organizational Leadership:

- Completion of the 30 semester credits required in the degree, including a minimum of 24 semester hours of graduate work at Montreat College (a maximum of 6 credits may be transferred from a regionally accredited institution)

Master of Arts in Organizational Leadership Courses

Course	Title	Cr
BUSN 5112	Contemporary Issues in Organizational Leadership	3
BUSN 5522	Conflict Resolution and Negotiation for Leaders	3
BUSN 5809	Communication Skills for Organizational Change	3
BUSN 5813	Cross-Cultural Leadership	3
BUSN 5838	Leading Organizational Change	3
BUSN 5208	Accounting and Financial Skills for Leadership	3
BUSN 5435	Strategic Human Resources Management	3
BUSN 5508	Ethics, Law, and the Global Business Landscape	3
BUSN 5414	Developing and Implementing Strategy	3
BUSN 5875	Organizational Leadership Capstone Project	3
TOTAL		30

If students successfully complete a full-time load each semester, they should complete this program within 20 months.

Master of Science in Management and Leadership Degree (MSML)

Requirements for the M.S. in Management and Leadership:

- Completion of the 36 semester credits required in the degree, including a minimum of 30 semester hours of graduate work at Montreat College (a maximum of 6 credits may be transferred from a regionally accredited institution)

Master of Science in Management and Leadership Courses

Course	Title	Cr
BUSN 5110	Foundations of Leadership and Communication	3
BUSN 5811	Personal Leadership Development: Theory and Practice	3
BUSN 5612	Data-Driven Decision-Making	3
BUSN 5208	Accounting and Financial Skills for Leadership	3
BUSN 5427	Creating, Leading, and Managing Highly Effective Teams	3
BUSN 5508	Ethics, Law, and the Global Business Landscape	3
BUSN 5304	Marketing Strategies for Managers and Leaders	3
BUSN 5414	Developing and Implementing Strategy	3
BUSN 5435	Strategic Human Resources Management	3
BUSN 5817	Leadership, Management, and Organizational Behavior	3
BUSN 5711	Entrepreneurship and Innovation	3
BUSN 5458	Managing on the Edge of Chaos	3
TOTAL		36

If students successfully complete a full-time load each semester, they should complete this program in two years or six semesters.

MSML Quick-Track Program

The MSML Quick-Track program allows Undergraduate Business students at Montreat College to select up to two non-capstone undergraduate Business degree courses and take two MSML courses in their place. This allows undergraduate students to prospectively begin receiving graduate credit toward their MSML degree prior to completing their undergraduate degree. To be eligible, students must be Montreat College Business degree undergraduates with a 2.75 cumulative GPA who have completed 90 credits toward their degree. Interested students should contact their Academic Advisor for more information.

MSML to MBA

Students who have earned a Master of Science degree in Management and Leadership at Montreat College have the option to complete an accelerated Master of Business Administration degree following the admissions process for the MBA.

Requirements for the MSML to MBA:

- Completion of all undergraduate prerequisites
- Completion of all 21 semester credit hours in the degree program Successful completion of a business consulting project

Prerequisites for MBA:

- BUSN 5601 requires a prerequisite of MATH 1210 Statistics or equivalent.
- BUSN 5202 requires a prerequisite of BUSN 4207 Corporate Finance or equivalent.
- BUSN 5611 requires a prerequisite of BUSN 2622 Economics, or a course in micro or macroeconomics, or equivalent.
- BUSN 5205 requires a prerequisite of BUSN 2201 Principles of Accounting I or equivalent.
- Review other options for meeting prerequisites under original MBA admissions requirements sections.

MSML to Master of Business Administration (MBA) Courses

Course	Title	Cr
BUSN 5601*	Quantitative Methods and Data Analytics	3
BUSN 5607	Quality Operations Management	3
BUSN 5202*	Financial Management Practices	3
BUSN 5611*	Applied Economics for Decision-Making	3
BUSN 5205*	Advanced Managerial Accounting	3
BUSN 5412	Strategic Planning and Competitive Analysis	3
TOTAL		18

*Requires a prerequisite; see above

Master of Science in Counseling Psychology: Marriage and Family Therapy (MSCP)

Montreat College's Master of Counseling Psychology: Marriage and Family Therapy is designed for students with a desire to become licensed as a Marriage and family therapist, caring for individuals, marriages, and families in a systemic and theologically informed capacity.

Requirements for the M.S. in Counseling Psychology: Marriage and Family Therapy

- Completion of a minimum of 42 credit hours of graduate work at Montreat College (up to 12 credit hours may be transferred from a regionally accredited institution)
- Successful completion of clinical counseling internship hours
- Successfully passing the practice MFT National Examination prior to enrolling in Internship I (MSCP6222)

Master of Science in Counseling Psychology: Marriage and Family Therapy Courses

Course	Title	Cr
MSCP 5210	Professional Identity and Ethics in Marriage and Family Therapy	3
COUN 5214	Counseling Across the Lifespan	3
COUN 5215	Multicultural Counseling	3
COUN 5216	Assessment in Counseling	3
COUN 5217	Research Methods in Counseling	3
COUN 5222	Mental Health Diagnosis and Treatment	3
COUN 5223	Group Counseling	3
COUN 5231	Spirituality and Religion in Counseling	3
COUN 5251	Crisis Intervention/Crisis Counseling	3
COUN 5281	Marriage and Family Counseling	3
MSCP 5290	Advanced Family Counseling	3
MSCP6100	Family Systems Theories	3
MSCP 6150	Cognitive Behavioral Therapy: Individuals, Marriages and Families	3
MSCP 6221	Counseling Practicum	3
MSCP 6222	Counseling Internship I	6
MSCP 6223	Counseling Internship II	6
Total		54

If students successfully complete a full-time load each semester, they should complete this program within 2 years.

Master of Public Administration (MPA)

Master of Public Administration is designed for students with a desire to serve as managers, executives, and policy analysts in local, state, and federal government agencies, non-governmental organizations, and non-profit organizations. Students will gain the competencies to become an effective leader who is in high demand and has the flexibility to move between careers in multiple sectors.

Requirements for the MPA:

- Completion of the 30 semester credits required in the degree, including a minimum of 24 semester hours of graduate work at Montreat College (a maximum of 6 credits may be transferred from a regionally accredited institution)

Prerequisites for MPA:

- BUSN 5601 requires a prerequisite of MATH 1210 Statistics or equivalent.
- BUSN 5611 requires a prerequisite of BUSN 2622 Economics, or a course in micro or macroeconomics, or equivalent.

Master of Public Administration Courses:

Course	Title	Cr
MPAD 5111	Fundamentals of Public Administration	3
BUSN 5601	Quantitative Methods and Data Analytics	3
BUSN 5414	Developing and Implementing Strategy	3
BUSN 5611	Applied Economics for Decision-Making	3
BUSN 5508	Ethics, Law and the Governance	3
MPAD 5404	Public Policy Analysis	3
BUSN 5435	Strategic Human Resource Management	3
MPAD 5814	Leading Public and Non-Profit Organizations	3
MPAD 5211	Public Budgeting and Financial Management	3
MPAD 5881	Public Administration Capstone	3
TOTAL		30

If students take a full-time load each term, one class at a time continuously throughout the program, they should complete the program within 20 months.

Master of Public Health (MPH)

Master of Science in Public Health is designed for students with a desire to become involved in healthcare for the purpose of effectively protecting and improving health of populations worldwide. This degree intersects with business, law, pharmaceuticals, technology, and science, which enables students to combine their passions and find the right fit.

Requirements for the Master of Public Health

Completion of the 42 semester credits required in the degree, including a minimum of 36 semester hours of graduate work at Montreat College (a maximum of 6 credits may be transferred from a regionally accredited institution).

Master of Public Health Courses:

Course	Title	Cr
HLTH 5000	Foundations of Public Health	3
HLTH 5100	Environmental and Occupational Health	3
HLTH 5300	Public Health Promotion and Disease Intervention	3
HLTH 5500	Social and Behavioral Sciences Applied to Health	3
HLTH 5700	The American Healthcare System	3
HLTH 6000	Strategic Management for Public Health Services	3
HLTH 6100	Principles and Methods of Epidemiology	3
HLTH 6300	Statistics in Public Health	3
HLTH 6500	Health Law and Ethics	3
HLTH 6700	Public Policy and Healthcare Advocacy	3
HLTH 7000	Global Health	3
HLTH 7100	Public Health Program Planning and Evaluation	3
HLTH 7300	Research Methods	3
HLTH 7500	Current Issues in Public Health (Capstone)	3
TOTAL		42

If students successfully complete a full-time load each semester, they should complete this program within 2 years.

Course Descriptions for the School of Adult and Graduate Studies: Undergraduate

Course Numbering System and Abbreviations

The first digit of the course number generally indicates the level of the course, i.e. 1000 = freshman, 2000 = sophomore, 3000 = junior, 4000 = senior.

Courses numbered 1000 and 2000 are open to all students; 3000-level courses are normally open to sophomores, juniors, and seniors; 4000-level courses are open to juniors and seniors.

The following list of abbreviations is used for academic subjects:

ARTS	Art
ASTR	Astronomy
BIBL	Bible and Religion
BIOL	Biology
BUSN	Business Administration
COMM	Communication
CYBR	Cybersecurity
DATA	Data Analytics
ENGL	English
ENSC	Environmental Studies
GNED	General Education
HLSC	Health
HLTH	Public Health
HIST	History
HUDE	Human Development
HUMA	Human Services
INDS	Interdisciplinary Studies
KINE	Kinesiology
MATH	Mathematics
MUSC	Music
PADM	Public Administration
PHIL	Philosophy
PHYS	Physics
MNST	Ministry
PSYC	Psychology
SOCI	Sociology
SPAN	Spanish
YMIN	Youth and Family Ministries

Not every course listed in the Catalog will be offered each year.

Course Descriptions

Art (ARTS)

ARTS 2110 Introduction to Music and Art

A study of the elements and principles of classical and popular music and visual arts, including an examination of their parallels through historical periods. *Humanities credit.* (3 credits)

Astronomy (ASTR)

ASTR 1113 Astronomy I

A study of the appearance of the sky, the sun, the moon; the theory of solar system formation and the resolution of conflicts between science and the Bible. Online only. *Natural science credit.* (3 credits)

ASTR 1114 Astronomy II

This course will explore the means by which we learn about stars and galaxies. Stellar and galactic life cycles and the origin and structure of the universe will be considered. Online only. *Natural science credit.* (3 credits)

Communication Science and Disorders (BCSD)

BCSD2000 Introduction to Communication Sciences and Disorders

This course investigates application of biology, physics, anatomy, physiology, and cognitive psychology to processes of speech, language, and hearing. Students will investigate the nature of disruptions to normal communication and scientific principles of prevention, diagnosis, and plan remediation. (3 credits)

BCSD2050 Introduction to Phonetics

This course introduces the International Phonetic Alphabet and the categories of speech sounds, including voice, place, and manner of production. Emphasis is placed on the accurate transcription of normal and abnormal speech samples using the IPA and on the production of effective natural speech. Upon completion, students should be able to transcribe and categorize speech sounds and produce natural speech using appropriate breathing, articulation, and pronunciation. (3 credits)

BCSD2110 Ethics and Standards for SLPAs

This course provides an overview of the theory, practice, and philosophy of speech-language pathology assisting. Topics include legal and ethical issues, scope of practice, multiculturalism, and diversity. Upon completion, students will be able to describe characteristics of the profession and identify components of safe and ethical practice within the work of speech language pathology. (3 credits)

BCSD2150/2155 Treatment Intervention

This course introduces students to a multitude of intervention techniques used to treat individuals of all ages with communication disorders in a variety of clinical settings. Emphasis is placed on understanding the therapeutic process and the effectiveness of evidence-based practices currently being used in the field of speech and language across the lifespan. Upon completion, students will be able to demonstrate competencies in the therapeutic process. (4 credits)

BCSD2200/2201 Developmental Disorders

This course covers screening for speech, language, and hearing disorders; use of observational checklists; and administration of therapeutic protocols. Emphasis is placed on conditions commonly treated in speech-language pathology. Upon completion, students should be able to accurately administer screening tests and therapeutic protocols and identify characteristics of developmental speech, language, and hearing disorders. (4 credits)

BCSD2300/2301 Acquired Disorders

This course provides an introduction to clinical settings. Emphasis is placed on acquired conditions commonly treated in speech-language pathology. Upon completion, students should be able to accurately administer screening tests and therapeutic protocols and identify characteristics of acquired speech, language, and hearing disorders. (4 credits)

BCSD44 Becoming a Professional in Speech and Hearing Sciences

This course provides students with an understanding of Communication Science Disorders (CSD) in Speech-Language-Hearing Sciences to career paths within communication disorders, such as Speech Language Pathology Assistants, Speech Language Pathologists, Audiologist, as well as other disciplines. The focus of this course is to prepare students for the workplace or for applying to graduate school and determining which factors are critical for success in professional programs and beyond. Students will also develop plans for alternative career paths, in order to remain adaptable after graduation. (3 credits)

BCSD3040 Assistive Technology

This course introduces the preparation, use, and maintenance of selected communication equipment in the treatment of respective disorders. Emphasis is placed on the collaborative use of assistive equipment for speech, language, and hearing disorders. Upon completion, students will be able to instruct the patient and caregiver in the use and maintenance of assistive communication equipment. (2 credits)

BCSD3050 Normal Communication Development

This course introduces normal verbal and non-verbal communications across the life span, including appropriate social interaction with diverse populations. Topics include normal speech, language, and hearing in a multicultural society and an introduction to screening for normality and abnormality. Upon completion, students will be able to identify normal speech, language, and hearing patterns. (3 credits)

BCSD3100 Anatomical and Physiological Bases of Speech

This course introduces the basic pathophysiology of the orofacial and thoracic structures of the human body. Emphasis is placed on the most treated speech, language, and hearing disorders. Upon completion, students should be able to identify and describe basic pathophysiology related to the production of speech and hearing. (3 credits)

BCSD3150 Introduction to Audiology

This course explores the science of hearing and disorders related to audiology. A foundational understanding of the evaluation, conservation, and aural rehabilitation of individuals with hearing disorders is established. (3 credits)

BCSD4000/4001 Clinical Phonetics

This course focuses on sounds and symbols of American English, foreign accents, and dialects using broad and narrow transcription methods. Presents speech production, distinctive features, and basics of phonology. (4 credits)

BCSD4005 Clinical Methods and Treatment of Comm. Disorders (Capstone)

This course allows students to further develop within the clinical application of approaches for identifying, assessing, and treating individuals with communication disorders. Prerequisite: BCSD 2100. (4 credits)

BCSD4100 BCSD/SLP Fieldwork

This course provides supervised fieldwork experience in speech-language pathology assisting in a minimum of two diverse sites. Emphasis is placed on the use of written protocols in providing patient care. Upon completion, students should be able to integrate ethical concepts into safe and effective clinical practice. (3 credits)

