



School of Adult and Graduate Studies (AGS)

Academic Catalog

2026-27

Montreat College

2026 – 2027 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. Enrollment 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 2026

Fall Undergraduate Online Session 1 Course Add Deadline	Sunday	23-Aug
Fall 8-Week Session-1 Online Graduate Course Deadline to Add	Sunday	23-Aug
Financial Settlement Deadline	Monday	24-Aug
Fall 8-Week Session 1 Undergraduate Classes Begin	Monday	24-Aug
Fall 8-Week Session-1 & 15 Week Graduate Classes Begin	Monday	24-Aug
Fall 8-Week Session 1 Undergraduate Add/Drop Deadline	Sunday	30-Aug
Fall 8-Week Session-1 & 15 Week Graduate Deadline to Add/Drop	Sunday	30-Aug
Fall 8-Week Session 1 Undergraduate Withdrawal period begins	Monday	31-Aug
Fall 8-Week Session-1 & 15 Week Graduate Withdrawal period begins	Monday	31-Aug
Offices closed for Labor Day	Monday	7-Sep
Last day to apply for December graduation	Wednesday	30-Sep
Board of Trustees meeting	Thursday-Friday	22-23 -Oct
Fall 8-Week Session 1 Undergraduate Withdrawal period ends	Sunday	11-Oct
Fall 8-week Session 1 Graduate Withdrawal period ends	Sunday	11-Oct
Fall 8-Week Session 2 Undergraduate Deadline to Add	Sunday	18-Oct
Fall 8-Week Session-2 Online Graduate Course Deadline to Add	Sunday	18-Oct
Fall 8-Week Session 1 Undergraduate Classes End	Sunday	18-Oct
Fall 8-Week Session-1 Graduate Classes End	Sunday	18-Oct
Fall 8-Week Session 2 Undergraduate Classes Begin	Monday	19-Oct
Fall 8-Week Session-2 Graduate Classes Begin	Monday	19-Oct

Grades for Fall 8-Week Session 1 Undergraduate Classes due before midnight	Sunday	25-Oct
Grades for Fall 8-Week Session-1 Graduate classes due before midnight	Sunday	25-Oct
Fall 8-Week Session 2 Undergraduate Add/Drop Deadline	Sunday	25-Oct
Fall 8-Week Session-2 Graduate Deadline to Add/Drop Class	Sunday	25-Oct
Fall 8-Week Session 2 Undergraduate Withdrawal period begins	Monday	26-Oct
Fall 8-Week Session-2 Graduate Withdrawal period begins	Monday	26-Oct
College Closed for Thanksgiving Break	Wednesday-Friday	25 -27 - Nov
Fall 15-week Graduate Withdrawal period ends	Sunday	29-Nov
Fall 8-week Session 2 Graduate Withdrawal period ends	Sunday	6-Dec
Fall 8-week Session 2 Undergraduate Withdrawal period ends	Sunday	6-Dec
Fall 15-week Graduate Classes End	Sunday	6-Dec
Fall 8-Week Session 2 Undergraduate Classes End	Sunday	13-Dec
Fall 8-Week Session 2 Graduate Classes End	Sunday	13-Dec
Grades for Fall 15-week Graduate Classes due before midnight	Sunday	13-Dec
Grades for Fall 8- week Session 2 Graduate Classes due before midnight	Sunday	20-Dec
Grades for Fall 8-week Undergraduate Classes due before midnight	Sunday	20-Dec
Degree Conferral; Fall Graduates	Thursday	31-Dec
College Closed for Christmas Break	Wednesday - Friday	December – 23 January 1

Key:

Regular font, no shading Undergraduate Program

Regular font, gray shading Graduate Program

Bold font, no shading **Both Undergraduate and Graduate Programs**

AGS Spring 2027

Spring Undergraduate 8-Week Session 1 Add Deadline	Sunday	10-Jan
Spring Online Graduate 8-Week Session 1 Add Deadline	Sunday	10-Jan
Financial Settlement Deadline	Monday	11-Jan
Spring 8-Week Undergraduate Classes Begin	Monday	11-Jan
Spring 8-Week & 15 Week Graduate Classes Begin	Monday	11-Jan
Spring 8-Week Undergraduate Add/Drop Deadline	Sunday	17-Jan
Spring 8-Week & 15 Week Graduate Add/Drop Deadline	Sunday	17-Jan
Spring 8-Week Undergraduate Withdrawal period begins	Monday	18-Jan
Spring 8-Week Session 1& 15-Week Graduate Withdrawal period begins	Monday	18-Jan
Offices closed for Martin Luther King Day	Monday	18-Jan
Last day to apply for May graduation	Sunday	31-Jan
Last day to apply for Summer Graduates planning to participate in Spring commencement ceremony	Sunday	31-Jan
Board of Trustees meeting	Thursday-Friday	21-22 Jan
Spring 8-week Undergraduate Session 1 Withdrawal period ends	Sunday	28-Feb
Spring 8-Week Graduate Session 1 Withdrawal period ends	Sunday	28-Feb
Spring 8-Week Undergraduate Session 2 Course Deadline to Add	Sunday	7-Mar
Spring 8-Week Graduate Session 2 Online Course Deadline to Add	Sunday	7-Mar
Spring 8-Week Session 1 Undergraduate classes end	Sunday	7-Mar
Spring 8-Week Session 1 Graduate classes end	Sunday	7-Mar
Spring 8-Week Session 2 Undergraduate classes begin	Monday	8-Mar

Spring 8-Week Session 2 Graduate classes begin	Monday	8-Mar
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Grades for Spring 8-Week Session 1 Undergraduate due before midnight	Sunday	14-Mar
Grades for Spring 8-Week Session 1 Graduate due before midnight	Sunday	14-Mar
Spring 8-Week Session 2 Undergraduate Add/Drop Deadline	Sunday	14-Mar
Spring 8-Week Graduate Session 2 Deadline to Add/Drop	Sunday	14-Mar
Spring 8-Week Session 2 Undergraduate Withdrawal period begins	Monday	15-Mar
Spring 8-Week Session 2 Graduate Withdrawal period begins	Monday	15-Mar
College closed for Easter break	Friday	26-Mar
Spring 15-week Graduate Session 2 Withdrawal period ends	Sunday	18-Apr
Spring 8-week Graduate Session 2 Withdrawal period ends	Sunday	25-Apr
Spring 8-week Undergraduate Session 2 Withdrawal period ends	Sunday	25-Apr
Spring 15-Week Graduate Classes End	Sunday	25-Apr
Board of Trustees meeting	Thursday-Friday	22-23 Apr
Summer Undergraduate 8-Week Session 1 Add Deadline	Sunday	9-May
Summer Online Graduate 8-Week Session 1 Add Deadline	Sunday	9-May
Spring 8-Week Graduate Session 2 Classes End	Sunday	2-May
Spring 8-Week Undergraduate Session 2 Classes End	Sunday	2-May
Grades for 15-Week Graduate due before midnight	Sunday	2-May
Spring Commencement	Saturday	8-May
Grades for 8-Week Graduate Session 2 due before midnight	Sunday	9-May
Grades for 8-Week Undergraduate Session 2 due before midnight	Sunday	9-May
Degree Conferral; Spring Graduates	Monday	31-May

Key:

Regular font, no shading Undergraduate Program

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Graduate Program

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Both Undergraduate and Graduate Programs

AGS Summer 2027

Financial Settlement Deadline	Monday	10-May
Summer 15-Week Graduate Classes Begin	Monday	10-May
Summer 8-Week Session 1 Graduate Classes Begin	Monday	10-May
Summer 8-Week Session 1 Undergraduate Classes Begin	Monday	10-May
Summer 8-Week Session 1 & 15-Week Graduate Add/Drop Deadline	Sunday	16-May
Summer 8-Week Session 1 Undergraduate Add/Drop Deadline	Sunday	16-May
Summer 8-Week Session 1 Undergraduate Withdrawal period begins	Monday	17-May
Summer 8-Week Graduate Session 1 and 15-Week Graduate Withdrawal period begins	Monday	17-May
Offices closed for Memorial Day	Monday	31-May
Last Day to apply for August graduation Summer graduates planning to participate in prior Spring commencement, deadline to apply for August graduation is January 31.	Monday	31-May
Summer 8-week Session 1 Undergraduate Withdrawal period ends	Sunday	27-Jun
Summer 8-week Graduate Session 1 Withdrawal period ends	Sunday	27-Jun
Summer 8-Week Session 2 Undergraduate Add Deadline	Sunday	27-Jun
Summer 8-Week Session 2 Graduate Add Deadline	Sunday	27-Jun
Summer 8-Week Session 1 Graduate Classes End	Sunday	4-Jul
Summer 8-Week Session 1 Undergraduate Classes End	Sunday	4-Jul
Summer 8-Week Session 2 Graduate Classes Begin	Monday	28-Jun
Summer 8-Week Session 2 Undergraduate Classes Begin	Monday	28-Jun

Grades for Summer 8-Week Session 1 Graduate due before midnight	Sunday	11-Jul
Grades for Summer 8-Week Session 1 Undergraduate due before midnight	Sunday	11-Jul
Summer 8-Week Session 2 Undergraduate Add/Drop Deadline	Sunday	4-Jul
Summer 8-Week Session 2 Graduate Add/Drop Deadline	Sunday	4-Jul
Summer 8-Week Session 2 Graduate Withdrawal period begins	Monday	5-Jul
Summer 8-Week Session 2 Undergraduate Withdrawal period begins	Monday	5-Jul
Offices closed for Independence Day	Monday	5-Jul
Summer 15-Week Graduate Withdrawal period ends	Sunday	15-Aug
Summer 8-Week Graduate Session 2 Withdrawal period ends	Sunday	15-Aug
Summer 8-Week Undergraduate Session 2 Withdrawal period ends	Sunday	15-Aug
Summer 15-Week Graduate Classes End	Sunday	22-Aug
Summer 8-Week Session 2 Undergraduate Classes End	Sunday	22-Aug
Summer 8-Week Session 2 Graduate Classes End	Sunday	22-Aug
Grades for Summer 15-Week Graduate due before midnight	Sunday	29-Aug
Fall 8-Week Session 1- & 15-Week Graduate Add Deadline	Sunday	22-Aug
Fall 8-Week Session 1 Undergraduate Add Deadline	Sunday	22-Aug
Fall Session 1 Undergraduate & Graduate Classes Begin	Monday	23-Aug
Grades for Summer 8-Week Session 2 Undergraduate due before midnight	Sunday	29-Aug
Grades for Summer 8-Week Session 2 Graduate due before midnight	Sunday	29-Aug
August degree conferral	Tuesday	31-Aug

Key:

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Regular font, gray shading Graduate Program

Bold font, no shading **Both Undergraduate and Graduate Programs**

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

* 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 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, lacrosse, soccer, tennis, track and field, and wrestling. Women compete in basketball, cross-country, golf, lacrosse, soccer, softball, tennis, track and field, volleyball, and wrestling. Club sports include competitive cheer, competitive dance, clay target shooting, and cycling. Students also enjoy an active intramural program, with exciting competitions held throughout the year.

Montreat College includes the Montreat and Black Mountain campuses through the School of Arts and Sciences (SAS). The College also offers fully online programs through the School of Adult and Graduate Studies (AGS). Together, Montreat College offers a range of undergraduate and graduate degrees, including the Associate in Science (AS), Associate in Applied Science (AAS), Bachelor of Business Administration (BBA), Bachelor of Science (BS), Master of Arts (MA), Master of Business Administration (MBA), and Master of Science (MS).

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 Commission on Colleges and Universities (Formerly, the Southern Association of Colleges and Schools Commission on Colleges) to award Associate, Baccalaureate, and Master degrees. Contact the Commission on Colleges and Universities 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, Secondary History Education, Secondary English Education, and Health & Physical Education (K-12) teacher licensure by the North Carolina Department of Public Instruction (NC-DPI). 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 in Business Administration degree. In January 2013, the College launched its first three fully online degree programs, offering its Christ-centered education in the virtual world. The College now offers 10 fully online master's degree programs.

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 help students expedite degree completion by offering 8-week online courses that promote life-long learning with curricula that continually meet the needs of a changing work environment.

The School of Adult and Graduate Studies programs allow students 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. Credentialed faculty members provide appropriate instruction integrating theory with practical experience and Christian principles.

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 Cybersecurity with Minor in Artificial Intelligence

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 Visual Communication and Experience Design (note specific current transfer course requirements in the detailed listing for this degree)

Professional Certificates

Professional Certificate in Criminal Justice

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 (AGS) 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 (AGS) who have attended classes within one calendar year may contact their enrollment advisor 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 institution during the time since attending Montreat College.
- Students who have left Montreat College either on Academic Warning 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.
- CMHC readmits longer than 2 years may have to provide supplemental documentation as justification for the extended lapse in time.

Readmission Policy for Military Service Members Only

Montreat College acknowledges that students may be temporarily unable to attend classes or be required to suspend their studies in order to perform military service. Montreat College encourages students who have completed their military service obligations to resume their education and will promptly readmit service members who seek readmission to a program that was interrupted due to a uniformed service obligation.

Procedure:

Students changing programs at Montreat College must reapply. For readmission, the current admission requirements and application deadlines must be met. The degree requirements outlined in the current catalog will be used.

Readmission Procedure for Military Service Members Only

1. This policy shall apply to:
 - a. Service members who are unable to attend classes for more than thirty (30) consecutive days.
 - b. Service members who are unable to attend classes for less than thirty (30) days when such an absence would result in a withdrawal from Montreat College.
2. A student is eligible for readmission under this policy if, during an absence, the student performs uniformed service,

voluntary or involuntary, in the Armed Forces, including the National Guard or Reserve, active duty, active duty for training, or full-time National Guard (under federal authority). The cumulative length of all absences for uniformed service (service time only) must not exceed five (5) years.

3. A student must provide written notice of a uniformed service obligation to the student's Enrollment Advisor and the school's VA Certifying Official as far in advance as possible unless precluded by military necessity. Such notice does not need to indicate when the student will return to the college.

The student must also provide written notice of his/her intent to return to Montreat College within three (3) years of completing the service period. Immediately upon returning to school, the student must provide notice that he/she may be entitled to the tuition and enrollment benefits outlined in this policy. The returning student may be required to provide supporting documentation. Notification under this section must be provided by the student to Enrollment, Office of the Registrar, and the school's VA Certifying Official.

4. A returning student must be charged the same tuition and fees in effect during the last enrolled academic year the student attended unless veterans' education benefits or other service member education benefits will pay the amount in excess. For subsequent academic years, the returning student may not be charged tuition and fees that exceeds what other students in the program are charged.
5. A returning student will be permitted to reenroll in the next class(es) scheduled in the same academic program unless the student requests a later re-enrollment date or agrees to a different program. A returning student will be readmitted into the same academic program the student was enrolled in prior to the military service obligation. If the exact program no longer exists, the student must be admitted to the most similar program unless the student requests or agrees to admission to a different program. Returning students will be reenrolled with the same enrollment status, number of completed credit hours, and academic standing as the last academic year of attendance.

If Montreat College determines that a returning student is not prepared to resume the program or is unable to complete it, it must make reasonable efforts to enable the student to resume or complete the program at no additional cost to the student. If such efforts are unsuccessful or cause undue hardship for the college, Montreat College is not required to readmit the student.

In accordance with federal regulations, returning students who receive a dishonorable or bad conduct discharge from the Armed Forces (including the National Guard and Reserves) are not eligible for readmission under this policy. However, service members who receive dishonorable or bad conduct discharges may remain eligible for readmission even though they will not be entitled to the benefits outlined in this policy.

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 Assistant Dean of Academic and Student Service'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) and the MHW, MSCP programs, which allows **12** semester credits in transfer.
- 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.