Bible and Religion (BIBL)**BIBL 1101 Survey of the Old Testament**

This course introduces the student to the tools and background necessary for understanding, interpreting, and applying the Old Testament to contemporary life. Furthermore, the course prepares the student to discuss intelligently the factual material in the Old Testament and to make clear critical judgments regarding the validity of various interpretations of the Old Testament. (3 credits)

BIBL 1102 Survey of the New Testament

An introduction to the tools and background necessary for understanding, interpreting, and applying the New Testament to contemporary life, designed to prepare students to intelligently discuss the factual material in the New Testament and to make clear critical judgments regarding the validity of various interpretations of the New Testament. (3 credits)

BIBL 2201 Old Testament Theology

An in-depth study of Old Testament themes with a view to their relevance for Christian theology, worship, and ethics. These include: God's self-revelation, creation, covenant/kingdom, fall, law, worship, prophecy, and hope. The course will include an introduction to proper exegetical, hermeneutical, and theological methods. *Prerequisite: BIBL 1101 Humanities credit for non-Bible majors.* (3 credits)

BIBL 2202 New Testament Theology

This course introduces the major themes of New Testament theology and their specific relevance for Christian theology, worship, and ethics. These include: the Kingdom of God, justification, sanctification, Pauline theology, etc. *Prerequisite: BIBL 1102. Humanities credit for non-Bible majors.* (3 credits)

BIBL 2308 Gospels

A study of the broad outlines of the life of Jesus and the Gospel literature of the New Testament. The course will examine the distinguishing theological interests of the gospel accounts, drawing particular attention to the similarities and differences between the Synoptic Gospels and the Gospel of John. *Humanities credit for non-Bible majors.* (3 credits)

BIBL 3302 Romans

An intensive study of the letter and its setting in Paul's ministry. The course also treats the biblical theology developed in the letter. *Prerequisites: BIBL 1101 and BIBL 1102. Humanities credit for non-Bible majors.* (3 credits)

BIBL 3305 Biblical Interpretation

A study of the history, problems and methods of biblical interpretation, including a study of biblical-theological themes of the Old and New Testaments. (*Offered alternate years.*) *Humanities credit for non-Bible majors.* (3 credits)

Biology (BIOL)**BIOL 2211 and BIOL 2201 Lab**

An introduction to basic concepts of biology and the in-depth anatomy and physiology of the skeletal and muscular systems with additional overviews of human respiratory, cardiovascular and nervous system anatomy and physiology for health sciences students. The laboratory portion emphasizes the scientific method, involving observation, experimentation, data analysis and critical thinking, as applied in the study of human anatomy and physiology. Fee (4 credits)

Business Administration (BUSN)**BUSN 1101 Introduction to Business**

This course provides an overview of the fundamentals of business management. *Strongly recommended for all business degrees* (3 credits)

BUSN 2201 Principles of Accounting I

Proprietary-based treatment of the accounting cycle, financial statements, merchandising, cash receivables, payables, inventories, plant property and equipment, payroll, accepted accounting principles and partnerships. *Pre- or Co-requisite: BUSN 1101.* (3 credits)

BUSN 2202 Principles of Accounting II Treatment of corporations, investment, consolidated statements, tax impact on decision, statement analysis, changes in financial position, responsibility account, manufacturing, cost process job order, and standard. *Pre- or Co-requisite: BUSN 2201.* (3 credits)

BUSN 2204 Random Walk through the Financial Maze

This course is an overview of the rudimentary elements of financial, managerial, and cost accounting. It also covers the basics of corporate and personal finance with some emphasis on the ethics of financial management. Topics such as the double entry system, inventory management (FIFO, LIFO, etc.), analysis of financial statements, and personal and corporate money management among other things will be discussed. Online only. (3 credits)

BUSN 2301 Principles of Marketing

An introductory study of the marketing process, including the elements of the marketing mix, the product distribution structure, the price system, and promotional activities. The importance of customer orientation is stressed. (3 credits)

BUSN 2401 Principles of Management

An introduction to management structures, including planning, organizing, leading, and controlling. Management process in for-profit and not-for-profit organizations, both large and small, are examined. Special topics include globalization, quality, Competitiveness, teamwork, ethics, and entrepreneurship. (3 credits)

BUSN 2622 Economics for Decision-Makers

Thorough understanding of economic concepts is a crucial part of effective decision-making. Economics for Decision Makers teaches students to consider micro and macro-economic theories when making business decisions. In addition, both rational and behavioral aspects of economics are studied, providing students a variety of perspectives when considering multiple alternatives. (3 credits)

BUSN 3101 International Business

A study of business as practiced in different nations and cultures examining the influence of difference in the political, competitive, economic, social, legal, and technological environments on the main business functions (marketing, production, and finance) and business effectiveness. Also discussed are problems of international financial instability and exchange rate volatility. Foreign currency hedging problems are examined and solved. (3 credits)

BUSN 3210 Intermediate Accounting I

This course provides comprehensive and in-depth coverage of accounting principles. The accounting cycle steps are reviewed, and more complex accounting problems are presented; students will learn to apply accounting theories and follow accounting standards. Topics include revenue recognition, financial statement preparation, cash, accounts receivable, inventories, long-term tangible and intangible assets, and accounting ethics. Prerequisite BUSN 2202 Principles of Accounting II (3 credits)

BUSN 3217 Accounting Information Systems

In this course, students will become familiar with using accounting information systems, with a focus on accounting and processing controls for automated accounting systems. In this course, students will develop and implement an automated accounting system, and learn the fundamentals of popular accounting software and processes for using and managing accounting information systems. Prerequisite BUSN 2201 Principles of Accounting I (3 credits)

BUSN 3220 Intermediate Accounting II

This course prepares students for more advanced analysis of the statement of cash flows, investments, long-term liabilities, leases, pensions, income taxes, and shareholders' equity. Prerequisite BUSN 3210 Intermediate Accounting I (3 credits)

BUSN 3255 Managerial Accounting

In this course, students will learn budgeting, standard costs, analysis of variances, job order costing, process costing, activity-based costing, cost-volume-profit analysis, and responsibility accounting, with a focus on supporting decision-making processes. Prerequisite BUSN 2202 Principles of Accounting II (3 credits)

BUSN 3301 Advanced Principles of Marketing

This course involves an integrated analysis of the role of marketing and explores marketing methods within the total organization, from the sole proprietorship to partnership to the corporation. Specific attention is given to the analysis of factors affecting consumer behavior, the identification of marketing variables, the marketing environment, and the development and use of marketing strategies. (3 credits)

BUSN 3302 Marketing for Managers

This course covers the principles of marketing that need to be understood by managers in order to develop and utilize effective marketing practices. Concepts of the global economy, including major social, psychological, and political influences, will be explored and their marketing implications considered from a manager's perspective. (3 credits)

BUSN 3305 Sales Administration

A course on the professional, ethical, needs-based, non-manipulative, low-pressure, consultative approach to sales. Theories of selling, communicating, time management, and the relationship of sales to marketing and promotion are covered. Ethical business issues are examined in simulated selling situations. *Prerequisite: BUSN 3301.* (3 credits)

BUSN 3320 Marketing Research

A study of the role of research in marketing decisions. Special emphasis is placed on data gathering, compilation, analysis, and interpretation including the writing and analysis of surveys. Students will work on business problems with actual companies or evaluate new product concepts. *Prerequisite: BUSN 3301.* (3 credits)

BUSN 3402 Labor Relations

A study of the history and development of labor relations, structure of union organizations, and process of collective bargaining negotiations and contract administration. With declining union membership over the last ten years, special emphasis is placed on employee relations in nonunion organizations. Contemporary issues include public sector and international labor relations. *Pre- or co-requisite: BUSN 2401* (3 credits)

BUSN 3403 Organizational Behavior

This course examines the development and maintenance of organizational effectiveness in terms of environmental effects, improving motivation, behavior modification, systems aspects, communications, structure, and the dynamics of problem solving, goal setting, team building, conflict resolution, and leadership. *Prerequisite: BUSN 2401* (3 credits)

BUSN 3404 Servant Leadership

This course studies the functional, moral, and spiritual aspects of leadership in organizations. Students gain an appreciation of the nature, strengths and weaknesses of servant leadership and become prepared to develop as a leader according to a personalized leadership plan. (3 credits)

BUSN 3432 Administrative Theory and Organizational Behavior

A study of management techniques and leadership and their application to improving managerial effectiveness. The course stresses the importance of wholesome relationships between persons in business and maintaining sound relationships among employer, employee, and customer. (3 credits)

BUSN 3442 Groups, Teams, and Organizational Behavior

This course explores the interaction of groups and teams through the study of organizational behavior. Through this course, students will grow in their understanding of social dynamics in organizations and learn to lead groups and teams constructively. Topics covered include: organizational culture, motivation, group dynamics, high-performance teams, role definition, self-organization, team assessment, and team design. (3 credits)

BUSN 3444 Organizational Learning and Knowledge Management

This course examines the process of learning in individuals and organizations in order to facilitate organizational effectiveness. Students will also apply fundamental theories related to knowledge management and learn to use technology tools in order to implement positive systemic change in organizations. (3 credits)

BUSN 3501 Business Ethics and Business Law

This course examines, analyzes, and applies the nature, formation, and system of law in the United States to the modern business environment. It also raises basic questions on moral reasoning and the morality of economic systems both in the United States of America and internationally, and examines the ethical relationships between the corporation, its employees, and its customers. (3 credits)

BUSN 3502 Business Ethics

This course examines business policies and practices as they relate to moral and ethical issues. It raises basic questions on moral reasoning and the morality of economic systems both in the United States of America and internationally. It also examines the impact of governmental regulations on corporate behavior and the ethical relationships between the corporation, its employees, and its customers. BBA/BSM only (3 credits)

BUSN 3504 Business Law

This course examines, analyzes, and applies the nature, formation, and system of law in the United States to the modern business environment. (3 credits)

BUSN 3511 Employment Law

This course provides a comprehensive analysis of federal and state laws as they affect the human resource function, including equal employment opportunity, wage/overtime payment, employment agreements, and other restrictions on management's rights. Emphasis is placed on applying employment laws to develop programs that enable organizations to be proactive in meeting both company and work force needs, with an eye to resolving workplace disputes, preventing litigation, and implementing and administering personnel policies and practices in compliance with applicable law. (3 credits)

BUSN 3614 Data Analysis for Business

This course is designed to educate the undergraduate business student in the ability to work with data and statistical ideas. Students acquire the ability to describe data accurately, to make reliable inferences from data, and to assess critically the reported results of a variety of statistical studies by using various statistical methods and tools to analyze data in diverse example applications. Statistical methods and tools utilized include graphical and numerical data description, sampling techniques, probability distributions, tests of hypotheses, and analysis of variance. Emphasis is placed on understanding the purpose of each procedure, performance the procedure using the software tools, and emphasis on interpretation and application of the results to organizational problems. *Prerequisite: MATH 1210.* (3 credits)

BUSN 3667 Money, Markets, and the Economic Environment

This course explores the fundamental elements of developed market economies and the major factors that affect them. This includes investigating the core assumptions of economies, how government regulation affects economic growth, and the impact of globalization on world markets. Students learn to analyze economic policy to make business decisions that help them navigate the economic environment. (3 credits)

BUSN 3701 Small Business Management

This course covers the role of a small business manager as distinct from that of an entrepreneur or that of a large corporate manager. Issues such as human resource management, financial management, marketing and the impact of global business on small firms will be examined. (3 credits)

BUSN 3703 Entrepreneurship and Innovation

This course introduces models of innovation and creativity that can be used to develop new entrepreneurial ventures. Innovation will be taught through exercises, games, and business case review; the Lean startup methodology will be used to create business plans through iterative experimentation. (3 credits)

BUSN 3802 Leading and Managing Nonprofit Organizations

Leading and managing nonprofit organizations requires distinctly different skills and competencies than for-profit organizations. In this course, students will learn about the unique legal, organizational, financial, and managerial issues related to leading nonprofit organizations. In addition, they will develop skills necessary for leading. Topics include nonprofit governance, volunteer management, grant-writing, fundraising, financial controls, marketing, and community relations. (3 credits)

BUSN 4117 Individual Business Project

An integrative capstone real world learning experience requiring each student to solve a business problem and/or provide a support service to a client organization. Through a preliminary project proposal, the student identifies the enlisted client organization, defines the problem

being solved and the services being provided, and establishes the client's desired result. Through a project report and presentation, the student demonstrates achievement of the desired results by application of knowledge and skills acquired throughout the degree program. In place of solving a business problem and/or providing a support service to a client organization, a student may prepare a business plan for an entrepreneurial business venture that he/she is interested in pursuing. Prerequisite: Completion of all BBA or BSM core courses. (3 credits)

BUSN 4205 Advanced Accounting

Advanced Accounting provides students a deeper study of business combinations and consolidation accounting, including the accounting relationships between parent and subsidiary business entities, the processing of intracompany transactions, and elimination entries. Additional topics include recording foreign currency exchange transactions, translations of foreign subsidiary financial statements and partnership accounting. Prerequisite BUSN 3220 Intermediate Accounting II (3 credits)

BUSN 4207 Issues in Corporate Finance

This course lays the groundwork for determining the value of the organization by conveying the ideas of cash flow, time value of money, bond and stock valuation, and capital budgeting. Prerequisite: BUSN 2201. (3 credits)

BUSN 4234 Federal Income Tax

This course introduces students to the individual federal income tax. Students will learn about essential income tax principles such as deductions, exclusions, depreciation, capital gains and losses, and income tax credits. Prerequisite BUSN 2201 Principles of Accounting I (3 credits)

BUSN 4247 Auditing

In this course students will learn to perform the key tasks required of independent public accountants in an ethical manner. Topics include management assertions, fundamental principles, tests of controls and substantive procedures for the accounting cycles, and report forms and opinions. Prerequisites BUSN 3220 Intermediate Accounting II, BUSN3217 Accounting Information Systems (3 credits)

BUSN 4277 Accounting Ethics, Law, and Regulation (Capstone)

This course focuses on the ethical and professional responsibilities of CPAs in public and private practice. Ethical reasoning, corporate governance, decision making and ethical frameworks will be examined to provide a base of understanding. The AICPA Code of Professional Conduct, Uniform Commercial Code, and other professional standards will be studied as they apply to the practice of accounting. Prerequisite BUSN 3220 Intermediate Accounting II (3 credits)

BUSN 4302 Consumer Behavior

This course stresses the understanding of consumer behavior in developing marketing strategy. Opportunities are provided for the analysis of advertising's objective, target audience, and the underlying behavioral assumptions. Students will apply consumer behavior knowledge to social and regulatory issues as well as to business and personal issues. *Prerequisite: BUSN 3301.* (3 credits)

BUSN 4307 Marketing Management

An integrated course in marketing systematically oriented with emphasis on the marketing mix and the formulation of competitive strategies. Special attention is given to the control function, market analysis, marketing information, and sales forecasting. Case analysis is stressed. (3 credits)

BUSN 4315 Integrated Marketing Communication (Capstone Project)

This course examines the formulation of integrated marketing communication strategies to achieve marketing objectives; examines the use of traditional and nontraditional media; and analyzes the use of advertising, sales promotions, public relations, sponsorships, and other communication resources to promote sales, position products, develop brand equity, and support marketing actions. *Prerequisite: completion of all other courses for BS in Marketing program.* (3 credits)

BUSN 4403 Managing Organizational Change

The only constant in organizations is change. In this course students will use strategic innovation and change management processes in order to help organizations adapt and thrive in a world of rapid and continuous change. Students will learn theories of change management, as well as have the opportunity to apply concepts and frameworks of change management in their workplaces and in their daily lives. (3 credits)

BUSN 4408 Process Management and Systems Thinking

This course explores the development and management of business processes and business systems. Business processes allow organizations to define and order actions in order to result in repeatable, consistent outcomes. In this course, students will learn to develop business processes and measure their effectiveness. Additionally, students will learn to address the complexity of modern process-oriented organizations through the application of systems analysis and systems thinking. (3 credits)

BUSN 4416 Strategic Planning and Competitive Advantage (Capstone Project)

Planning and executing strategy is a key part of organizational leadership. In this course, the fundamental aspects of strategy development are examined and taught through case studies, examples, and exercises. Competition and competitive advantage will also be investigated, using tools such as Porter's 5 Forces model and SWOT analysis. (3 credits)

BUSN 4420 Leading Effective Project Management

This course prepares students for real-life application of project management skills including the study of multiple models of project management and the best use them. Topics covered in this course include developing a project plan, budgeting, managing resources, controlling project scope, forecasting and maintaining a project schedule, quality management, risk assessment, and effective communication. (3 credits)

BUSN 4423 Strategic Management (Capstone Project)

This course is designed to provide an overview of the strategic management process. Emphasis is placed on developing vision, setting objectives, and constructing strategy to achieve desired results. Also stressed is the importance of analyzing external competitive conditions and the organization's internal capabilities, resources, strengths, and weaknesses in order to gain and sustain a competitive advantage.