- Courses taken at non-accredited “online only” organizations, such as StraighterLine, will not be accepted in transfer regardless of ACE recognition.
- 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

Montreat College AGS does not offer a program that qualifies for an I-20 certification through SEVIS. However, if students are eligible for enrollment under another VISA, then 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 enrollment 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 enrollment 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 enrollment 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 Assistant Dean of Academic and Student Services' 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+ Core 1 & 2 (6 credit hours): CYBR 1115, Introduction to Cybersecurity 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
 - CySA+ (3 credit hours): CYBR 2222 Network Defense
 - Security+ (3 credit hours): CYBR 2311, Computer and Systems Security
 - SecurityX (3 credit hours): CYBR 2311, Computer and Systems Security
 - PenTest+ (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

Assistant Dean of Academic and Student Service'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 students' 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 Business Administration in Cybersecurity Leadership
- Master of Science in Marriage and Family Therapy
- Master of Science in Counseling Psychology: Substance Abuse and Addition Counseling
- Master of Science in Kinesiology
- Master of Science in Management and Leadership
- Master of Science in Speech Language Pathology
- Master of Public Administration

Advanced Professional Certificates

- Professional Certificate in Organizational Leadership
- Professional Certificate in Public Administration

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 (AGS) 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 current resume that includes both academic and employment history
- Submit official transcripts for *all* colleges attended
- 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.

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 a current resume or curriculum vitae that includes both academic and employment history
- Submit official transcripts for *all* colleges attended.
- 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.

MHW students interested in transferring into the CMHC or MSCP programs will be responsible to complete a drug test as is required by all new CMHC and MSCP 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

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.

Advanced Professional Certificate in Organizational Leadership

Admission Requirements

To qualify for admission into the Advanced Professional Certificate in Organizational Leadership 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 baccalaureate degree graduation information)

The AGS Director of Enrollment approves all student acceptances in the Advanced Professional Certificate in Organizational Leadership 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 a current resume that includes both academic and employment history
- Submit official transcripts for *all* colleges attended.
- Applicants must satisfy the business foundation requirement through one of the following options:

Option 1: Individual Coursework

Complete one undergraduate or graduate course in each of the following: finance, accounting, economics, and statistics.

Option 2: Peregrine Academic Modules Pass all Peregrine Global Services Academic modules in finance, accounting, macroeconomics, microeconomics, and statistics.

Option 3: HBS Online CORE

Complete Harvard Business School Online's Credential of Readiness (CRe) program. CRe is a three-course online program covering business fundamentals. Completion satisfies the accounting, economics, and statistics requirements for the Montreat College MBA.

For more information, visit <https://hbx.hbs.edu/courses/core/>.

Note: CRe does not satisfy the finance requirement. Applicants must also complete one undergraduate or graduate finance course to fulfill that requirement.

*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 Business Administration in Cybersecurity Leadership (MBACL)

Admissions Requirements

To qualify for admission into the Master of Business Administration in Cybersecurity Leadership (MBACL) 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 a current resume that includes both academic and employment history.

Submit official transcripts for all colleges attended.

- Completion of CYBR 2311 Computer and Systems Security or equivalent and CYBR 2213 Database Programming or equivalent.
- Applicants must satisfy the business foundation requirement through one of the following options:

Option 1: Individual Coursework

Complete one undergraduate or graduate course in each of the following: finance, accounting, economics, and statistics.

Option 2: Peregrine Academic Modules Pass all Peregrine Global Services Academic modules in finance, accounting, macroeconomics, microeconomics, and statistics.

Option 3: HBS Online CORE

Complete Harvard Business School Online's Credential of Readiness (CORE) program. CORE is a three-course online program covering business fundamentals. Completion satisfies the accounting, economics, and statistics requirements for the Montreat College MBA.

For more information, visit <https://hbx.hbs.edu/courses/core/>.

Note: CORE does not satisfy the finance requirement. Applicants must also complete one undergraduate or graduate finance course to fulfill that requirement.

*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 MPA 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.

Advanced Professional Certificate in Public Administration

Admission Requirements

To qualify for admission into the Advanced Professional Certificate in Public Administration 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 baccalaureate degree graduation information)

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

Master of Science in Kinesiology (MSK)

Admission Requirements

Applicants must submit the following for admissions consideration:

- 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 the 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 MSK program.

Master of Science in Marriage and Family Therapy (MSMFT)

(Program name updated from Master of Science in Counseling Psychology: Marriage and Family Therapy (MSCP:MFT) Fall 2026)

Admission Requirements for 54-hour and 60-hour tracks.

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

Applicants to the MSMFT 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 current resume that includes both academic and employment history
- Submit official transcripts for all colleges attended
- Complete and pay for a national background check
- Complete and pay for a standardized drug screening

*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 MSMFT program.

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

Master of Science in Counseling Psychology: Substance Abuse and Addiction Counseling (MSCP: SAAC)

Admission Requirements

Applicants to the MSCP: SAAC 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:

- Have a minimum cumulative GPA of 2.75 from the last 60 credit hours of undergraduate study*
- Submit official transcripts for all colleges attended
- Complete and pay for a national background check
- Complete and pay for a standardized drug screening

*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: SAAC program.

The AGS Director of Enrollment approves all student acceptances in the MSCP: SAAC 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

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 Speech Language Pathology (SLP)

Admission Requirements

To qualify for admission into the Master of Science in Speech Language Pathology * 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 SLP program.

Additionally, ASHA requires 25 hours of observation prior to completing first term courses. Many students do these as part of their undergraduate program. However, if a student did not obtain these observation hours as an undergraduate, they will be required to enroll in Montreat College’s undergraduate B.S. in Communication Sciences and Disorders course BCSD4400, Becoming a Professional in Speech and Hearing Sciences, during their first semester as a graduate student.

To transfer observation hours from an undergraduate program, please see the following policy:

- Students must complete 25 hours of observation prior to beginning the graduate program or during the first semester of the program. Observation hours must be earned under the auspices of university coursework. Hours must be submitted in writing. A written statement from the program director or designee of the institution where the hours were earned is required. The statement must indicate that the hours were earned under the supervision of an ASHA certified Speech-Language Pathologist. The statement **MUST** be a signed document on official letterhead from the institution. The letter should be mailed to the Department of Arts and Sciences, AGS. Observation hours do not have to be listed or broken down into categories.

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

*The Master of Science in Speech Language Pathology is currently in development. For those interested in future updates and program availability, please contact our admissions department.

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 <mailto:financialaid@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 student aid index (SAI) 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. This is not stackable with other institutional aid or waivers.

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 enrollment advisor. The student's financial aid may be subject to change.

Active and Retired Military

A 20% tuition discount is available to degree-seeking students enrolled in the School of Adult and Graduate Studies. It is available to active duty, retired, or honorably discharged Service members and their qualifying spouses or dependents. The discount applies towards tuition only and cannot be combined with other Montreat College waivers or scholarships. Students must submit the [Montreat College Online Tuition Discount Form](#) annually.

Veterans' Help Desk

The School Certifying Official (SCO), located in the Office of the Registrar, works with the Veterans Administration (VA) to assist with administering the education benefit programs to veterans or eligible dependents of veterans and service members. The SCO certifies enrollment, based on number of credits, length of courses, and type of courses (residential or distance learning).

Before a student's enrollment can be certified for payment of funds, the student must submit to the SCO the following:

- A copy of the Certificate of Eligibility for the student.
- Signed [Veterans Education Benefits Agreement \(VEBA\)](#) 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 certification for veterans' benefits begins. Students may be eligible for the full monthly allowances, provided they are enrolled full-time as determined by the VA. Students are responsible for immediately reporting any changes in enrollment or attendance to the SCO.

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

The SCO can be reached by email at va@montreat.edu or by calling 1-828-307-3732.

Active-duty service members start with their Education Services Office (ESO). The ESO works with the service member to determine if tuition assistance (TA) is an option or if VA educational benefits is the best route. The SCO works with the service member 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 <https://studentaid.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 <https://studentaid.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.
- Students eligible for institutional discounts should complete the [Montreat College Online Tuition Discount Form](#)
- 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

Academic Year Definition

To be considered full-time, an undergraduate student should be enrolled in a minimum of 30 weeks (15 per semester) of instructional time and a minimum of 24 credit hours (12 per term) attempted. To be considered full-time, a graduate student should be enrolled in a minimum of 45 weeks (15 per semester) of instructional time and 18 credit hours (6 per term) attempted.

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.

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 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 may 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) within **ten days** from the date of notification that aid has been canceled.