Approaches to organizational structure, policy, support systems, and leadership required to execute strategy effectively are examined.

Prerequisite: Completion of all courses in BBA program (3 credits)

BUSN 4805 Leadership and Human Resource Management

A study of the leadership, technical, and legal issues confronting human resource managers in today's dynamic business environment. Includes an examination of principles and techniques utilized to effectively lead and manage the human resource/personnel staff function in modern business organizations. *Recommended prerequisite: BUSN 3432.* (3 credits)

BUSN 4806 Leadership and Human Resource Management (Capstone Project)

A study of the leadership, technical, and legal issues confronting human resource managers in today's dynamic business environment. Includes an examination of principles and techniques utilized to effectively lead and manage the human resource/personnel staff function in modern business organizations. *Prerequisite: Completion of all other courses for the BS in Human Resource Management program.* (3 credits)

Communication (COMM)

COMM 1224 Public Speaking and Presentations

Instruction is given in the oral communication of original ideas, with special emphasis on impromptu and extemporaneous speaking styles essential to success in the classroom and workplace. Students receive specific training in the organizational and thinking skills needed to structure informative and persuasive speeches, as well as the performance skills required to effect confident, authoritative presentations.

Oral expression competency. (3 credits)

Criminal Justice (CRIM)

CRIM 1111 Introduction to Criminal Justice

This course provides an overview of the criminal justice system and examines the basic facets and components of criminal justice at the local, state and federal levels. (3 credits)

CRIM 2080 Special Topics in Criminal Justice

This course is an opportunity to examine current issues or specialized topics within the discipline at a lower-level of study. Topics will be determined by the faculty. May be repeated for credit for different topics. *(Offered at department discretion.)* (1-3 credits)

CRIM 2111 Criminology (3)

An overview of the primary criminological theories, as well as an examination of the social context within which each was developed. This course also examines how the theories aid in explaining causation of crime. *Prerequisite: CRIM 1111* (3 credits)

CRIM 2210 Criminal Law (3)

A case study approach and examination of statutory criminal law, including analysis of criminal acts against persons and property, required elements of crimes, punishments and possible defenses to criminal conduct. *Prerequisite: CRIM 1111* (3 credits)

CRIM 2220 Judicial Process (3)

A study of the judicial process, including historical foundations, jurisdiction of state and federal courts, roles of individuals (i.e. judge, jury, and attorneys), standards of proof, and sufficiency of evidence. Techniques for giving credible and effective testimony in court are also covered. *Prerequisite: CRIM 1111* (3 credits)

CRIM 2310 Criminal Procedure (3)

The criminal justice process is studied with a concentration on the rules of criminal procedure, including rights of those accused of crimes, arrests, search and seizure, interrogation, confessions, right to counsel and the exclusionary rule. *Prerequisite: CRIM 2210* (3 credits)

CRIM 2410 Law Enforcement (3)

This course explores the roles and responsibilities of members of law enforcement. Students will examine and the historical development of the profession, best practices in law enforcement, and the current role of law enforcement in the community. *Prerequisite: CRIM 1111* (3 credits)

CRIM 2510 Corrections, Probation and Parole (3)

An overview of the theory, history and current practices of corrections. This course examines types of correctional institutions, alternatives to incarceration, legal rights of inmates, reintegration into the community following release, parole/probation and major issues confronting correctional institutions. *Prerequisite: CRIM 1111* (3 credits)

CRIM 3230 Constitutional Law (3)

The U.S. Constitution is the basis for our political system and is a fundamental cornerstone of the American criminal justice system. This course will provide a basic overview of our political system including the Constitution and how it is interpreted. In addition, this course will explore some of the key Supreme Court decisions that have interpreted and informed our current constitutional law. (3 credits)

CRIM 3320 Criminal Justice Administration (3)

A study of leadership theory as it relates to the effective administration and management of a criminal justice agency. The course also examines decision-making, finance and budgeting, recruitment and selection of personnel, training, and policy development. *Prerequisite: CRIM 1111* (3 credits)

CRIM 3420 Investigation (3)

A study of the basic means and methods, procedures and techniques available to law enforcement for investigating crimes. Attention is also given to the foundational elements of the rules of evidence as applied to investigations. *Prerequisite: CRIM 2210 and CRIM 2310* (3 credits)

CRIM 3610 Drug, Alcohol and Crime (3)

This course examines the history and prevalence of drug and alcohol use in America, as well as the criminal repercussions of such use. Attention is also given to causes of and treatment for addiction, drug identification, and enforcement of drug and alcohol laws. *Prerequisite: CRIM 1111* (3 credits)

CRIM 3620 Juvenile Justice and Delinquency (3)

An examination of the juvenile offender within the juvenile justice system. Includes theories of juvenile delinquency, form and function of juvenile courts, social factors associated with juvenile criminal behavior and legal rights of juveniles. *Prerequisite: CRIM 1111* (3 credits)

CRIM 3630 Diversity Issues in Criminal Justice (3)

A study of the full range of individual differences across the spectrum of the criminal justice system. Includes discussions of diversity based on experience, age, race, gender, socio-economic class and disabilities, and how these variances impact everyone within the criminal justice system. *Prerequisite: CRIM 1111* (3 credits)

CRIM 3640 Terrorism and National Security (3)

A study of the impact that terrorism on individuals, society and government in our country. Included are discussions of the impact of terrorism on law enforcement, especially first responders, changes in Americans perspective on constitutional rights, and government responses to terrorism. *Prerequisite: CRIM 1111* (3 credits)

CRIM 4071 Criminal Justice Internship (1-3)

This internship is designed to give students the opportunity to gain experience in a criminal justice profession of their choosing. This could be in local, state, or federal law enforcement, corrections, probation, parole, or wildlife law enforcement. Pre-law students may choose an internship with an attorney or law firm. (3 credits)

CRIM 4080 Special Topics in Criminal Justice (1-3)

This course is an opportunity to examine current issues or specialized topics within the discipline at a higher-level of study. Topics will be determined by the faculty. May be repeated for credit for different topics. (*Offered at department discretion.*) (3 credits)

CRIM 4081 Directed Study in Criminal Justice (1-3)

Students may choose to participate in a directed study of their own choice contingent on faculty availability. May be repeated for up to 6 credits. *Prerequisite: Junior or Senior standing, department chair approval. (Offered at department discretion.)* (3 credits)

CRIM 4091 Senior Seminar (3)

A capstone experience for criminal justice students to apply the knowledge and experiences gained from the criminal justice curriculum through class discussions, presentations, and the completion of a major senior project. *Prerequisite: Senior standing in criminal justice.* (3 credits)

Cybersecurity (CYBR)

CYBR 1111 Introduction to Computer Hardware

An in-depth study of computer hardware covering the domains of the A+ Certification Test 1001. Focus is on identification, installation, configuration, and troubleshooting of field replaceable components. Topics include microprocessors, all types of memory, expansion bus, motherboards, power supplies, storage, removable media, video, audio, portable PCs, printers, networks, the Internet, computer security, and installation of current Windows operating systems and installation of Linux in a dual boot environment. (3 credits)

CYBR 1121 Introduction to Computer Operating Systems

An in-depth study of computer operating systems covering the domains of the A+ Certification Test 1002. Focus is on current Windows operating systems, current Linux distributions and Mac OS X. This includes installation, maintenance, and management of desktops and servers. (3 credits)

CYBR 1131 Computer Applications and Concepts

This course will enable students to improve their skills as knowledge workers with an emphasis on personal productivity concepts through using functions and features in computer software such as word processing, spreadsheets, presentation graphics, and online learning systems. This course provides an overview of personal computer applications including a brief introduction to computer concepts, Cybersecurity, Microsoft Windows, Word, Excel, PowerPoint, and an online learning management system. (3 credits)

CYBR 1132 Microsoft Excel Introductory

This course uses excel to create basic spreadsheet applications containing formulas with absolute and relative cell addressing, built-in functions, charts, and drawing objects. This course covers the following Excel skills: creating and editing worksheets containing data and formulas, managing workbooks and files, modifying worksheets through copy and paste, drag and drop, Auto fill, and inserting and deleting rows and columns, and formatting and printing worksheets to enhance worksheet appearance and customize print output. The course is conducted using a case-based, problem solving approach emphasizing the What, Why, and How of the above Excel application skills. Online only. *Prerequisite: CYBR 1131.* (3 credits)

CYBR 1133 Microsoft Excel Intermediate

This course covers the following skills: using date and time; financial and logical functions in decision-making applications; organizing, manipulating and consolidating data in large worksheets and multiple worksheet applications; creating, sorting, and filtering worksheet lists; analyzing decision alternatives using Pivot Tables, data tables, goal seeking, solver and scenario manager; using lookup and reference functions; importing and exporting data; developing workbook applications including workbook sharing, conditional formatting, data validation and macro automation. Online only. *Prerequisite: CYBR 1132 or equivalent.* (3 credits)

CYBR 1141 Information Systems Technology for Managers

This course provides a thorough overview of information systems technology for management. Through lecture, case study, Internet exploration and hands-on applications, students examine a wide variety of critical uses of information technology by management. *Prerequisite: CYBR 1131* (3 credits)

CYBR 1142 Fundamentals of Information Systems

Introducing systems and development concepts, information technology, and application software, this course explains how information is used in organizations and how information technology enables improvement in quality, timeliness, and competitive advantage in

organizations. Topics include systems concepts, system components and relationships, cost/value and quality of information, competitive advantage and information, specification, design and reengineering of information systems, application versus system software, and package software solutions. Recommended for students with no previous experience in IT/Cyber. *Prerequisite: CYBR 1131* (3 credits)

CYBR 1211 Introduction to Computer Programming

This course introduces computer programming and problem solving in a structured program logic environment. Topics include language syntax, data types, program organization, problem-solving methods, algorithm design, and logic control structures. Upon completion, students should be able to use top-down algorithm design and implement algorithmic solutions in a programming language. Examples and assignments will be in C++. (3 credits)

CYBR 2080 Special Topics in Computer Studies (Lower-Level)

This course will provide students and faculty the opportunity to examine current issues or specialized topics within the discipline at a lower level of study (appropriate for freshmen or sophomore academic experience). The department will determine topics. Repeatable for different topics. (*Offered by department discretion.*) (Elective) (1-3 credits)

CYBR 2122 Linux Operating Systems and Security

An in-depth study of Linux operating system covering the domains of the Linux+ Certification. Focus is on utilizing the command line, installing, configuring, maintaining, and securing the Linux server system. *Prerequisite: CYBR 1121 (Offered by department discretion.)* (Elective) (3 credits)

CYBR 2212 Introduction to Secure Scripting

This course offers an in-depth introduction to scripting languages, including basic data types, control structures, regular expressions, input/output, and textual analysis. Examples and assignments will be in Python. *Prerequisite: CYBR 1211* (3 credits)

CYBR 2213 Database Programming

A course introducing the student to the logic, design, implementation, and security of organizational. Particular emphasis is placed on relational database management that focuses on the logical nature of databases. Popular database programs and SQL constructions will be utilized. This course will touch on newer NOSQL databases as well. (3 credits)

CYBR 2221 Introduction to Computer Networking

An in-depth study of computer networking theories and concepts covering the domains of the Network+ Certification. Focus is on the configuration, maintenance, and troubleshooting of network devices using appropriate network tools and understanding of the features and purpose of network technologies. *Prerequisite: CYBR 1111.* (3 credits)

CBYR 2222 Network Defense

This course introduces students to the concepts of defense-in-depth, a security industry best practice. Topics include firewalls, backup systems, redundant systems, disaster recovery, Web and distributed systems security, specific implementation of security models and architectures, and incident handling. Upon completion, students should be able to plan effective information security defenses, backup systems, and disaster recovery procedures. *Prerequisites: CYBR 2221* (3 credits)

CYBR 2311 Computer and Systems Security

An in-depth study of computer and systems security covering the domains of the Security+ Certification. Focus is on the knowledge and skills required to identify risk and participate in risk mitigation activities, provide infrastructure, application, operational and information security, apply security controls to maintain confidentiality, integrity and availability, identify appropriate technologies and products, and operate with an awareness of applicable policies, laws and regulations. *Prerequisite: Sophomore standing.* (3 credits)

CYBR 2333 Principles of Cyber Defense I

A practical application of the theories and practices for prevention of cyber-attacks. Students will discuss and practice countermeasures including encryption, policy-making, monitoring of access controls, development of secure systems, as well as the review of verification and validation measures. Primary focus will be on Windows systems software. *Pre- or Co-requisite: CYBR 2221* (3 credits)

CYBR 2334 Introduction to Digital Forensics

In the course, students will learn the basic skills involved in digital forensics. The course includes understanding the metadata stored in a file, password recovery, decoding techniques, log analysis, traffic analysis, basic cryptography, web application security, and open-source intelligence. Through the use of hands-on labs and capture the flag events, students will practice and demonstrate the ability to use these skills to solve problems. *Prerequisites: CYBER 1121. (Offered by department discretion.)* (Elective) (2 credits)

CYBR 3071 Internship I

Supervised internship provides students with the opportunity to integrate classroom instruction with on-the-job training in an area associated with information systems, information technology, information security or cybersecurity. *Prerequisite: CYBR 2311, INDS 3611, sophomore standing (Offered by department discretion)* (Elective) (16 weeks, 1 -3 credits)

CYBR 3214 Introduction to Secure Mobile App and Web Development

This course covers the fundamental programming principles for mobile devices. The software architecture and user experience considerations underlying handheld software applications and their development environments will be investigated. Concepts will be reinforced by hands-on programming assignments, which will be run on a current mobile platform. *Prerequisite: CYBR 2212. (Offered by department discretion.)* (Elective) (3 credits)

CYBR 3312 Principles of Cybersecurity

Examination of current standards of due care and best business practices in Cybersecurity. Includes examination of security technologies, methodologies and practices. Focus is on the evaluation and selection of optimal security posture. Topics include evaluation of security models, risk assessment, threat analysis, organizational technology evaluation, security implementation, disaster recovery planning and security policy formulation and implementation. *Prerequisite: CYBR 2311 or CompTIA Security+.* (3 credits)

CYBR 3313 Certification Study and Preparation

The Cybersecurity concentration is optimally designed to equip our graduates with the necessary skills and knowledge to enter the IT workforce. This course will assist students who plan to study and prepare for IT certifications in A+ or Network+ or Security+ or Linux. *Prerequisites: CYBR 1111 and CYBR 1121, or CYBR 2221 or CYBR 2311 or CYBR 2122. (Offered by department discretion.)* (Elective) (3 credits)

CYBR 3321 The 3 C's: Cybercrime, Cyberlaw and Cyberethics

A study of the impact of cybercrimes affecting various entities and organizations engaged in cyberspace transactions and activities including the government, military, financial institutions, retailers and private citizens. The course covers broad areas of law pertaining to cyberspace, including Intellectual Property (Copyright, Patent, Trademark, and Trade Secret), Contract, and the U.S. Constitution. The study of Cyberethics addresses a definition of ethics, provides a framework for making ethical decisions undergirded by a biblical worldview, and analyzes in detail several areas of ethical issues that computer professionals are likely to encounter in cyberspace and in business. *Prerequisite: CYBR 2311* (3 credits)

CYBR 3511 GRC: Management & Governance of Cybersecurity

Detailed examinations of a systems-wide perspective of Cybersecurity, beginning with a strategic planning process for security. Includes an examination of the policies, procedures and staffing functions necessary to organize and administrate ongoing security functions in the organization. Topics include security practices, security auditing, compliance, security architecture and models, continuity planning and disaster recovery planning. *Prerequisite: CYBR 2311 or CompTIA Security+.* (Offered by department discretion) (Elective) (3 credits)

CYBR 3512 Project Management in IT and Cybersecurity

This course is an introduction to fundamental project management concepts, processes, and knowledge areas. Concepts dealing with the initiation, planning, execution, monitoring, controlling, and closing of projects will be included. Focus is placed on identifying strategic business goals and objectives. Students will discuss defining and managing stakeholder expectations to ensure successful project completion. This course emphasizes ethical decision-making, communication, and critical thinking in the project process. *Prerequisite: CYBR 3312 (Offered by department discretion)* (Elective) (3 credits)

CYBR 3521 Network Defense and Countermeasures

Detailed examination of the tools and technologies used in the technical securing of information assets. This course is designed to provide in-depth information on the software and hardware components of Cybersecurity. Topics covered include: firewall configurations, hardening Linux and Windows servers, Web and distributed systems security, and specific implementation of security models and architectures. *Prerequisite: CYBR 2222 (Offered by department discretion.)* (Elective) (3 credits)

CYBR 4071 Internship II

Supervised internship provides students with the opportunity to integrate classroom instruction with on-the-job training in an area associated with cybersecurity. *Prerequisites: INDS 3611, CYBR 3071, junior standing. (Offered by department discretion)* (Elective) (1 -3 credits)

CYBR 4073 Advanced Cybersecurity Internship and Senior Project

This advanced supervised internship provides students with the opportunity to integrate classroom instruction with on-the-job training in an area associated with coursework completed. Students will be required to document a minimum of 90 clock hours of internship engagement and to produce a comprehensive cybersecurity project reflective of the completed program of study. Potential senior projects include security assessments for current businesses, which can include business continuity plans and disaster recovery plans. Course can be taken concurrently with CYBR 4542. *Prerequisite: CYBR 4523 (Offered by department discretion.)* (3 credits)

CYBR 4080 Special Topics in Cybersecurity (Upper-Level)

This course will provide students and faculty the opportunity to examine current issues or specialized topics within the discipline at an upper-level of study (appropriate for junior or senior academic experience). The department will determine topics. Class will meet 15 hours for each hour of credit offered. Repeatable for different topics. *Prerequisite: CYBR 2311. (Offered by department discretion.)* (Elective) (1 - 3 credits)

CYBR 4081 Directed Study and Research

Students may choose to participate in a directed study of their own choice contingent on faculty availability. Credit varies from 1-3 hours although a student can repeat for up to six hours of credit. *Prerequisite: Junior status or above. A cumulative GPA of 2.5 and approval of the department chair is required.* (Offered by department discretion.) (Elective) (1- 3 credits)

CYBR 4511 GRC: Cybersecurity Risk Management

This course allows students to evaluate Risk Management frameworks, learn step by step how to perform a risk assessment, how to map an organization's business requirements to implemented security controls, the elements of risk assessment and the data necessary for performing an effective risk assessment, and what in depth risk management models exist for implementing a deeper risk management program in an organization. Students will learn how an organization identifies, assesses and mitigates cyber risk and how to strengthen current cybersecurity controls. *Prerequisite: CYBR 3511. (Offered by department discretion.)* (Elective) (3 credits)

CYBR 4512 GRC: IT/Cybersecurity Audit and Compliance

Students will perform mock internal audits in preparation for external or compliance audits. Students will assess policies, and security controls to ensure confidentiality, integrity and availability (CIA) and compliance with current regulations and US and International security and privacy laws. Students will review access management policies and controls, and set user access and privileges by defined business needs. Students will review patch and change management policies, evaluating the average time from patch release to implementation and the frequency of updates. Students will evaluate employee security training to ensure that the breadth, frequency and content is effective. *Prerequisite: CYBR 4511, (Offered by department discretion.)* (Elective) (3 credits)

CYBR 4523 Advanced Cyber Defense

This course discusses the hardware/software tools and techniques associated with the protection of computer systems and networks, including Linux software. Students learn how to protect network resources in live in-course simulations. Course topics include policy and practice associated with the protection of communication resources, intrusion detection systems, firewalls, and use of anti-virus, patching practices, as well as personnel and physical security practices. *Prerequisite: CYBR 2222* (3 credits)

CYBR 4531 Introduction to Cloud Security

This course will provide a study of Cloud Computing with the goal of understanding cloud resources as a means for furthering business profile. The course will focus on monitoring, operating, configuring and deploying cloud solutions. Students will consider automation and security concerning cloud resource utilization. *Prerequisite: CYBR 3312. (Offered by department discretion.)* (Elective) (3 credits)

CYBR 4541 Introduction to Penetration Testing

A detailed examination of real-world cybersecurity knowledge, enabling recognition of vulnerabilities, exploitation of system weaknesses, and safeguards against threats. Students will learn the art of penetration testing through hands-on exercises and a final project. Students who complete this course will be equipped with the knowledge necessary to analyze and evaluate systems security. *Prerequisite: CYBR 2222* (3 credits)

CYBR 4542 Incident Response and Contingency Planning

An examination of the detailed aspects of incident response, digital forensics, and contingency planning consisting of incident response planning, disaster recovery planning, and business continuity planning. Developing and executing plans to deal with incidents in the organization is a critical function in information security. This course focuses on the planning and processes to respond appropriately using cyber threat intelligence in the event of a potential cyber event. *Prerequisite: CYBR 3312* (3 credits)

CYBR 4543 System Forensics

In this course, students will learn to identify security events, incidents, intrusions and sources of digital evidence in a lab environment. The students will develop a comprehensive understanding of forensic analysis principles including identifying and categorizing incidents, responding to incidents, log analysis, network traffic analysis, and using various tools to integrate forensic technologies. Student will demonstrate the ability to document forensic processes and analysis accurately. *Prerequisite: CYBR 2222 (Offered by department discretion.)* (Elective) (3 credits)

CYBR 4544 Intermediate Penetration Testing

This class is designed to provide students an insight of current security scenario and increasing hacking attempts on various information systems. The goal of the ethical hacking and countermeasures is to help the organizations take preemptive measures against malicious attacks by attacking the system themselves staying within legal limits. Course Fees: These fees cover course material, labs, and voucher for EC-Council Certified Ethical Hacker Exam. *Prerequisite: CYBR 4541 (Offered by department discretion.)* (Elective) (3 credits)

CYBR 4545 Practical Penetration Testing

This class is designed to provide hands-on work with penetration testing tools. The student will be expected to be able to assess and identify targets on a given network with the tools taught through this class. Book knowledge is valuable, but this class will focus on applying knowledge gained in earlier classes to use tools to solve problems. The continued study of the concepts and tools will serve to strengthen the students understanding of Ethical Hacking. *Prerequisite: CYBR 4544 (Offered by department discretion.)* (Elective) (3 credits)

CYBR 4546 Scripting for Pen Testers

This course will build on the skills developed in CYBR 2212 and allow students to further understand uses for Python Scripting, specifically with application to penetration testing. It is vital for students to understand scripting and be able to apply it in real world scenarios. This course will focus on hands on use of scripting to further enable the Penetration Testers Skills. *Prerequisite: CYBR 2212 (Offered by department discretion.)* (Elective) (3 credits)

CYBR 4551 Introduction to Data Science in Cybersecurity

A study of Data Science with a view to how Cybersecurity and Data Science can combine to provide secure and actionable information. This course will serve as an introduction to the foundational topics of Data Science. This will allow students to understand the data, the questions, and the tools used by Data Scientists, with a goal of utilizing these to improve Cybersecurity. *Prerequisites: CYBR 2213 and MATH 1210 or MATH 1220. (Offered by department discretion.)* (Elective) (3 credits)

CYBR 4643 Cybersecurity Capstone

This capstone project allows students to integrate classroom instruction with an area of identified need. Students will be required to document research into an issue in cybersecurity and to produce a comprehensive cybersecurity project reflective of the completed program of study. Potential cybersecurity capstone projects include comprehensive assessment of small businesses or nonprofits or case study cybersecurity assessments and improvement criteria. (Capstone projects require pre-approval of supervising faculty) *Prerequisite: CYBR 4542 (Offered by department discretion.)* (3 credits)

Data Analytics (DATA)

DATA 1552 Data Analytics Tools

A study of the basic principles of data science and the tools and skills that are essential in data science. Topics to be covered include: data acquisition, cleaning, processing, and drawing inferences from such data. *Prerequisite: BUSN 2614.* (3 credits)

DATA 2552 Applied Statistics for Data Analytics

A study of the methods of statistical description, inference, probability, sampling, hypothesis testing and regression analysis with a focus on application to real situations. *Prerequisite: BUSN 2614.* (3 credits)

DATA 2553 Data Structures and Algorithms

Statistical models for data analysis and discovery in big-data settings, with primary focus on linear regression models. The challenges of building meaningful models from vast data are explored, and emphasis is placed on model building and the use of numerical and graphical diagnostics for assessing model fit. Interpretation and communication of the results of analyses is emphasized. *Prerequisites: DATA 1552* (3 credits)

DATA 3553 Dataset Organization, Reporting, and Management

The study of the basic principles of organizing, managing, and presenting (visual format) data in multiple ways from any source with applications in multiple disciplines. Prerequisites: DATA 2553.

DATA 3554 Introduction to Data Mining, Machine Learning & AI

Students learn basic principles of data mining which include methods for locating, extracting, processing, determining appropriate methods for handling and ultimately extracting useful knowledge from raw data. Topics to be covered include: data extraction, cleaning, and other preprocessing tasks of data, classifications, clustering, transformation, pattern recognition, anomaly detection, machine learning, artificial intelligence, and overall knowledge discovery. Prerequisites: DATA 2553.

DATA 4552 Introduction to Big Data

A course that looks at the concept of "Big data." "Big data is data that contains greater variety arriving in increasing volumes and with ever-higher velocity. This is known as the three Vs." -Gartner Trends in big data include new technologies for data storage, new tools to mine data from these huge datasets, new database technologies to address the three Vs. Open Source tools will primarily be utilized. Prerequisites:

DATA 3554

DATA 4653 Data Analytics Capstone

An independent research project done at the senior level. It involves a project supervised by a faculty member. The number of hours required is a minimum 15 contact hours for each credit hour and depends on student interest, standing, and background. Prerequisites: senior standing.

English (ENGL)

ENGL 1121 Writing and Research for Adults

This course involves studying and practicing those matters of writing that affect readability, including effective style (accuracy, clarity, and conciseness), appropriate punctuation, and correct use of grammar. Students are instructed in prewriting, composing, and rewriting. *Meets ½ of writing competency.* (3 credits)

ENGL 1122 Writing and Literary Analysis

This course emphasizes the interconnectedness of reading and writing and provides additional practice in the writing process developed in ENGL 1121, including collecting information and ideas (through observation, reading, and exchanging thoughts and opinions with others) and planning and developing essays (through drafting, peer exchange, and revision). In addition, students read, reflect, and report on literature in order to develop and deepen analytical and imaginative thinking, writing abilities, and research skills. *Meets ½ of writing competency.*

Prerequisite: ENGL 1121 (3 credits)

ENGL 2140 Masterpieces of Literature

Students read and discuss selections from world literature, focusing on themes such as the human relationship to nature, God, others, and self. This course emphasizes the way in which reading, discussing, and writing about literature are foundational to understanding the human condition. While the principles of the writing process as presented in ENGL 1121 and 1122 are built upon, writing assignments will require a close reading and analysis of selected plays, poems, and novels. *Prerequisites: ENGL 1121 and ENGL 1122 Humanities credit.* (3 credits)

ENGL 2221 Shakespeare: Models in Leadership

This course is a study of leadership as reflected in the works of William Shakespeare. This course will explore various models of leadership as illustrated in several of Shakespeare's plays with an eye toward applying his insights to contemporary business environments. *Prerequisite: ENGL 1121 and ENGL 1122. Humanities credit.* (3 credits)

ENGL 2251 The Christian World of C. S. Lewis

A study of C. S. Lewis' important, imaginative, and analytical works reflecting his Christian worldview. As one of the twentieth century's most prolific and influential Christian writers, Lewis' work is a treasure trove for those seeking to learn how to think deeply about Christianity. His clear, lucid writing is especially helpful when he addresses complex issues, and his use of illustrations by way of analogy frequently sheds light on previously dark and thorny issues. Students will read and discuss his popular works focusing on his Christian worldview, write a series of short essays in which they engage Lewis' ideas and evaluate their merits and work together to present a final group research project.