All appeals must:

1. Students may appeal academic and financial aid suspension by submitting a written request to the Academic Appeals Committee. Appeals should be emailed to provostoffice@montreat.edu and must include:
2. An explanation of the mitigating circumstances that contributed to poor performance
3. Supporting documentation of your mitigating circumstances

4. A detailed academic plan for future success
 - 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.
 - Provide supporting documentation, such as statement from the doctor, death notice, etc.

All initial and subsequent appeals and supporting documentation must be received within ten days of notice.

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.**

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

In order to maintain financial aid eligibility, students must register their attendance in each course. Failure to begin attendance will result in the course being dropped.

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	\$445.00
Graduate: Clinical Mental Health Counseling	\$630.00
Graduate: Counseling Psychology	\$630.00
Graduate: Mental Health and Wellness	\$630.00
Graduate: Business Administration	\$630.00
Graduate: Management and Leadership	\$630.00
Graduate: Organizational Leadership	\$630.00
Graduate: Kinesiology	\$630.00
Graduate: Public Administration	\$630.00

NOTE: Tuition does *not* include books.

Applicable Fees:

- All students are charged a student fee of \$250.00 per semester.
- A Course by Arrangement (CBA) may incur a fee of \$50.00 per credit hour.
- A \$105.00 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 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 1121 - \$122.00, CYBR 2122 - \$137.00, CYBR 2221 – \$183.00, CYBR 2222 - \$270.00, CYBR 2311 - \$137.00, CYBR 2334 - \$199.00, CYBR 3313 - \$250.00, CYBR 4523 - \$158.00, CYBR 4541 - \$191.00, CYBR 4543 - \$199.00, BIOL 2211 - \$29.55
- Major Field Test fee of \$25.00 and additional proctoring fee of \$20.50. 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.
- COUN 5221 and COUN 5223 each have a course fee of \$250.00.
- Computer Competency Exam \$100.00

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 enrollment 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 form 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. 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, final demand letter will be mailed, after which 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 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* or is administratively withdrawn from a course after the add/drop period, 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 enrollment 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 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 enrollment 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 enrollment advisors. The form may be obtained at www.montreat.edu/registrar-office/forms or from the enrollment 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 other qualified applicants and students. Eligible students should follow these steps:

- Identify himself/herself to the enrollment advisor and complete the application on the Disability Services link under Online Student Resources in My Montreat.
- Submit current documentation of his/her disability to the enrollment 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 enrollment advisor will forward the disability services request to the Assistant Dean of Academic and Student Services who will review with 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.

Enrollment 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 enrollment advisor at any time during their degree program.

Course Registration and Scheduling Changes

Undergraduate: Enrollment 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 enrollment 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.

Additionally, faculty may initiate an administrative withdrawal for a student who ceases academic engagement for a period of two cumulative weeks to be administratively withdrawn from that course. This results in a grade of WA, which is factored into the GPA as an F.

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

Non-attendance policy: Students taking online courses must complete the course introduction forums or other assignments by 11:59 PM 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 W.

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 enrollment advisor. Only students who have at least a 3.0 cumulative grade point average will be considered for an overload approval. New undergraduate students are expected to take GNED 2150 during their first term 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 enrollment 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 Assistant Dean of Academic and Student Service's Office. Failure to follow this procedure may result in loss of transfer credit for these courses.

Responsibility for Course Details - When registering (selecting courses for a term), it is the student's responsibility to know all details pertaining to each course selected. This includes dates (start, end, first class meetings [seated courses], first assignment due [online courses], drop, and withdrawal), modality (seated or online), applicability of the course to degree requirements, credit hour value, minimum acceptable grade and understanding of billing and financial aid.

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, or
3. Distance Education or Hybrid Courses: Academic technology may be used to replace face-to-face class meetings in full (Distance Education) or in part (Hybrid). A Distance Education Class is a course offering in which interaction and instruction between faculty and student occurs primarily asynchronously via academic technology, but it may also include synchronous activities through interactive video technologies. Hybrid courses are those courses offered replacing a portion (less than half) of the traditional face-to-face class instruction with technology as the instructional modality. The remaining communication is face-to-face, like traditional classes. Credit hours for distance education and hybrid courses are based on equivalent student learning outcomes as courses offered face-to-face. The mode of instruction is normally shown in the college course schedule.

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 \$30 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. Enrollment 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 Assistant Dean of Academic and Student Services.

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 Assistant Dean of Academic and Student Services 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 original 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. Academic dishonesty also includes self-plagiarism. Self-plagiarism includes resubmitting an entire paper, sections of a paper, or recycling previously collected research data. This definition includes generative Artificial Intelligence (genAI). Students should only use genAI with explicit permission from their instructor, and the proper attribution. 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, enrollment advisor, and Assistant Dean of Academic and Student Services, 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 Assistant Dean of Academic and Student Services.
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 Assistant Dean of Academic and Student Services 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 currently enrolled 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 within 30 days of the specific grievance:

Informal Grievance Procedure

1. Discuss the grievance with the enrollment advisor.
2. If circumstances of the grievance prevent going to the enrollment advisor or if the enrollment advisor does not resolve the grievance within 15 working days, the student may discuss the grievance with the Assistant Dean of Academic and Student Services 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 Assistant Dean of Academic and Student Services. 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 Assistant Dean of Academic and Student Services may ask for additional material and documentation. After these are provided, the Assistant Dean of Academic and Student Services 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 Assistant Dean of Academic and Student Services 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 Assistant Dean of Academic and Student Services, 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 Enrollment 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

Academic Performance Classifications

Montreat College classifies academic standing based on either cumulative or semester performance. Students may be placed into one of the following categories:

Good Standing

- Successful completion of a term (term GPA greater than 0.0)
- Cumulative GPA of 2.0 or higher on a 4.0 scale

Academic Warning

- Cumulative GPA below 2.0 or a term GPA of 0.0
- Student is permitted to enroll in the next term
 - Conditions may be applied to support academic improvement and inform enrollment decisions

Academic Suspension

- Applies when a student is on Academic Warning:
- Fails to raise cumulative GPA to 2.0, or
- Earns a term GPA of 0.0
 - Student is not permitted to enroll in the next term without an approved appeal

Academic Performance Appeals

Students may appeal academic suspension by submitting a written request to the Academic Appeals Committee. Appeals should be emailed to provostoffice@montreat.edu and must include:

- An explanation of the mitigating circumstances that contributed to poor performance
- Supporting documentation of your mitigating circumstances
- A detailed academic plan for future success

If the appeal is granted, the Appeal Committee will assign one of the following academic statuses:

Academic Probation

- Student is granted one term to improve academic performance
 - Conditions may be applied to support academic improvement and inform enrollment decisions
- By the end of the term, the student must:
 - Earn a cumulative GPA above 2.0
 - Earn a term GPA above 0.0

- Failure to meet both requirements will result in suspension

Academic Plan

- Assigned by the Academic Appeals Committee in rare and exceptional cases
- Used only when mitigating circumstances and the student's academic history indicate that the student requires multiple terms to regain Good Standing
- Permits enrollment for multiple terms with specific, measurable academic milestones and the maximum allowable terms of enrollment.
- Student progress is evaluated at the end of each term
- Failure to meet any milestone results in suspension
- At the conclusion of the Academic Plan, the student must:
 - Earn a cumulative GPA above 2.0
 - Earn a term GPA above 0.0

Returning After Suspension (Without an Approved Appeal)

Students who do not appeal or whose appeal is not approved may reapply for admission.

Reapplication Requirements

- All items detailed in the catalog for readmission (See Readmission of Former Students)
- A written essay explaining
 - Why they will be academically successful
 - What strategies they will use to ensure success

Conditions After Readmission

Students readmitted after suspension will return on Probation and must:

- Repeat a minimum of two (2) courses in which:
 - A competency course grade was C– or lower, or
 - A regular course grade was D+ or lower
- Not drop or withdraw from any courses
- Meet regularly with Enrollment Advisor

To return to Good Standing:

- Earn a cumulative GPA above 2.0
- Earn a term GPA above 0.0

Failure to meet both requirements will result in suspension.