Prerequisites: ENGL 1121 and ENGL 1122. Humanities credit. (3 credits)

ENGL 3510 Managerial Communications

This course aims at improving the speaking, writing, listening, and facilitating skills of students who are, or aspire to be, supervisors and managers. *Prerequisites: ENGL 1121 and ENGL 1122. Oral expression competency.* (3 credits)

Environmental Studies (ENSC)

ENSC 1111 An Overview of Environmental Studies

An introduction to the broad field of environmental studies, including worldviews and the nature of scientific inquiry, the relationship between science and religion, earth science, the biological foundations of life, ecology, and resource management and conservation. *Natural science credit.* (3 credits)

General Education (GNED)

GNED 2150 Foundations for Adult Program Success

This course is designed to prepare the adult student for academic success in the accelerated program format in the School of Adult and Graduate Studies. Includes an introduction to the concepts of groups, critical thinking and problem solving, personal management, worldview, and adult learning as well as the foundational written and oral communications skills needed in the program. (3 credits)

Health Science (HLSC)

HLSC 1412 Healthful Living

This course will deal with an overview of the development and maintenance of a healthy lifestyle. Within the context of a historical, scientific, and scriptural basis for human health, students will conduct a fitness assessment and then research and develop a personal plan for physical wellness. Topics will include disease prevention, cardiovascular and strength training, weight management, social support, stress reduction, and personal responsibility. (3 credits)

Public Health (HLTH)

HLTH 1100 Introduction to Public Health

This course introduces agencies, facilities, and programs that play a role in the prevention of disease and the promotion of health in the public. Special emphasis is placed on the competencies needed for public health professionals to function in a variety of settings. Public health career opportunities are discussed. A Christian theological understanding of health is explored. (3 credits)

HLTH2100 Survey of Healthcare Delivery and Administration

This course addresses how the public health system and the broader health care system function to promote health and treat illness, as well as how governments function to address public health issues. Major topics addressed will include the structure and function of the public health system in the United States, how those functions are provided for by law and financed by governments; the structure of the health care delivery system and how it relates to the public health system; policy design and implementation and the role of government in that design. (3 credits)

HLTH2300 Ethics and Law in Healthcare

Examines the impact of health law and regulation on health care systems. Explores how to assess liability in the workplace, the impact of medical malpractice, risk management, and current ethical and legal dilemmas in the practice of medicine. Discusses how to manage the risk of the employer and patient through the use of medical records and specific behavior patterns, how to determine personal risk, religious factors impacting individual decisions in healthcare, and how to recognize potential litigious issues in the practice of medicine. (3 credits)

HLTH2500 Health Education

This course introduces the student to the discipline and profession of health education. Students will examine the concepts of health and wellness, the determinants of health behavior, national health status, the history of health education and health promotion. The student will recognize health education as an important foundation for population-based health care and learn to communicate key health concepts to others. (3 credits)

HLTH4100 Epidemiology and Infectious Disease

This course provides an overview of epidemiological methods and the application to understanding health related issues. Students will study the distribution of diseases and pathophysiological conditions of humans and of factors which influence their occurrence. The course requires an understanding of statistical principles. Prerequisite: HLTH3000 Research Methods for Public Health. (3 credits)

HLTH3300 Pathophysiology for Public Health

The purpose of this course is to provide students with basic understanding of pathophysiology as a change from normal physiological functioning of the various systems of the human body. The course is based on illness and disease within a systems framework. Emphasis is put on select conditions most often encountered by occupational therapists and other health professionals. The course focuses on critical thinking used to analyze the signs and symptoms based on understanding the pathophysiological mechanisms and integration of knowledge. (3 credits)

HLTH3500 Environmental and Occupational Health

This course provides students with an understanding of the scientific process used by governmental agencies to evaluate public health threats due to environmental contamination. Students are oriented to the fundamental and applied components of risk assessment within the overarching global environment and one's occupational involvement including: hazard identification, toxicology/dose-response, exposure assessment, and risk characterization. (3 credits)

HLTH3700 Public Health Promotion

This course provides health educators with the necessary skills for the development, delivery, and evaluation of health programs to targeted populations. Integrating a multicultural and Christ-centered framework of promoting public health is addressed. Case studies involving courses of study, workshop planning, and special programs will be developed for appropriate target groups. (3 credits)

HLTH2700 Public Health Nutrition and Physical Activity (Meals, Movement, and Motivation)

This course is designed to address associations between diet, exercise, lifestyle, and disease. Determinants of food habits and physical activity are addressed in relation to an individual's cultural, sociological, psychological, spiritual, and economical reality. Nutrition policies are introduced to provide a deeper knowledge of policy documents, international agreements and regulations constituting the legal framework for national and international public health nutrition activities. (3 credits)

HLTH3200 Programmatic Curriculum Design in Health Education

Evaluation is one of the 10 essential public health functions, one of the 7 core competencies of health education, and is critical to effective practice. This course will cover the skills and knowledge necessary to conduct program evaluation. Students will be able to design appropriate process, impact, and outcome evaluation. They will also discuss the ethical issues involved in evaluation and design. (3 credits)

HLTH4000 Planning and Evaluation in Health Education

This course provides the framework for skill development in organization, planning, and implementing comprehensive health promotion programs. Key topics include: planning models, needs assessment, intervention theories/models, budgeting, marketing, and implementation practices. This course meets some requirements for taking the Certified Health Education Specialist (CHES) exam. (3 credits)

HLTH3000 Research Methods for Public Health

This course is an introduction to scientific writing, assessment instruments, data collection, research design, and statistical analysis. This will help prepare students to take the CHES exam. Students will be able to define plagiarism and recognize when it is present in their own writing and in the writing of others. They will also be able to propose, design, and conduct a small research project, work collaboratively and effectively with other people to meet a common goal, and present their research findings through written and oral communication. Students will understand their relationship between scientific and spiritual inquiry, the strengths and limitations of each, and the role of each in the pursuit of truth. (3 credits)

HLTH4200 Behavioral Health

This course provides a foundational and theoretical understanding of the social, emotional/mental, spiritual, physical, and lifestyle factors related to human behavior. Practical strategies are used to identify barriers to behavior and to enhance and improve health. This course will prepare students to take the CHES exam. (3 credits)

HLTH4500 Contemporary Health Issues (Capstone)

This course is designed for students to explore today's important health-related topics and issues. Using current events and evolving research, emphasis is on behavior change, drawing on principles of choice architecture, person-centered design, and social marketing approaches to influence positive health outcomes. Issues will vary based on current events and may include 'lifestyle' issues including drug and nicotine use, including e-cigarettes; sexual health; stress, anxiety and depression; the rising incidents of violence; the unique health needs of ethnic and sexual minorities; global pandemics; nutrition—with a look at extremes, from food deserts and food insecurity to abundance and the rising obesity epidemic; and decisions related to death and dying. The course will introduce social marketing, the consumer-buying process, and other more traditional behavior change tools to encourage students to assess and possibly change their own health behaviors and practices. (3 credits)

History (HIST)

HIST 1204 Western Intellectual Tradition: From Leonardo to Hegel

This course is a study of the development of ideas from the Renaissance to the opening of the nineteenth century. Essentially, the course is a history of the life of ideas, and as such necessarily, it is an intellectual history covering a period of four centuries, during which the world transformed from medieval to modern. Special focus is given to invention; to inductive scientific method; to political, social, and religious ideas; and to the ideas of a selective few individuals who most contributed to this transformation of society into secularized states. Online only. (3 credits)

HIST 1304 Major Issues in World Civilization

A study of the major periods in world history, with primary attention given to western civilization and the western intellectual tradition and their impact on the rest of the world. (3 credits)

HIST 2134 Early American History

This course examines European expansion and discovery of the North American continent; the British colonization of the Eastern seaboard; the colonial identity shaped by an amalgamation of African, Native American, and European cultures; and the American Revolution as a manifestation of the liberalism that shaped world history in the modern age. Specific attention is given to how Western race and gender prescriptions shaped the social framework of colonial America and underscored the complex interactions among colonial peoples. (3 credits)

HIST 3300 History of Christianity

A survey of the Christian movement in history, its beliefs, institutions, and worldwide expansion. Attention will be given to doctrinal and ecclesial development, spirituality and devotional practices, historical expressions of service and ministry, and the dynamic between the church and global societies from the ancient world to the present day. *Prerequisite: HIST 1304 or consent of professor.* (3 credits)

Human Development (HUDE)

HUDE 2110 Human Growth and Development

This course is designed to acquaint students with the miraculous passage through the human life span. Through successful completion of this course, students will be better equipped to understand how they and those with whom they interact have progressed and will continue to progress through the life span. Application objectives and outcomes of this course ideally, result in the improvement of health, well-being, livelihood, and relationships. *Social science credit.* (3 credits)

HUDE 3210 Leadership and Group Dynamics

A study of leadership and group behavior as viewed through experiential group processes, individual interaction, and theory. Content includes the theory and practice of group dynamics and the fundamentals of effective leadership. Particular emphasis will be placed on working towards a general theory of leadership and discovering its applications in a group setting. Online only. (3 credits)

Human Services (HUMA)

HUMA 1103 Foundations of Human Services

This course is designed to acquaint students with the miraculous passage through the human life span. Through successful completion of this course, students will be better equipped to understand how they and those with whom they interact have progressed and will continue to

progress through the life span. Application objectives and outcomes of this course ideally, result in the improvement of health, well-being, livelihood, and relationships. *Social science credit.* (3 credits)

HUMA 3000 Administration of Human Services Organizations

Students will study leadership styles, strategic planning, program evaluation, and organizational management including instruction in supervision, human resources, community development and outreach, information management, financial operations-grants and budgets. *Prerequisite: HUMA 1103* (3 credits)

HUMA3200 Understanding Cultural Diversity

Course Description: Students will be introduced to and develop competencies that allow him/her to be more effective when relating and/or working with individuals of diverse groups in society. Students will have opportunities to develop awareness of their own cultural values and biases, to study prevalent beliefs and attitudes of different cultures, and to develop skills useful for appropriate interactions with particular groups. *Prerequisite: HUMA 1103* (3 credits)

HUMA 3300 Crisis and Trauma

Students will discuss the impact of trauma on the brain along with adverse childhood experiences impacting health and development. Students will give special consideration to what happens when typical childhood development is interrupted and how to get it back on track. Students will explore both secure and insecure attachment styles as they relate to developmental trauma. *Prerequisite: HUMA 1103* (3 credits)

HUMA 3400 Foundations of Group Counseling

Students will be provided with an understanding of the theory and practice of group counseling. Students will explore different theoretical approaches to counseling group as well as basic principles of group dynamics and basic group counseling skills including establishing, leading, and evaluating various types of counseling groups. Ethical, legal, and professional implications of group counseling will be addressed. Each student will have the experience of being a member in a counseling group. *Prerequisite: HUMA 1103* (3 credits)

Interdisciplinary Studies (INDS)

INDS 4161 Seminar on Faith and Life

This course is designed to help students define their personal Christian philosophy of life by integrating faith and learning. Students are challenged to explore their Christian calling and to consider ways in which they can exert a Christian influence in the world today. Bachelor degree-seeking only. (3 credits)

Kinesiology (KINE)

KINE 1311 Intro to Principles and Philosophy of Physical Education

This course is designed to provide the potential physical education professional with a knowledge of the foundations, principles, and philosophies of physical education from ancient history to the present. (3 credits)

KINE 2411 Human Nutrition

A study of nutrients, including sources, composition, function, and metabolism in the human body. The human life cycle is considered in planning appropriate diets. (3 credits)

KINE3100 Foundations of Kinesiology

A study of the historical, philosophical, and scientific foundations of Kinesiology. Emphasized is a critical view of the nature and spectrum of the discipline (3 credits)

KINE3200 Lifelong Motor Development

A study of the physical growth and development of humans and how it interacts with and influences motor learning and performance. (3 credits)

KINE 3321 Prevention and Treatment of Athletic Injuries

A course designed to provide entry level knowledge in the field of sport related injuries. This course includes units dealing with the history of athletic training, basic anatomy of common injuries, evaluation techniques, preventive measures to reduce the incidences of injuries, and a knowledge of basic treatment procedures to be used after injuries occur. Legal and ethical issues will also be discussed. *Prerequisite: PHIL3401*(3 credits)

KINE 3421 Physiology of Exercise

Study of the physiological response of the cardiovascular, respiratory, endocrine, neural, and muscular systems in the human body during exercise. Students will describe, explain and explore how the body performs and responds to physical activity. *Prerequisites: BIOL 2211, 2201*(3 credits)

KINE 3424 Exercise Prescription

A study of the application of exercise prescription for individuals varying in age, physique, and initial fitness levels. *Prerequisite: EXSC 3421*

KINE 3300, Behavioral Aspects of Sport

A study of the sociological and psychological impact of physical activity on humans. The psychological factors of self-perception, motivation, cooperation, and competition will be examined and used as descriptors to illustrate the idea of sport as an institution of society. *Prerequisite: PSYC1100.* (3 credits)

KINE 3400 Research Methods and Evaluation in Kinesiology

This course provides an introduction to research design that prepares the student to develop relevant questions and hypotheses in kinesiology, and to collect, analyze, and make application of empirical data through scientific writing. Prerequisite: PHIL3401. (3 credits)

KINE 3450 Applied Physiology of Exercise

A continuation of Exercise Physiology. Topics include applied exercise physiology, gender considerations, environmental exercise physiology, and ergogenic aids. Prerequisite: EXSC3421. (3 credits)

KINE 3500 Biomechanics

The study of human movement, this course investigates the musculoskeletal, neuromuscular and mechanical basis for human movement. The laboratory portion of the course will concentrate on the mathematical concepts and problem solving associated with human movement. Prerequisites: BIOL 2211, 2201. (3 credits)

Mathematics (MATH)

MATH 1110 Introduction to Mathematical Concepts

This course is a brief but comprehensive introduction to mathematics. The student will be primarily encouraged to develop mathematical thinking skills, and to understand their uses especially in science and business. This course does contain algebra, trigonometry, calculus, and business math components. After completion, students should have a good conceptual understanding of many fields in mathematics, and be sufficiently skilled to understand how mathematical problems can be approached and solved. Online only. (3 credits)

MATH 1130 Mathematics for Management

An examination of various concepts of basic algebra, which assist in building skills for performing specific mathematical operations and problem solving. Specific applications in accounting, finance, and economics are demonstrated and discussed. (3 credits)

MATH 1210 Elementary Statistics

This course is designed to educate students in the development of statistical thinking. Students will acquire the ability to accurately describe and depict data, make reliable inferences from data, and critically assess the reported results of a variety of statistical studies. Students will use scientific calculators to compute measurements used in a variety of statistical methods and tools. Example application areas include business, psychology, medicine, sports, and the sciences. (3 credits)

Ministry (MNST)

MNST 3910 Biblical Preaching and Communication

This course is designed to give a broad overview of the basic tools and techniques necessary for preparing and presenting sermons based on biblical texts. Topics include an introduction to sermon research as well as what it means to preach in a contemporary context, including the use and misuse of technology, film, music, object lessons and a variety of preaching techniques including both narrative and expository. *Oral expression competency.* (3 credits)

MNST 4910 Preparing for the Gospel Ministry

This course lays the foundation from which effective evangelism will be launched. The class accomplishes this in three stages. The first centers on mastering the very message of the Gospel centered on the cross and resurrection of Jesus and developing skills in sharing the Gospel with others. The second lesson takes seriously the topic of sin: its origins as recounted in the Bible, its consequences in the eternal life of the individual and its systemic effects in the world, and our need of Christ's saving death and resurrection. The third stage focuses on the Great Commission as found in Matthew 28:16-20 central evangelical ordinance given to all believers, becoming aware of the presence and power of Christ within it. (3 credits)

MNST 4920 Preaching the Gospel

This course teaches to communicate effectively the gospel message in preaching. With the Bible as the foundation, students will develop understanding in the essential qualities and preparation of an evangelistic message understanding contextual dynamics, which affect an effective presentation of the Gospel, the skills necessary to delivering the Gospel in a winsome and effective way, and appropriate and effective methods for inviting people to respond to the Gospel message. *Prerequisite: MNST 4910* (3 credits)

MNST 4930 Prayer and the Holy Spirit

The power of communicating the Gospel message effectively resides in the operations of the Holy Spirit and the prayer life of the presenter. This course explores in-depth the person and work of the Holy Spirit in evangelism as well as the key elements of effectual prayer. Students will reflect on the movement of the Holy Spirit in their lives as they develop a plan for prayer in their ministries. Some attention will be given to the nature of spiritual warfare and the call to personal holiness. *Prerequisite: MNST 4920.* (3 credits)

MNST 4991 Seminar on Ministry

Students will meet in an intensive format to discuss current issues in ministry and church administration. This course will cover topics of church growth, administration, worship, as well as trends and issues in ministry in a seminar style format. *Prerequisite: MNST 4930.* (1 credit)

Music (MUSC)

MUSC 2431 A Social History of Rock and Roll

This course explores the development of the rock-and-roll phenomenon from its roots in rhythm and blues, jazz and swing and country western music to its maturity and popularity in the latter part of the twentieth century. Various genres that have been viewed as sub-categories or rock-and-roll are defined and examined. A study of influential and popular rock-and-roll musicians, their lives, and their music are included. The course also examines the social and political forces that spawned and nourished this influential genre of music, and

analyzed the effect that rock-and-roll has had on society. Christian principles in relation to participation in rock-and-roll will also be discussed as well as how rock-and-roll has affected the Christian community. Online only. *Humanities credit*. (3 credits)

MUSC 2441 Red, Hot, and Blue: A Look at American Musical Theater

This course covers the history and development of American musical theater from 1927 through the present and the creation and production of a musical. Scripts and scores, audio and video recordings, and when possible, live performances and/or rehearsals will supplement text materials. *Humanities credit*. Online only. (3 credits)

MUSC 2451 Music in the U. S.

From the music of Stephen Foster, and Civil War ballads and bands, to Blues, Bluegrass, Jive and Jazz. Wiley Hitchcock's classic text *Music in the U.S.* guides us as we study, listen, and attend live performances. Then hear guest lectures from folk and jazz artists and country-western songwriters from Nashville, Tennessee. Everything you always wanted to know about music in our country but were afraid to listen. Online only. *Humanities credit*. (3 credits)

Public Administration (PADM)

PADM 1101 Introduction to Public Administration

This introductory course prepares students for advanced coursework and teaches you the basic concepts to effectively lead public service programs in the governmental, nonprofit, and private sectors. Students will become acquainted with public administration and policy as fields of study, and learn how to recognize, explain, and contrast foundational public administration concepts and issues. (3 credits)

PADM 2212 Public Finance, Grant Writing and Budgeting

This course will help students understand the difference between public and private budgeting. The course examines the budget process at all levels to include grant writing and the fundamentals of financing for private, government and non-profit organizations. (3 credits)

PADM 4113 Advanced Public Administration

This advanced course will build upon what the students learned in the introduction course and continue to present theory and application to prepare students to effectively lead public service programs in the governmental, nonprofit, and private sectors. Prerequisite PADM 1101. (3 credits)

PADM 4861 Program Development and Evaluation

This course familiarizes students in different types of program evaluation, including needs assessment, formative research, process evaluation, monitoring of outputs and outcomes, impact assessment, and cost analysis. Students gain practical experience through the design of a conceptual framework, development of program indicators, and development of an evaluation plan to measure impact. Prerequisites: All other major courses. (3 credits)

Philosophy (PHIL)

PHIL 2902 Christian and Secular Worldviews

A survey of the development and characteristics of common worldviews, including comparing and contrasting the Christian worldview with popular secular worldviews. *Humanities credit*. (3 credits)

PHIL 3401 Ethics

This course will introduce students to several major ethical theories, including: virtue, rule, and consequential approaches. Students will read and study several important ethical thinkers, both Christian and secular. These ethical theories will then be applied to case studies in a variety of fields such as: bioethics, political ethics, ecclesial ethics, ethics of counseling, business ethics, environmental ethics, etc. *Humanities credit*. (3 credits)

Physics (PHYS)

PHYS 1111 Matter and Energy

A survey of the development of the concepts of matter and energy within the disciplines of chemistry and physics, with an emphasis on modern applications to the earth and beyond. *Natural science credit*. (3 credits)

Psychology (PSYC)

PSYC 1100 Psychology Applied to Modern Life

This course offers majors and non-majors an opportunity to apply knowledge from psychology to practical problems. It provides students with an overview of the theory and research in psychology that is related to the demands and challenges of everyday life. Students examine issues that affect their own adjustment to modern life. The following topics will be addressed: stress, physical health, love relationships, gender, communications, self, personality, work, and development. *Students who earn credit for PSYC 1100 may not earn credit for PSYC 1200. Social science credit*. (3 credits)

PSYC 1200 General Psychology

This course is a basic survey of the discipline of psychology: the science of behavior and mental processes. We will examine the physiological, intellectual, emotional, and social aspects of human behavior and look at the applications of psychological theory and research to daily living. *Students who earn credit for PSYC 1200 may not earn credit for PSYC 1100. Social science credit.* (3 credits)

PSYC 2300 Research Methods

This course is designed for upper-level undergraduate students majoring in human services and psychological studies. The course will provide an introduction to research methodology and a basic framework to evaluate critically social and behavioral science research. You will be exposed to and tested on the major concepts and methods for generating hypotheses and designing a multi-measure study. This course should enable you to evaluate more critically the claims of “experts” in the popular press as well as in the scientific literature. It will also serve as preparation for graduate-level research. *Prerequisite: PSYC 1100 or PSYC 1200.* (3 credits)

PSYC 2400 Personality

Basic principles of personality structure, dynamics, development, assessment, and theory are discussed. Consideration is given to both the environmental and biological determinants of personality. *Prerequisite: PSYC 1100 or PSYC 1200.* (3 credits)

PSYC 2500 Psychology and Theology Integration

A survey of the integration of Theology and Psychology with an emphasis on the theological grounding of human development, an examination of modern and post-modern understandings of soul care, and the discovery of strengths within the intersection of the theological and psychological. The topics to be covered include the following: defining integration, the holistic relationship formed within a theologically and psychologically integrative approach, the relevancy of psychology in the theological field, the relevancy of theology in the psychological field, recognizing the work of theology and psychology as soul care, theological resources for further developing one’s psychology, moral and faith development within a theologically understood human development model, and how relationships with God and others impact individual and societal psychology. *Prerequisite: PSYC 1100 or PSYC 1200.* (3 credits)

PSYC 3100 Psychology

A survey of the current categories of abnormal behavior emphasizing symptoms, major theories of causality, and current treatment methods. *Prerequisite: PSYC 1100 or PSYC 1200.* (3 credits)

PSYC 3110 Social Psychology

The study of the behaviors and thoughts of individuals as influenced by actual or perceived social factors and other individuals. *Prerequisite: PSYC 1100 or PSYC 1200.* (3 credits)

PSYC 3200 Introduction to Neuroscience

Students will study the molecular, cellular, behavioral, and computational mechanisms of the brain. Students within this course will learn the structures and functions of the nervous system and brain. *Prerequisite: PSYC 1100* (3 credits)

PSYC 3300 Educational Psychology

Students will study the application of psychological theories and principles to education and teaching. Among the topics covered are learning, motivation, individual differences, classroom evaluation, and classroom management. *Prerequisite: PSYC 1100* (3 credits)

PSYC 3400 Attitudes, Measurement, and Change

Students will examine theory, research, and application in attitudes and change. Exploration of research regarding the growing field of implicit attitudes as well as the more traditional study of persuasion will be addressed. Additionally, the effects of attitude and change, as is understood within the concept of humanity’s information processing and behavior will be explored. *Prerequisite: PSYC 1100* (3 credits)

PSYC 3500 Developmental Psychology

An overview of the human life span from conception through end of life. Continuity of development as well as critical periods faced by the maturing human are emphasized using contemporary theories and research as foundation materials. Biological, physical, cognitive, emotional, sociocultural and spiritual changes across the life span are discussed. *Prerequisite: PSYC 1100* (3 credits)

PSYC 3900 Pre-Internship

The purpose of this course is to prepare students for the practicum/ internship experience. Topics included are internship selection, making the most of the internship, resume building, and facing internship challenges. (3 credits).

PSYC 3941 Internship

Supervised internship provides the student with the opportunity to integrate classroom instruction with practical on-the-job learning in various areas of psychology related fields. *Prerequisites: PSYC 3900 and all other major courses besides PSYC 4400.* (3 credits).

PSYC 4100 Theories and Principles of Counseling

An examination of several of the major theories of counseling in working with individuals, families, and small groups. Included are principles and techniques utilized in assessment, crisis intervention, contracts, and development of the therapeutic relationship. A skills component is also included. *Prerequisite: PSYC 1100 or PSYC 1200.* (3 credits)

PSYC 4200 Learning and Memory

This course provides a basic overview of the principles, theories and applications of learning and memory. We will cover basic research, theory and applications in human learning, memory, information processing, verbal learning, conditioning and social learning. The knowledge you take away from this course will be useful to you in a wide variety of settings- not only psychology but also in your own personal and professional worlds. *Prerequisite: PSYC 1100 or PSYC 1200.* (3 credits)

PSYC 4400 Senior Seminar

Examines the themes of authenticity, self-actualization, and the application of psychological theory in order to explore major Christian worldview questions (what is success in life? How do I become more Christ-like?, etc.). *Prerequisites: All other major courses.* (3 credits)

Sociology (SOCI)

SOCI 1100 Introduction to Sociology

This course deals with the general nature and principles of sociology. Special attention is given to the ecological, cultural, and psychosocial forces; and to outstanding social groups; to changing personality under the influences that play upon it through group processes. *Social science credit.* (3 credits)

SOCI 1200 Marriage and Family

This course is a study of relationships with the opposite sex from first meeting through marriage, having and rearing a family, and divorce and remarriage. Current American norms and Christian principles for marriage and family life are examined. *Social science credit.* (3 credits)

SOCI 2100 Social Welfare and Social Services

This course is a survey of the history and philosophy of social welfare and the values and practice of social services as a profession. *Social science credit.* (3 credits)

SOCI 4110 Counseling Adolescents and Families

This course examines several of the major theories of counseling families. Working with adolescents within the context of their families will be given special consideration. The skills of counseling adolescents and families will also be emphasized. *Prerequisite: PSYC 1100 or PSYC 1200.* (3 credits)

Spanish (SPAN)

SPAN 1111 Elementary Spanish

This course is for those who have had less than two years of high school Spanish. Emphasis is upon fundamentals of grammar, vocabulary, composition, pronunciation, and conversation. *Humanities credit.* Online only. (3 credits)

Theology (THEO)

THEO 2410 Christian Doctrine

A basic study of the major doctrines of the Christian faith and their application to contemporary thought and life. Includes studies in revelation, authority, the existence and nature of God, the person and work of Christ, the Holy Spirit, the Church, man, and Christian ethics. *Prerequisites: BIBL 1101 and BIBL 1102 Humanities credit for non-Bible majors.* (3 credits)

Youth and Family Ministries (YMIN)

YMIN 3110 Discipleship and Lifestyle Evangelism

This course focuses on individual experiences in discipleship, personal sanctification, and evangelism in contemporary society. Special attention will be given to the art of persuasion and its link to communication theory. The importance of perseverance in the faith of those who come to know Christ through evangelistic efforts is ultimately highlighted. (3 credits)

YMIN 3410 Administrative Ministry and Organization

This course will equip students in both the theory and practice of administrative leadership. Many challenges in ministry exist, and one of the most significant is the discipline required to lead and administer well. This course is designed to serve as an overview of practical administrative and leadership issues in ministry in order to prepare students with the tools necessary to organize and oversee various programs across the age ranges. (3 credits)

YMIN 4120 Spiritual Formation and Faith Development

A course to equip students in both the theory and practice of the spiritual disciplines. This course focuses on our personal relationship with God. We will seek to develop an understanding of the necessary aspects of personal spiritual maturation through the evaluation of Scripture and through self-reflection and practice. Second, this course will emphasize theories about the stages of faith and moral development as those theories relate to Christ-centered ministries. (3 credits)

Course Descriptions for the School of Adult and Graduate Studies: Graduate

Course Numbering System and Abbreviations

Courses numbered 5000 and above are graduate level and are open to students enrolled in a master program.

BUSN	Business Administration
COUN	Clinical Mental Health Counseling
CYBR	Cybersecurity
ENSC	Environmental Science
HLTH	Public Health
MMHW	Mental Health and Wellness
MSCP	Counseling Psychology
PADM	Public Administration

Not every course listed in the Catalog will be offered each year. Students will receive a schedule of classes for their program from their Academic Advisor.