Academic Dismissal

Following academic suspension, a student may be dismissed from Montreat College by the Provost for academic reasons. A student who is academically dismissed is not eligible to reapply to the College at any time. Academic dismissal decisions are final and may not be appealed.

Additional Considerations

- Academic standing and Satisfactory Academic Progress (SAP) are reviewed at the end of each semester for all degree-seeking students.
- A student returning to the College after an absence will re-enter with the same academic standing they held at the time of departure. Adjustments may be made if transfer coursework demonstrates sufficient quality and quantity.
- Suspension is applied without refund of tuition or fees.
- Courses taken elsewhere will not impact Montreat GPA but may fulfill degree requirements. Pre-approval is required and additional restrictions may apply.

Graduate Good Academic Standing and Satisfactory Progress

Academic Performance Classifications

Montreat College classifies academic standing based on either cumulative or semester performance. Students may be placed into one of the following categories:

Good Standing

- Successful completion of a term (term GPA greater than 0.0)
- Cumulative GPA of 3.0 or higher on a 4.0 scale

Academic Warning

- Cumulative GPA below 3.0 or a term GPA of 0.0
- Student is permitted to enroll in the next term
 - Conditions may be applied to support academic improvement and inform enrollment decisions

Academic Suspension

- Applies when a student is on Academic Warning:
- Fails to raise cumulative GPA to 3.0, or
- Earns a term GPA of 0.0
 - Student is not permitted to enroll in the next term without an approved appeal

Academic Performance Appeals

Students may appeal academic suspension by submitting a written request to the Academic Appeals Committee. Appeals should be emailed to provostoffice@montreat.edu and must include:

- An explanation of the mitigating circumstances that contributed to poor performance
- Supporting documentation of your mitigating circumstances
- A detailed academic plan for future success

If the appeal is granted, the Appeal Committee will assign one of the following academic statuses:

Academic Probation

- Student is granted one term to improve academic performance
 - Conditions may be applied to support academic improvement and inform enrollment decisions
- By the end of the term, the student must:
 - Earn a cumulative GPA above 3.0
 - Earn a term GPA above 0.0
- Failure to meet both requirements will result in suspension

Academic Plan

- Assigned by the Academic Appeals Committee in rare and exceptional cases
- Used only when mitigating circumstances and the student's academic history indicate that the student requires multiple terms to regain Good Standing
- Permits enrollment for multiple terms with specific, measurable academic milestones and the maximum allowable terms of enrollment.
- Student progress is evaluated at the end of each term
- Failure to meet any milestone results in suspension
- At the conclusion of the Academic Plan, the student must:
 - Earn a cumulative GPA above 3.0
 - Earn a term GPA above 0.0

Returning After Suspension (Without an Approved Appeal)

Students who do not appeal or whose appeal is not approved may reapply for admission.

Reapplication Requirements

- All items detailed in the catalog for readmission (See Readmission of Former Students)
- A written essay explaining

- Why they will be academically successful
- What strategies they will use to ensure success

Conditions After Readmission

Students readmitted after suspension will return on Probation and must:

- Repeat a minimum of two (2) courses in which:
 - A regular course grade was C or lower
- Not drop or withdraw from any courses
- Meet regularly with Enrollment Advisor

To return to Good Standing:

- Earn a cumulative GPA above 3.0
- Earn a term GPA above 0.0

Failure to meet both requirements will result in suspension.

Academic Dismissal

Following academic suspension, a student may be dismissed from Montreat College by the Provost for academic reasons. A student who is academically dismissed is not eligible to reapply to the College at any time. Academic dismissal decisions are final and may not be appealed.

Additional Considerations

- Academic standing and Satisfactory Academic Progress (SAP) are reviewed at the end of each semester for all degree-seeking students.
- A student returning to the College after an absence will re-enter with the same academic standing they held at the time of departure. Adjustments may be made if transfer coursework demonstrates sufficient quality and quantity.
- Suspension is applied without refund of tuition or fees.
- Courses taken elsewhere will not impact Montreat GPA but may fulfill degree requirements. Pre-approval is required and additional restrictions may apply.

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 Warning

Graduate students who earn a cumulative grade point average below 3.00 in course work taken for graduate credit will be placed on academic warning 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.

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://about.montreat.edu/mymontreat/thrive/academic-support/students/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)

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. Your personal information is protected under the Family Educational Rights and Privacy Act (FERPA), the federal law that governs the release of and access to student education records. Your *non-directory information* (such as grades, social security number, billing, and financial aid information) may not be released without your prior consent.

Definitions:

FERPA: Family Educational Rights and Privacy Act of 1974, as amended.

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

Educational Records: Records that are directly related to a student and maintained by Montreat College or by a party acting on the College's behalf. Educational records may exist in any format, including paper, electronic records, emails, audio or video recordings, photographs, and other media. The location of a record does not determine whether it is an educational record. Records maintained by the Registrar, Student Financial Services, Student Life, academic departments, faculty, or other College offices may all be educational records if they meet FERPA's definition.

- Records that are not Educational Records
- Sole Possession Records: Personal notes or records kept by a College official that are used only as a personal memory aid, remain in the sole possession of the maker, and are not shared with anyone except a temporary substitute.
- Employment Records: Records relating exclusively to an individual's employment with Montreat College, provided the employment is not contingent upon the individual's status as a student.
- Law Enforcement Records: Records created and maintained by the Montreat College Campus Safety or Security Office solely for law enforcement purposes. These records are not educational records unless they are shared with another College office and maintained as part of a student's educational record.
- Healthcare Records: Records made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in that capacity, or assisting in that capacity, that are created, maintained, or used only in connection with providing treatment to a student.
- Alumni Records: Records created or received after an individual is no longer a student that relate solely to the individual as an alumnus or alumna and not to the individual as a student.
- Applicant Records: Records relating to an individual who has applied for admission but has never attended Montreat College are not educational records under FERPA.

Annual Student Notification

Students are notified of their rights under the Family Educational Rights and Privacy Act (FERPA), as well as the procedures for indicating their FERPA release preferences, through the annual Montreat College Catalog. Additionally, students receive an email around the Fall Census Day outlining the College's FERPA policy and explaining how to review or update their FERPA release preferences.

Procedure for Student Inspection/Review of Records

Students have the right to inspect and review their education records by submitting a written request to the Office of the Registrar. Requests should reasonably identify the records to be reviewed. The College will respond within forty-five (45) days of receiving the request, as required by FERPA. Student identity must be verified before access is granted.

- Records will be made available for inspection on campus during normal business hours. If a student's circumstances effectively prevent an in-person review, the student may request copies. The College will determine the appropriate method of access, which may include paper or secure electronic copies.
- Please note the following:
- Certain information may be redacted or withheld as permitted by FERPA
- Documents from other institutions, including transcripts, will not be provided.
- Montreat transcripts can be requested online at: <https://www.montreat.edu/registrar/transcript/>

Montreat College Right to Refuse Access Policy

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

- Any financial records of the parent that may be in the student's file.
- Letters of recommendation for which the student has waived his/her right of access.
- Admission records if the student's application was denied or the student chose not to attend Montreat College after making

application.

- Records excluded from FERPA's definition of educational records.

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:
- 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 contracted to Montreat College for 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 the student's family, such as health care, counseling, job placement, or financial aid.
- 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.
- To the National Student Clearinghouse for enrollment and degree verification purposes.
- 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.
- If required by a state law requiring disclosure that was adopted before November 19, 1974.
- To organizations conducting certain studies for or on behalf of Montreat College.
- To accrediting organizations to carry out their functions.
- To comply with a judicial order or a lawfully issued subpoena (accompanied by a reasonable effort to notify the student).
- To the appropriate parties in a health or safety emergency.
- Results of a disciplinary hearing for an alleged victim of a crime of violence.
- 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.
- 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
- Hometown
- Housing Status: Campus or Commuter (excludes specific campus housing location, i.e., residential room number)
- Montreat College email address
- Participation in campus activities and sports, including weight, height, and position of members of athletic teams
- Dates of attendance
- Current degree and major fields of study
- Enrollment status
- Classification
- Expected graduation date
- Student employment job title and dates
- Degrees and awards received
- Photographs
- Institution most recently attended

Procedure for Students Requesting to Amend Educational Records

Under the Family Educational Rights and Privacy Act (FERPA), students have the right to request an amendment to an educational record they believe contains information that is inaccurate, misleading, or otherwise violates their rights under FERPA. This process applies only to information contained in an educational record and may not be used to challenge grades, disciplinary decisions, academic judgments, or other substantive decisions made by the College.

Limitation on Requests to Amend Educational Records

- The right to request an amendment applies only to information that is alleged to be inaccurate, misleading, or otherwise in violation of the student's rights under the Family Educational Rights and Privacy Act (FERPA). This process may **not** be used to challenge substantive academic judgments, earned grades, disciplinary decisions, or opinions properly recorded by College officials.
- Requests related to academic judgments, earned grades, or other academic matters must be addressed through the Academic Grievance Process as outlined in the Academic Catalog.

To request an amendment to an educational record:

The right to request an amendment applies only to information that is alleged to be inaccurate, misleading, or otherwise in violation of the student's rights under the Family Educational Rights and Privacy Act (FERPA). This process may **not** be used to challenge substantive academic judgments, earned grades, disciplinary decisions, or opinions properly recorded by College officials.

Requests related to academic judgments, earned grades, or other academic matters must be addressed through the Academic Grievance Process as outlined in the Academic Catalog.

To request an amendment to an educational record:

- Submit a written request to the Registrar's Office within 7 days.
- Clearly identify the specific portion of the educational record you are requesting to be amended.
- Explain why you believe the information is inaccurate, misleading, or in violation of your rights under FERPA.
- Include any supporting documentation that may assist in the review of your request.

After receiving the request, the College will:

- Review the request and provide a written response within 30 business days.
- Amend the educational record if the College determines that the information is inaccurate, misleading, or otherwise in violation of the student's rights under FERPA and notify the student in writing of the amendment.
- Notify the student in writing if the request is denied and advise the student of the right to request a hearing.

If a hearing is requested:

- The College will schedule the hearing within 14 business days of the request and notify the student of the date, time, and location.
- The hearing will be overseen by the Office of the Provost and an academic appeal committee. Committee members will not have a direct interest in the outcome of the matter.
- The student will have the opportunity to present evidence relevant to the request.
- The College will issue a written decision within 7 business days following the hearing. The decision will include a summary of the evidence presented and the basis for the decision.

If the hearing upholds the College's decision:

- The student will be notified in writing of the outcome.
- The student may submit a written statement commenting on the contested information or explaining the disagreement with the decision.
- The student's statement will become a permanent part of the educational record for as long as the contested portion of the record is maintained.
- Whenever the contested portion of the educational record is disclosed, the student's statement will also be disclosed.

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.
W	Indicates withdrawal from a course after Drop/Add and before the Course Withdrawal Deadline. No GPA impact.
WA	Indicates withdrawal from a course after Drop/Add and before the Course Withdrawal Deadline by faculty or administration for violation of academic policy. Impacts GPA as F.
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, W, WA, 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.

Requesting an Official Academic Transcript

The Registrar 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>.

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 semesters as noted on the official academic transcript.

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, at the end of a fall or spring semester, meet the following requirements: (1) earn a grade point average of 3.5–3.999 on academic work; (2) earn at least 12 credit hours of academic work; (3) receive no grade of *I*, *F*, *WA*; and (4) be in good academic and disciplinary standing.

President's List consists of those undergraduate degree-seeking students who, at the end of a fall or spring semester, have met the following requirements: (1) earn a grade point average of 4.0 on academic work; (2) earn at least 12 hours of academic work; (3) receive no grade of *I*, *F*, *WA*; and (4) be in good academic and disciplinary standing.

Graduation

Degree Conferral

Montreat College officially confers degrees by posting them to the transcript three times during the Academic Year: December 31st, May 31st, and August 31st. All degree requirements must be met prior to the conferral date; else the degree will not be conferred until the next conferral date. For summer conferral, all grades from transfer courses, internships, practicums, etc. must be received by Summer Final Grades due date or August 21, whichever is later, for processing in advance of the August 31 conferral date. 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 Office of the Assistant Dean of Academic and Student Services by the conferral date.

Students who apply and do not graduate within the academic year must submit a new Intent to Graduate form.

A degree is officially posted to the student's transcript only after all degree requirements have been completed as clarified below:

- Incomplete courses from the graduation term: If such a course is completed according to the terms of the Contract for Incomplete, the graduation term conferral date will be honored. Example: A student is graduating in the fall semester and is granted an incomplete course grade. The contract has a deadline of January 15th which the student meets. The conferral date will be for the fall semester (December 31).
- Courses completed after the current conferral date will cause the degree to be posted on the next conferral date.

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

* Summer graduates planning to participate in prior Spring commencement, deadline to apply for August graduation is January 31.

Planning for Commencement

A commencement ceremony is held in May to honor students graduating during the academic year (Fall, Spring, and Summer). Participation in commencement ceremony is expected for eligible students but not required. Information on the ceremony, including date, time, and directions, is available at www.montreat.edu/graduation. Note: A student may only participate in one commencement ceremony per degree.

Participation

Fall Graduates: A student whose degree is officially conferred after the fall semester is eligible to participate.

Spring/Summer - A student is eligible to participate if the following conditions are met:

- Graduation Application has been submitted by deadline date
- 100+ hours earned by end of preceding fall semester
- 24+ Montreat hours earned by end of preceding fall semester

Commencement Invitation and RSVP

Eligible degree candidates will receive an invitation to the ceremony in late January. The College requires an RSVP from attending students by March 1. Failure to RSVP by the deadline will indicate the student is not attending and the invitation will be withdrawn.

Regalia

The student participating in the commencement ceremony must wear the cap and gown appropriate to the degree earned. Graduates may purchase caps and gowns, invitations, and other commencement supplies through [Herff Jones](#).

The appropriate cap, gown, and master's hood are to be worn during the processional, ceremony, and recessional. College-issued recognition cords and pins may be worn. Only stoles and pins from College-approved organizations that honor academic achievement may be worn. Contact the Office of the Registrar for these College-approved organizations.

A candidate may decorate the cap; however, Montreat College reserves the right to disallow a cap inappropriately decorated with potentially offensive words, images, or symbols.

Exceptions to Commencement Participation Policy

A student who (a) does not meet the criteria to be invited to the ceremony or (b) plans to finish the following fall semester but wants to walk early should submit a Petition for Exception, Waiver, or Substitution (PEWS). The petition should include the reason an exception is warranted.

The PEWS can be requested from the Office of the Registrar via email (registrar@montreat.edu).

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/or the student's degree is 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.

Academic Departments (AGS)

Counseling and Psychology Chair: Andrew Southerland andrew.southerland@montreat.edu

Clinical Mental Health Counseling, Counseling Psychology, Human Services, Mental Health Wellness, Psychology

Business and Technology..... Chair: Laurel Schneider laurel.schneider@montreat.edu

Accounting, Business Administration, Cybersecurity, Management and Leadership, Organizational Leadership

Health Science and Public Service Chair: Meaghan Howard (Associate Dean of AGS) meaghan.howard@montreat.edu

Communication Disorders, Criminal Justice, Kinesiology, Public Administration

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 Cybersecurity with a Minor in Artificial Intelligence
- 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 Visual Communication and Experience Design (note specific current transfer course requirements in the detailed listing for this degree)
- Master of Arts in Clinical Mental Health Counseling
- Master of Arts in Mental Health and Wellness
- Master of Business Administration
- Master of Science in Kinesiology
- Master of Science in Counseling: Marriage and Family Therapy
- Master of Science in Counseling: Substance Abuse and Addiction Counseling
- Master of Science in Management and Leadership
- Master of Science in Organizational Leadership
- Master of Science in Speech Language Pathology
- Master of Public Administration

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

Professional Certificate in Criminal Justice

Advanced Certificates:

Professional Certificate in Organizational Leadership

Professional Certificate in Public Administration

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: ENSC 1111, PHYS 1111, HLSC 1411, BIOL 2211, KINE 2411	6
Oral Expression	COMM 1224 (<i>minimum grade: C</i>)	3
Social Science	Choose one: Psychology, Sociology, 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.