Business Administration (BUSN)

BUSN 5110 Foundations of Leadership and Communication

This course introduces students to business graduate studies at Montreat College and elaborates on the foundational skills required for leaders. Topics covered include: character development, ethics, stewardship, critical thinking techniques, self-management skills, communication skills, and collaborative learning. (3 credits)

BUSN 5202 Financial Management Practices

The course is designed to provide students with financial decision-making skills by examining in detail the relationships between financial markets and institutions. Issues related to liquidity, risk management, receivables, payables, cash flow, and capital budgeting are explored. Selected topics in capital valuations, mergers, takeovers, and reorganizations are evaluated. *Prerequisite: BUSN 4207 Issues in Corporate Finance, BUSN 5208 Accounting and Financial Skills for Leadership, or the equivalent.* (3 credits)

BUSN 5205 Advanced Managerial Accounting

This course examines accounting information from a managerial perspective. Accounting procedures and practices, which include cost/volume/profit analysis, capital expenditure planning, and financial and capital budgeting, as well as project planning and control will be examined. Practical application will be the focus of study. Use of spreadsheet applications will be encouraged. *Prerequisite: BUSN 2201 Financial Accounting or the equivalent.* (3 credits)

BUSN 5208 Accounting and Financial Skills for Leadership

This course seeks to provide students with an understanding of the basic skills in Accounting and Finance necessary to the business leader. Topics include financial statements, financial statement analysis, budgeting, and time value of money. (3 credits)

BUSN 5112 Contemporary Issues in Organizational Leadership

This course highlights contemporary issues and perspectives on organizational leadership, multi-disciplinary perspectives, and leadership models. Students will learn the distinction between leadership and management, collaboration strategies, and how to manage organizational behaviors, with an emphasis on real-life application of their personal philosophy of leadership. (3 credits)

BUSN 5304 Marketing Strategies for Managers and Leaders

This course is an integrated approach to planning and implementing marketing strategies and tactics from a management perspective with an emphasis on the discipline of maintaining customer focus in highly diverse local and global markets. The course covers the review of marketing principles by which products and services are designed to meet customer needs and priced, promoted, and distributed to the end users. The course also examines the theory and application of internet marketing. (3 credits)

BUSN 5407 Managing Cybersecurity Compliance and Auditing

Auditing the cybersecurity of an enterprise and developing monitoring systems, in order to meet regulatory compliance, is a key component of Cybersecurity Management. Students in this course will learn how to manage employees and teams in order to assess security, identify vulnerabilities and threats, and propose and implement solutions. (3 credits)

BUSN 5412 Strategic Planning and Competitive Analysis (Capstone)

This course is designed to train students in strategy development, planning, implementation, and measurement. Multiple schools of thought on strategy are examined, with an emphasis on strategic planning, taught through case studies, examples, and exercises. Includes capstone project. (3 credits)

BUSN 5414 Developing and Implementing Strategy

This course prepares students to lead strategy development and implementation through the strategic planning process. Competition and competitive advantage will be investigated, using Porter's 5 Forces model. Also, case studies, examples, and exercises will be used to help students understand the essence of good strategy and to be able to lead positive strategic change in both for-profit and non-profit organizations. (3 credits)

BUSN 5417 Management Consulting Service Project

This course provides an introduction to the theory and practice of management consultancy and considers both the consulting process and industry. The course is aimed at management students who undertake a management service project as a capstone learning activity for their

degree program. Each student will prepare a proposal for a service project to develop and apply management and leadership skills in a real-world scenario. Demonstrated skills include project management, analysis, and relationship-building. (3 credits)

BUSN 5427 Creating, Leading, and Managing Highly Effective Teams

This course focuses on the nature of group work and the attributes of highly effective teams. Team formation, team roles, teambuilding, and leading high-performance teams will be practiced through group projects. Pulling from social sciences, human resources development, and psychology, students will be challenged to explore leadership, management, and organizational design principles from multiple perspectives. (3 credits)

BUSN 5435 Strategic Human Resources Management

This course explores critical issues in human resources strategy, leading and developing the organization's most important assets and developing and keeping people. Students will research organizational learning, employee motivation, employee assessment, methods for identifying and developing leaders, succession planning, and current topics in HR management. (3 credits)

BUSN 5458 Managing on the Edge of Chaos

This course investigates the nature of variability and probability in systems. Process development, system design, and quality thinking will be studied from a "classical" perspective, before plunging into the science of non-linear systems, emergence, and complexity theory. Leadership and management will be reviewed in regard to systems existing on "the edge of chaos" between order and disorder. *Prerequisites: All other courses in MSML program.* (3 credits)

BUSN 5508 Ethics, Law and Governance

This course is a survey of legal and ethical issues facing managers and administrators in facing complex local and global situations. Legal and ethical question are addressed in a case study method. Traditional ethical theories are studied and applied to contemporary issues. This includes the nature, formation, and system of law in the United States, and how the law relates to management and administration within and outside of the United States. Additionally, personal and group ethics will be explored through projects and exercises, for the purpose of character formation. (3 credits)

BUSN 5515 Ethics, Law, and Cybersecurity

Society's ethical understanding of privacy, security, and hacking is changing all of the time; global information security and privacy laws are still in their infancy. In this course, students will develop moral reasoning skills that will help them navigate the rapidly changing world of cybersecurity. In addition, students will practice character building through exercises in preparation for dealing with difficult ethical and legal situations in the workplace. (3 credits)

BUSN 5517 Effective Communication, Negotiating and Conflict Resolution

This course surveys the latest theories, models, research, and best practices related to effective communication, conflict resolution, and negotiation. Communication within organizations, between individuals, and to the public is explored through discussing interpersonal skills and the telecommunication mediums that are used formally and informally. (3 credits)

BUSN 5522 Conflict Resolution and Negotiation for Leaders

Conflict is everywhere. This course teaches a pragmatic approach to resolving conflicts that is applicable in non-profit and for-profit enterprises. Students will grow their constructive communication skills, cultural awareness and sensitivity, and will learn to reach positive outcomes through the use of collaborative processes. (3 credits)

BUSN 5601 Quantitative Methods and Data Analytics

This course is designed to provide the graduate student in business with the skills to apply the techniques of quantitative analysis to various types of organizational decision-making situations. Quantitative methods will be used to gain a greater understanding of causation correlation, probability, and risk. (3 credits)

BUSN 5607 Quality Operations Management

This course prepares students to develop and manage organizational processes and systems. This includes a focus on leading quality management through frameworks such as Lean, Six Sigma, and Total Quality Management (TQM). Students will apply quantitative methods, critical thinking, and communication skills as they learn to identify and reduce waste in order to make business operations more efficient and more effective. (3 credits)

BUSN 5611 Applied Economics for Decision-Making

This course focuses on economic models and data analysis for real-world decision-making. Intelligent business decision-making requires understanding of economic theories, the ability to assess risk, and the incorporation of multiple types of information. These skills be will be taught through practical methods, such as case studies, exercises, simulations, games, and role-playing. (3 credits)

BUSN 5612 Data-Driven Decision-Making

This course focuses on using data and developing models for real-world decision-making. This includes understanding topics such as probability and risk, reading charts and graphs, as well as understanding behavioral aspects that affect decision-making, such as heuristics. Students will participate in decision-making exercises, as well review real-life case studies in decision-making. (3 credits)

BUSN 5702 Lean Strategy for Entrepreneurs

Lean Strategy for Entrepreneurs prepares students to use Lean principles to rapidly create and vet startup products and organizations. Students in this course will learn how to move quickly and effectively from concept to customer-validated product, thereby increasing their probability of success as entrepreneurs. (3 credits)

BUSN 5704 Creativity, Design Thinking, and Product Innovation

This course explores the space between your ears and teaches how to use your God-given brain to create wonderful, exciting, and interesting business ideas and products. Students in this course will learn to use creative problem solving and design principles in order to identify innovative new product opportunities, design new products, and pitch startup concepts to classmates and potential investors. (3 credits)

BUSN 5706 Financial Issues in Entrepreneurship

This course examines and addresses the capital needs of new business ventures, with a focus on high-growth ventures. Entrepreneurs face many challenges, such as identifying funding sources, calculating reasonable valuation, forecasting revenues, budgeting, and managing cash flow. Students in this course will use case studies and simulations to learn to address financial issues in entrepreneurship. (3 credits)

BUSN 5711 Entrepreneurship and Innovation

This course focuses on developing innovation and creativity as key competencies related to entrepreneurship. New mental models and processes will be employed, teaching students to think differently and identify the opportunities that are all around them. Product development and problem solving will be taught through the use of exercises, games, and business case review. (3 credits)

BUSN 5804 Leading Cybersecurity through Organizational Change

Cybersecurity is a human issue, as much as it is a technical issue. This course explores how organizational design and organizational culture affect cybersecurity, and how managers can lead cybersecurity through organizational change. Course topics include developing a culture of security, reducing internal threats, policy development, and managing to risk, and organizational cybersecurity strategy. (3 credits)

BUSN 5809 Communication Skills for Organizational Change

This course explores the communication tools available to help organizational leaders for institute change, perception, and organizational growth. Students will examine and evaluate communication in a variety of formats, including dyadic, small group, formal and informal communication, and practice developing their personal communication skills. (3 credits)

BUSN 5811 Personal Leadership Development: Theory and Practice

This course explores leadership traits, styles, roles, and responsibilities of successful leaders over the course of history. This course provides exercises designed to identify students' individual strengths and weaknesses with the goal of greater self-awareness and personal development. Additionally, students will apply leadership principles in their own lives and critically reflect on the leadership styles they exhibit. (3 credits)

BUSN 5813 Cross-Cultural Leadership

This course prepares students to lead amidst plural social, cultural, and historical influences throughout global society. Students will learn to analyze and assess organizations from multiple cultural perspectives and evaluate the leader's role in developing and modeling leadership in diverse organizations. (3 credits)

BUSN 5817 Leadership, Management, and Organizational Behavior

Drawn from the behavioral and social sciences, this course examines leadership theories and management issues as they relate to organizational behavior. Students will compare and contrast leadership and management behaviors, assess theories of motivation, and write papers on topics such as organizational culture, intercultural diversity, knowledge management, team and group dynamics, and office politics, other organizational issues influencing management decisions. (3 credits)

BUSN 5838 Leading Organizational Change

The only constant in organizations is change. In this class, students explore the concepts and practical techniques of organizational design and change. Emphases include: change management, organizational design, and change strategies. Students will explore the leader's role in creating and preventing change, and strategies for coping with organizational resistance. (3 credits)

BUSN 5875 Organizational Leadership Capstone Project

The Organizational Leadership Capstone Project gives students the opportunity to synthesize the knowledge and skills learned throughout the program, and to apply those skills in a real-world project. *Prerequisites: All other courses in MAOL program.* (3 credits)

Clinical Mental Health Counseling (COUN)

COUN 5211 Professional Orientation to Counseling

This course will be an introductory exploration of the history of counseling as a profession as well as current trends in the practice of clinical mental health counseling. Students will begin to explore the various settings in which counseling can take place and the specialties within the profession, in addition to professional counseling licensure and credentialing. Additional topics covered in this course in an introductory way include counselor self-care, consultation, professional counseling organizations, advocacy, ethics, and multicultural competency. (3 credits)

COUN 5212 Ethics and Ethical Practice in Counseling

This course will examine ethical standards and ethical decision making for the practice of counseling. Applicable codes of ethics will be examined and case studies will be used to challenge students to think critically about ethics and ethical decision-making. Ethical issues in individual, group, family, and couples counseling will be covered, as well as multicultural considerations. The course will also address confidentiality, informed consent, boundaries, multiple relationships, supervision, and consultation within an ethical framework.

Prerequisites: COUN 5211; course can be taken with 5211 (3 credits)

COUN 5213 Theories and Techniques in Counseling

This course will provide an overview of counseling theories and related techniques including psychoanalytic, gestalt, behavioral, cognitive, reality, existential, Adlerian, family systems, feminist, and postmodern therapies. Students will have the opportunity to role-play and demonstrate beginning skills for counseling through videotaped role-play sessions with classmates. *Prerequisites:* COUN 5211, 5212 (3 credits)

COUN 5214 Counseling across the Lifespan

This course will provide an overview of human development across the lifespan, from birth until death and explore critical considerations for counseling individuals across these stages of development. *Prerequisites:* COUN 5211, 5212 (3 credits)

COUN 5215 Multicultural Counseling

This course will provide students an opportunity to begin to develop skills for multicultural competency when providing counseling services

to clients of diverse backgrounds. Multicultural competencies will be reviewed and students will explore their own identity as a cultural being. Prerequisites: COUN 5211, 5212 (3 credits)

COUN 5216 Assessment in Counseling

This course will provide an overview of assessment methods and tools used in counseling, including intakes as well as standardized assessments. Ethical standards for the use of assessments in counseling will be reviewed. Students will experience taking an assessment as well as provide a critical review of assessments. Prerequisites: COUN 5211, 5212. (3 credits)

COUN 5217 Research Methods in Counseling

This course will provide an overview of qualitative and quantitative research methodology and techniques and discuss the role of research in counseling. Ethical standards for conducting research will be discussed. Students will develop the ability to read and critically evaluate counseling literature as well as develop a research prospectus. Prerequisites: COUN 5211, 5212 (3 credits)

COUN 5221 Counseling Skills

This course will provide students an opportunity to continue to develop counseling microskills as well as foundational skills in interviewing in the helping professions. Students will videotape role-played sessions and participate in peer review as well as review with course instructor. Prerequisites: COUN 5211, 5212, 5213 (3 credits)

COUN 5222 Mental Health Diagnosis and Treatment

This course will provide students an overview of clinical diagnoses according to the current Diagnostic Statistical Manual (DSM V). Diagnosis criteria will be reviewed and current best practice treatment options will be reviewed. Case studies will be utilized to provide students opportunities to practice diagnostic skills. Treatment planning in counseling will also be discussed Prerequisites: COUN 5211, 5212, 5213 (3 credits)

COUN 5223 Group Counseling

This course will provide an overview of theory and principles of effective group work provide students an opportunity to develop skills in using group techniques, and plan activities for groups. Students will participate in a group experience during this course. Ethical standards for group counseling will be reviewed. Prerequisites: COUN 5211, 5212, 5213 5215, 5221. (3 credits)

COUN 5231 Spirituality and Religion in Counseling

This course will examine the role of spirituality and religious beliefs in the counseling relationship and process. Students will explore how different religious traditions that clients may participate in could influence the counseling process as well as examine their own religious and spiritual foundations for their counseling theory and practice. Ethical standards will be discussed. Prerequisites: COUN 5211, 5212 (3 credits)

COUN 5241 Career Counseling

This course will provide an introductory exploration of career development across the lifespan, career-counseling theories, assessments relevant to career counseling, and occupational information sources. The course will allow students opportunity to role-play, consider case studies, and create a career intervention for a chosen population. Prerequisites: COUN 5211, 5212, 5215. (COUN5241 can be taken with 5215). (3 credits)

COUN 5251 Crisis Intervention/Crisis Counseling

This course will provide students with an overview of counseling skills for working in crisis and trauma situations as well as crisis intervention theory. Students will review case studies and create a crisis resource for a client population or counseling setting of interest. Prerequisites: COUN 5211, 5212, 5215. (3 credits)

COUN 5261 Substance Abuse Counseling

This course will provide an overview of the nature of substance use, abuse, and dependency. Education, prevention, treatment, and recovery will be addressed. Prerequisites: COUN 5211, 5212 (3 credits)

COUN 5271 Child and Adolescent Counseling

This course will examine the developmental, cultural, relational, and social concepts related to working with children and adolescents in a variety of settings. Prerequisites: COUN 5211, 5212 (3 credits)

COUN 5281 Marriage and Family Counseling

This course will examine the developmental, cultural, relational, and social concepts related to working with couples, marriages and families. It will investigate the system approaches to counseling. *Prerequisites: COUN 5211, 5212 (3 credits)*

COUN 6221 Counseling Practicum

This is an experiential course and requires students to complete a minimum of 100 hours of clinical counseling practice, under supervision, at an approved site. Students will provide counseling services as well as continue to learn skills in intake, assessment, counseling, and consultation. Students will participate in weekly individual as well as group supervision. Prerequisite: All Core Curriculum Courses and Consent of program director. (3 credits)

COUN 6222 Internship I

This is an experiential course and requires students to complete a minimum of 300 hours of clinical counseling practice, under supervision, at an approved site. Students will provide counseling services as well as continue to learn skills in intake, assessment, counseling, and consultation. Students will also begin to complete paperwork required for licensure as an LPC-A (Licensed Professional Counselor Associate) in NC. Students will participate in weekly individual supervision as well as group supervision. Prerequisites: COUN 6221 and consent of program director. (6 credits)

COUN 6223 Counseling Internship II

This is an experiential course and requires students to complete a minimum of 300 hours of clinical counseling practice, under supervision, at an approved site. Students will provide counseling services as well as continue to learn skills in intake, assessment, counseling, and consultation. Students will also begin to complete paperwork required for licensure as an LPC-A (Licensed Professional Counselor Associate) in NC. Students will participate in weekly individual supervision as well as group supervision. Prerequisites: COUN 6222 and consent of program director. (6 credits)

Cybersecurity (CYBR)

CYBR 5511 Analysis of MIS

This course is designed to thoroughly educate the graduate student in business with the significant role that information systems play as tools used to improve organizational productivity and profitability. Operational, decision-making, and strategic uses of IT are examined. (4 credits)

Environmental Education (ENSC)

ENSC 560 Thesis/Project Preparation

Students will make satisfactory progress toward developing a proposal for the thesis/non-thesis project. The thesis/non-thesis project will be of substantial depth that explores a specific area of environmental education and integrates the MSEE curriculum. This course is subject to repeated registration. Students must receive a passing grade (P) before a student enrolls in EV 570. (3 credits, P/F.)