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: ENSC 1111, PHYS 1111, HLSC 1411, BIOL 2211, KINE 2411	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 1115 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 BSCS – BUSN 3502	3
Mathematics	BSCJ/BSHRM/BSK/BSMKT/BSM/BSHS/BSPY/BCSD - MATH 1130 or above BBA/BSA/BSCS/BSDA/BSPHS - MATH 1210 (<i>minimum grade: C</i>)	3
Natural Science	Choose one: ENSC 1111, PHYS 1111, HLSC 1411, BIOL 2211, KINE 2411	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 2161	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, and prerequisite courses**.

*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.

***Please see the specific requirements for the BSCSD program on the BSCSD page of 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.

Total Credits Required by Category

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 Cybersecurity - AI Minor	39	63	18
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 Visual Communication and Experience Design	39	43	38

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 and MATH 1210 are 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 Office of Assistant Dean of Academic and Student Services)

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 and MATH 1210 are 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 Office of Assistant Dean of Academic and Student Services)

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 - PSYC 3200 or PSYC 3500 is required in the electives

- Students will be required to purchase the online platform Master Clinician Network for managing guided observation hours in the BSCSD program.

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 of CSD	3
BCSD 4050	Acquired Disorders and Disorders of Voice, Fluency, and Swallowing	3
BCSD 2050	Applied Phonetics	3
BCSD 3040	Assistive Technology	1
BCSD 3300	Normal Language Development	3
BCSD 3200	Child Language Disorders	3
BCSD 2150	Treatment Interventions	3
BCSD 2250	Communication Disorders in Diverse Populations	3
BCSD 3100	Anatomical and Physiological Bases of Speech	3
BCSD 3150	Introduction to Audiology	3
BCSD 3700	Articulation and Phonology	3
BCSD 3010	Speech Science	3
BCSD 4100	Fieldwork 1	2
BCSD 4400	Becoming a Professional in Speech and Hearing Sciences	3
TOTAL		42

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

In order to maintain the rigorous academic standards of our program and to ensure the quality and proficiency of our graduates, all students enrolled in the BSCSD program are required to maintain a minimum cumulative Grade Point Average (GPA) of 2.75 or better. Additionally, the receipt of a grade of 'D or F' in any course within the program is deemed unacceptable and students will need to retake the course. Failure to uphold these academic standards may result in academic probation or potential dismissal from the program. It is essential that students consistently demonstrate their dedication to the field and their commitment to professional excellence. Students must also apply for Fieldwork the semester before they are enrolled in the class to give enough time to find placements and execute MOUs.

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)
 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 3630	Diversity Issues in Criminal Justice	3
CRIM 4091	Senior Seminar	3
CRIM 4061	Experiential Learning in Criminal Justice	3
TOTAL		42

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

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 3640	Terrorism and National Security	3
CRIM 4071	Criminal Justice Internship	3
CRIM 4080	Special Topics in Criminal Justice	3
CRIM 4081	Directed Study	3
CYBR 3321	The 3 C's: Cybercrime, Cyberlaw, and Cyberethics	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

Professional Certificate in Criminal Justice

The Professional Certificate in Criminal Justice provides foundational knowledge of the American criminal justice system, including law enforcement, courts, corrections, criminal law, ethics, and leadership. Designed for current and aspiring criminal justice professionals, the program emphasizes ethical decision-making, effective leadership, and the integration of a biblical worldview with contemporary criminal justice practice.

Requirements for the Professional Certificate in Criminal Justice

Requirements for the Professional Certificate in Criminal Justice

Course	Title	Cr
CRIM 1111	Introduction to Criminal Justice	3
CRIM 3320	Criminal Justice Administration	3
CRIM 3630	Diversity Issues in Criminal Justice	3
TOTAL		9

Students can complete certificate in as little as 6 months.

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, BUSN 3502, 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 1115	Introduction to Cybersecurity	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

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

Cybersecurity Electives (Select 12 credits)

Course	Title	Cr
CYBR 1141	Information Technology for Managers	3
CYBR 2080	Special Topics – Investigating Cybercrime	3
CYBR 2122	Linux Operating Systems and Security	3
CYBR 2334	Introduction to Digital Forensics	2
CYBR 3313	Certification Study and Preparation	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
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 3555	Artificial Intelligence Fundamentals for Cybersecurity	3
DATA 4552	Introduction to Big Data	3

Minor in Artificial Intelligence (AI)

Degree Components:

Completion of Bachelor General Education Core (39 credits)

Completion of the Cybersecurity Major Courses (45 credits)

Completion of the Artificial Intelligence Minor Courses (18 credits)

Completion of electives to reach 120 credits

Minor in Artificial Intelligence (AI) Courses

Course	Title	Cr
MATH 1110 Or MATH 1130	Intro to Mathematical Concepts Mathematics for Management	3
DATA 1552	Data Analytics Tools	3
DATA 2553	Data Structures and Algorithms	3
DATA 3554	Introduction to Data Mining, Machine Learning, and AI	3
DATA 3555	Artificial Intelligence Fundamentals for Cybersecurity	3
CYBR 4512	GRC: IT/Cybersecurity Audit & Compliance	3
TOTAL	Required Minor Credits	18

*Center of Academic Excellence Mapped Courses

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)

CYBR 1131, MATH 1210, and MATH 1130 are required for the Gen- Ed

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 3614	Data Analysis for Business	3
BUSN 3501	Business Ethics and Business Law	3
CYBR 1211	Introduction to Computer Programming	3
CYBR 2212	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 term, 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 Office of Assistant Dean of Academic and Student Services).

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 term, 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
HLSC 1411	Health	3
BIOL 2211	Human Anatomy and Physiology with Lab	4
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 2500	Critical Analysis of Physical Activity in Society	3
KINE 2411	Human Nutrition	3
KINE 3500	Biomechanics	3
KINE 3600	Fitness Management	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 term, 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 Office of Assistant Dean of Academic and Student Services)
 -

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 term, 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 Perquisite, 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 Office of Assistant Dean of Academic and Student Services).

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 Visual Communication and Experience Design (VCXD)

The Bachelor of Science in Visual Communication and Experience Design (VCXD) Degree at Montreat builds on the foundation of an Associate degree in Graphic Design, empowering professionals to redefine possibilities by integrating User Experience.

Requirements for a Bachelor of Science in Visual Communication and Experience Design

Degree Components:

Completion of the Bachelor General Education Core (39 credits)

Completion of approved transfer courses from Community College Articulation Agreement

Completion of the VCXD Major Core courses (43 credits)

Completion of electives to reach 120 credits

Bachelor of Science in Visual Communication and Experience Design (VCXD) Courses

Course	Title	Cr
COMM 3349	Graphic Design and Adobe Creative Suite *	3
COMM 1203	Communication Theory and Research	3
COMM 2228	Media Ecology & Social Media	3
COMM 2347	Newswriting & Digital Content Creation *	3
COMM 3353	Packaging & Print Design *	3
COMM 3357	Typography *	3
COMM 3359	UI/UX & Digital Experience	3
COMM 4313	Brand Experience	3
COMM 4441	Communication Internship	3
COMM 4457	Design Thinking & Research	3
COMM 4471	Experience Design	3
COMM 4479	Publication Experience II *	3
COMM 4491	Design Studio	3
INDS 3610	Communication Arts Career Readiness & Portfolio *	1
ART	*	3
TOTAL		43

*Equivalent Transferred in with Community College Articulation Agreement

If students take a full-time load each term, they could complete this program in two 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 enrollment 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
- Students will be required to purchase an online platform, Tevera, for capturing academic outcomes and managing field experience in the [CMHC/MFT/SAAC] program. (\$215-220)

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.

CMHC to MSMFT

Students who have earned a Master of Science degree in Clinical Mental Health Counseling at Montreat College have the option to complete an accelerated Master of Science in Marriage and Family Therapy degree following the admissions process for the MSMFT.