Public Health (HLTH)

HLTH 5000 Foundations of Public Health

This course introduces agencies, facilities, and programs that play a role in the prevention of disease and the promotion of health in the public. Special emphasis is placed on the competencies needed for public health professionals to function in a variety of settings. Public health career opportunities are discussed. A Christian theological understanding of health is explored. (3 credits)

HLTH 5100 Environmental and Occupational Health

This course covers a wide range of topics in environmental health sciences. Students will be provided with a general introduction to the core concepts of environmental health (i.e. exposure assessment, toxicology, epidemiology and risk assessment); and ways to examine the environmental health issues by applying core concepts. This course will also briefly introduce some methods to measure pollutants in the environment— mainly the air pollution, and effectively control environmental hazards; and it will introduce the concepts of endocrine disruption and how early developmental exposures to environmental chemicals may influence of human disease. Environmental health issues in both developed and developing countries will be presented. (3 credits)

HLTH 5300 Public Health Promotion and Disease Intervention

The course addresses the core questions of public health science: What lies behind preventing people from becoming ill, and how are policy makers working to promote good health? Through background information on how major public health challenges are described, students will familiarize themselves with a number of theories and methods for health promotion and disease prevention. The course will have a particular emphasis on the health education and health communication via mass communication, as students will identify existing campaigns. Furthermore, students will draft the outline of a public health intervention of their own. (3 credits)

HLTH 5500 Social and Behavioral Sciences Applied to Health

This course investigates the social and behavioral aspects of health and provides students insight as to how social determinants influence individual and community health outcomes. Students will learn frameworks, theories, and intervention methods that can be used to improve community health outcomes. Special attention will be paid to ethically engaging identity and culture in promoting healthy changes. (3 credits)

HLTH 5700 The American Health Care System

The purpose of this course is to provide students with an overview of the U.S. health care finance and delivery systems within a public health context. In order to be effective practitioners, public health professionals must be able to link the theory of individual and external determinants of health status with the changing structures and organization of the U.S. health care system. This course will teach the basic components of the health care system including financing; the role of public programs, insurers, and employers; the health care delivery system; managed care; and an overview of current health system reforms. (3 credits)

HLTH 6000 Strategic Management for Public Health Services

Change is ongoing in health care and public health organizations depend on strategic management in order to successfully achieve their mission. This course trains students to develop strategic thinking skills and lead strategy development, planning, implementation, and evaluation in public health organizations. (3 credits)

HLTH 6100 Principles and Methods of Epidemiology

This course provides students' knowledge on the principles and methods of epidemiological understandings. Within this course the study of disease and ill health through patterns of occurrence in human populations is examined. The approaches of epidemiology in estimating the burden of disease, in making inferences about cause of disease, and in evaluating primary, secondary, and tertiary prevention strategies are presented. (3 credits)

HLTH 6300 Statistics in Public Health

The purpose of the course is to teach fundamental concepts and techniques of descriptive and inferential statistics with applications in health care, medicine, public health, and epidemiology. Basic statistics, including probability, descriptive statistics, inference for means and proportions, and regression methods are presented. The analytic methods and applications will be linked to topics including health promotion, epidemiology, and program evaluation. (3 credits)

HLTH 6500 Health Law and Ethics

Public health practices, ethics, regulation, and law are inherently intertwined. In this course, students will survey ethical and legal issues facing public health leaders as they address complex local and global situations. Topics will include the nature, formation, and system of law in the United States, and how laws and regulations relate to public health administration and delivery. (3 credits)

HLTH 6700 Public Policy and Healthcare Advocacy

This course equips students to thoughtfully discuss and develop public healthcare policy and advocate for public health concerns. Students will learn methods of analyzing, developing and evaluating public health policies and programs, and gain deeper understanding of the factors that affect public health policy. (3 credits)

HLTH 7000 Global Health

This course provides an overview of the top global health challenges and opportunities of today. Students will identify determinants of global health and examine intervention strategies. Particular attention will be paid to health systems issues, cross-cultural engagement, ethics, and international programs and policies. (3 credits)

HLTH 7100 Public Health Program Planning and Evaluation

This is an introductory, graduate level public health program planning, development, and evaluation course that broadly addresses program planning models, process of program development and methods of evaluation in the area of public health. This course will be focused on the following three areas: (1) study of program planning models, (2) process of program development, and (3) methods of evaluation in public health settings. (3 credits)

HLTH 7300 Research Methods

This course prepares students to critically evaluate research protocols in public health. Students must be prepared to design practical research methodologies to evaluate contributing factors of contemporary health issues with measurable goals and objectives. (3 credits)

HLTH 7500 Current Issues in Public Health (Capstone)

This course will introduce students to current issues and controversies in public health such as HIV transmission risk behavior, poverty, globalization, gun control, healthcare access and obesity. Students will be able to describe various public health controversies, critically think through differing perspectives, and communicate conclusions. *Prerequisites: All other courses in MPH program.* (3 credits)

Mental Health and Wellness (MMHW)

MMHW 5291 Community Mental Health Topics and Administration

This course will provide an overview of community mental health, legal considerations, administration and billing and program evaluation. During the course students will learn de-escalation techniques, CPR and First Aid, and the daily responsibilities required to work in community mental health. *Prerequisites: COUN 5211, 5212, 5215.* (3 credits)

Counseling Psychology: Marriage and Family Therapy (MSCP)

MSCP 5210 Professional Identity and Ethics in Marriage and Family Therapy

This course is an introductory exploration of the history of marriage and family therapy (MFT) as a profession and current trends in the practice of MFT. Students will begin to explore the various settings in which MFT can take place, the specialties within the profession, as well as professional MFT licensure and credentialing. Students will be introduced to the AAMFT Code of Ethics, as well as discuss the additional topics of counselor self-care, consultation, professional counseling organizations, advocacy, ethics, and multicultural competency. This course must be taken within a student's first year in the MSCP:MFT program. (3 credits)

MSCP5290 Advanced Family Counseling

This course is designed to build upon the introductory overview of couple and family therapy theories (in COUN5281) with a focus on using counseling interventions with couples and families. Within this course an exploration of selected major treatment approaches utilized in marital and family counseling. Development of practical skills, interventions, and techniques constitute the primary focus. Prerequisite: COUN 5281. (3 credits)

MSCP6100 Family Systems Theories

In this course students examine the theoretical and practical foundations of the family systems approach to marriage and family therapy. The major theorists, theories, various models and practices are examined. The primary focus is upon the theories, principles, and language, which support the numerous marriage and family therapy models. (3 credits)

MSC P6150 Cognitive Behavioral Therapy: Individuals, Marriages and Families

The purpose of this course is to develop students' knowledge and skill in the cognitive-behavioral approach to individual, marital, and family therapy within a systemic perspective. Students will examine theoretical foundations, research findings, basic principles, assessment techniques, and the intervention strategies of cognitive-behavioral therapy. These examinations are applied to a wide variety of problems in marriage, family, and social relationships and are framed within a Christian theological context.

Prerequisite: MSCP 6100. (3 credits)

MSCP 6221 Counseling Practicum

This is an experiential course and requires students to complete a minimum of 100 hours of marriage and family therapy practice, under supervision, at an approved site. Students will provide therapy services as well as continue to learn skills in intake, assessment, counseling, and consultation. Students will participate in weekly individual as well as group supervision. Prerequisite: All Core Curriculum Courses and Consent of Department Chair. (3 credits)

MSCP 6222 Internship I

This is an experiential course and requires students to complete a minimum of 200 hours of clinical counseling experience (face-to-face) in the practice of marriage and family therapy, under supervision of an LMFT, at an approved site. Students will provide counseling services as well as continue to learn skills in intake, assessment, counseling, and consultation. Students will also begin to complete paperwork required for licensure as an LMFT-A (Licensed Marriage and Family Therapist - Associate) in North Carolina. Students will participate in weekly individual supervision as well as group supervision. Prerequisites: MSCP 6221 and consent of Department Chair. (6 credits)

MSPC6223 Internship II

This is an experiential course and requires students to complete a minimum of 200 hours of clinical counseling experience (face-to-face) in the practice of marriage and family therapy, under supervision of an LMFT, at an approved site. Students will provide counseling services as well as continue to learn skills in intake, assessment, counseling, and consultation. Students will also begin to complete paperwork required for licensure as an LMFT-A (Licensed Marriage and Family Therapist - Associate) in North Carolina. Students will participate in weekly individual supervision as well as group supervision. Prerequisites: MSCP 6222 and consent of Department Chair. (6 credits)

Public Administration (MPAD)

MPAD 5111 Introduction to Public Administration

This introductory course prepares students for advanced coursework and teaches you the basic concepts to effectively lead public service programs in the governmental, nonprofit, and private sectors. Students will become acquainted with public administration and policy as fields of study, and learn how to recognize, explain, and contrast foundational public administration concepts and issues. (3 credits)

MPAD 5404 Public Policy Analysis

Methods and techniques of analyzing, developing and evaluating public policies and programs. Emphasis given to benefit-cost and cost-effectiveness analysis and concepts of economic efficiency, equity and distribution. Methods include problem solving, decision making. (3 credits)

MPAD 5814 Leading Public and Non-Profit Organizations

In this course, students will examine key leadership theories, and apply leadership principles in their own lives. Students will develop the skills required to ethically lead government and non-profit organizations through case studies and real-world experiences. (3 credits)

MPAD 5211 Public Budgeting and Financial Management

This course introduces to the revenue and expenditure structure of the public sector, including revenue policy, expenditure policy, and budget structure and administration. (3 credits)

MPAD 5881 Public Administration Capstone

This course allows students produce a project drawing from the full course of study toward the Masters of Public Administration. Special attention is placed on incorporating knowledge from the core curriculum. (3 credits)

Administration and Faculty Directory

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Paul J. Maurer (2014) **President**
B.A., University of Cincinnati; M.Div., Gordon-Conwell Theological Seminary; Ph.D., Claremont Graduate University

David Poole (2020) **Vice President for Adult and Graduate Studies**
B.A., Pepperdine University; M.S., Pepperdine University; Ed.D., California State University Fullerton

Mark Hijleh (2021) **Vice President for Academic Affairs**
B.S., William Jewell College; M.M., Ithaca College; M.A., University of Sheffield (UK); D.M.A., Johns Hopkins University

Daniel T. Bennett (2006) **Vice President for Student Life and Dean of Students**
B.A., Biola University; M.A., Wheaton College; Ph.D., Clemson University

John Truschel (2021) **Vice President for Finance**
B.A., Westminster College; M.B.A., University of Pittsburgh

Brian Guengerich (2018) **Vice President of Advancement**
B.S., Montreat College

Jose G. Larios (2014) **Vice President for Enrollment Management and Athletics**
B.A., Warner University

Sara Baughman (2018) **Vice President for Marketing and Communications**
B.A., Dordt College

2021-2022 Full Time Faculty

Adair, Emily A. (2021)	Visiting Professor of English
B.S., Montreat College; M.A., Gardner-Webb University	
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Jason Beck	Head Baseball Coach/ Associate Athletic Director
Elena Bender	Accounts & Process Coordinator
Ashley Bond	Assistant Director of Marketing & Communications/Special Events Coordinator
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Timothy Britt	Head Wrestling Coach
Michael Bruce	Head Men's Soccer Coach
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Kristine Buckwalter	Director of Advancement Services
Laura Buckwalter	Admissions Event/Visit/Conference Service Coordinator
Loren Caldwell	Director of Student Engagement
Lauren Cannon	Circulation Desk Assistant
Erin Chapman	Director of Admissions
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Melissa DeVore	Help Desk Administrator
Jared Drayton	Game Management/ Athletic Operations Manager
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Joao Ehlers	Assistant Men's Soccer Coach
Karen Eilers	Career Development Specialist
Jason Elledge	Grants Manager
Tom Flynn	Director of Lacrosse/ Head Women's Lacrosse Coach
Samantha Northey	Alumni & Parent Relations Coordinator
Catherine Gordan	Resident Director for Ridgcrest
Chris Greathouse	Director of Keystone Scholarship Fund
Patti Guffey	Controller
Alesha Haley	Senior Graphic Designer
Paul Hawkinson	Director of Technology
Bill Hensley	Director of Campus Safety
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Jeremy Hurse	Director of Student Financial Services
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Christopher Intoppa	Sports Information Director
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Alyssa Kieffer	Head Athletic Trainer
Carly Lee	Bookstore and Document Center Manager
Larry Lensmith	Database Administrator
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Jason Lewkowicz	Director of Track and Field/Cross Country
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Daniel Mount	Web Communications Specialist
John Neuzil	Shuttle Driver
Britten Olinger	Assistant Track and Field Coach
Haley Paonessa	Head Volleyball Coach
Beth Pocock	Associate Director of Student Financial Services
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Joshua Wilcox	Systems Administrator
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