Requirements for the CMHC to MSMFT:

Completion of all 60 semester credit hours in the CMHC degree program

- Students will be required to purchase an online platform, Tevera, for capturing academic outcomes and managing field experience in the [CMHC/MFT/SAAC] program. (\$215-220)

CMHC to M.S in Marriage and Family Therapy (MSMFT) Courses

Course	Title	Credit
MSCP5210	Professional Identity and Ethics in Marriage and Family Therapy	3
MSCP5290	Advanced Family Counseling	3
MSCP6100	Family Systems Theories	3
MSCP6150	Methods in MFT	3
MSCP5217	Research Methods for Marriage and Family Therapy	3
TOTAL		15

Additionally, CMHC graduates choosing the accelerated MSMFT degree will require an evaluation of Practicum (COUN6221), Internship I (COUN6222), and Internship II (COUN6223) prior to exemption of the MSMFT Practicum (MSCP6221), Internship I (MSCP6222), and Internship II (MSCP6223) courses. The MSMFT Practicum and Internships require specific types of clinical hours, which may be attained within one's CMHC program. However, should the specific types of clinical hours required for the MSMFT Practicum and Internships not be attained within one's CMHC Practicum and Internships, the student will be required to enroll in and successfully complete the MSMFT Practicum and Internships. The additional courses of Practicum, Internship I, and Internship II within MSMFT will add an additional 11 hours, taken over the course of one year, to one's degree completion.

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
MMHW 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
MSCP 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.

* Course fully transfers into the Clinical Mental Health Counseling program.

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.

Advanced Professional Certificate in Organizational Leadership

The Advanced Professional Certificate in Organizational Leadership provides students with foundational knowledge and practical skills in leadership, organizational behavior, communication, ethics, and team development. Designed for emerging and experienced professionals, the program emphasizes servant leadership, effective decision-making, and the integration of a biblical worldview to prepare graduates to lead with integrity in diverse organizational settings.

Requirements for the Advanced Professional Certificate in Organizational Leadership

Requirements for the Advanced Professional Certificate in Organizational Leadership

Course	Title	Cr
BUSN 5112	Contemporary Issues in Organizational Leadership	3
BUSN 5809	Communication Skills for Organizational Change	3
BUSN 5838	Leading Organizational Change	3
TOTAL		9

Students can complete certificate in as little as 6 months.

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 Business Administration in Cybersecurity Leadership (MBACL)

Requirements for the MBA in Cybersecurity Leadership:

- 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 in Cybersecurity Leadership:

- CYBR 4511 requires a prerequisite of CYBR 2311 or equivalent.
- CYBR 4512 requires a prerequisite of CYBR 4511 or equivalent.
- CYBR 4551 requires a prerequisite of MATH 1210 and CYBR 2213 or equivalents.
- 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.

Master of Business Administration in Cybersecurity Leadership Core Courses

Course	Title	Cr
CYBR 4511	GRC: Cybersecurity Risk Management	3
CYBR 4512	GRC: IT/Cybersecurity Audit & Compliance	3
CYBR 4551	Introduction to Data Science in Cybersecurity	3
BUSN 5110	Foundations of Leadership and Communication	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 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 Science in Counseling Psychology: Substance Abuse and Addiction Counseling (MSCP: SAAC)

Montreat College's Master of Counseling Psychology: Substance Abuse and Addiction Counseling is designed for students with a desire to gain knowledge in assessment techniques and details about the addiction and substance abuse recovery process. Students will also study some of the causes of addiction and how to help people resolve their unsolved issues that may have led to addiction. Furthermore, students will have the opportunity to learn the latest in counseling theory and its applications to treating and helping clients in the recovery process. Specific career paths this degree prepares students to enter include: substance abuse counseling and addiction counseling for children, adolescents, and adults; as well as recovery and rehabilitation counseling for individuals and families.

Requirements for the M.S. in Counseling Psychology: Substance Abuse and Addiction Counseling

- Completion of a minimum of 36 credit hours of graduate work at Montreat College (up to 12 credit hours may be transferred from a regionally accredited institution)
- Successful completion of counseling internship hours within MSCP6224
- Students will be required to purchase an online platform, Tevera, for capturing academic outcomes and managing field experience in the [CMHC/MFT/SAAC] program. (\$215-220)

Master of Science in Counseling Psychology: Substance Abuse and Addiction Counseling

Course	Title	Cr
COUN5212	Ethical and Legal Issues in Counseling	3
COUN5213	Theories of Counseling	3
COUN5222	Mental Health Diagnosis and Treatment	3
COUN5216	Assessment in Counseling	3
COUN5261	Substance Abuse Counseling	3
MSCP5214	Techniques in Addiction Counseling	3
MSCP5280	Client, Family, and Community Education in Addiction Counseling	3
MSCP5252	Case Management and Relapse Prevention in Addiction Counseling	3
COUN5217	Research Methods in Counseling	3
MSCP6100	Family Systems Theories	3
MSCP5232	Diagnosis and Treatment Planning of Addictive Disorders	3
MSCP 5223	Group Counseling	3
COUN5231	Spirituality and Religion in Counseling	3
COUN5215	Multicultural Counseling	3
COUN5251	Crisis Intervention and Crisis Counseling	3
MSCP6224	Addiction Counseling Internship	3
Total		48

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

Master of Science in Marriage and Family Therapy (MSMFT)

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

Montreat College's Master Science in 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 Master of Science in 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)
- Students will be required to purchase an online platform, Tevera, for capturing academic outcomes and managing field experience in the [CMHC/MFT/SAAC] program. (\$215-220)

Master of Science in 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
MSCP 5217	Research Methods for Marriage and Family Therapy	3
MSCP 5222	Systemic Diagnosis and Assessment	3
MSCP 5224	Integrated Behavioral Health and Medical Family Therapy	3
COUN 5231	Spirituality and Religion in Counseling	3
COUN 5251	Crisis Intervention/Crisis Counseling	3
MSCP 5281	Marriage & Family Therapy	3
MSCP 5290	Advanced Family Therapy	3
MSCP6100	Family Systems Theories	3
MSCP 6120	Couples Intimacy & Sexuality	3
MSCP 6150	Methods in MFT	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.

Students who enrolled under the previous program title, Master of Science in Marriage and Family Therapy (MFT), will complete the same curriculum and requirements as outlined above. The program name change does not affect degree requirements. Students will graduate under the program name in effect at the time of their enrollment unless they formally request an updated catalog year for their program.

Master of Science in Marriage and Family Therapy – 60 Hour Track (MSMFT)

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

There are states that require students pursuing licensure as an LMFT to have a masters in MFT from a 60-credit hour program.

Requirements for the MSMFT 60 hr track:

Completion of all 54 semester credit hours in the MSMFT degree program and complete the additional Internship.

Students will be required to purchase an online platform, Tevera, for capturing academic outcomes and managing field experience in the [CMHC/MFT/SAAC] program. (\$215-220)

Course	Title	Credit
MSCP 6225	Internship III	6

Students who enrolled under the previous program title, Master of Science in Marriage and Family Therapy (MFT), will complete the same curriculum and requirements as outlined above. The program name change does not affect degree requirements. Students will graduate under the program name in effect at the time of their enrollment unless they formally request an updated catalog year for their program.

Master of Science in Kinesiology (MSK)

Requirements for the M.S. in Kinesiology:

- 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 Science in Management and Leadership Courses

Course	Title	Cr
KINE 5010	Ethics and Leadership in Kinesiology	3
KINE 5025	Principles of Coaching and Leading	3
KINE 5030	Exercise and Fitness Education	3
KINE 5040	Legal Aspects of Kinesiology	3
KINE 5050	Advanced Exercise Physiology for Sport	3
KINE 5060	Sports Nutrition	3
KINE 5070	Advanced Study of Sport and Exercise Psychology	3
KINE 5080	Research Methods in Kinesiology	3
KINE 5090	Fitness Testing and Exercise Prescription for Special Populations	3
KINE 6000	Applied Knowledge in Kinesiology (Capstone)	3
TOTAL		30

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

Master of Science in Management and Leadership (MSML)

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

- Completion of the 33 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 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		33

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

Master of Science in Speech Language Pathology (SLP)

Montreat College's Master of Speech Language Pathology* is designed for students with a desire to become leaders in the field of speech language pathology by clinically caring for individuals of all ages, demographics, and differently abled abilities with the functions of speech and language. Specific career paths this degree prepares students to enter include: audiologists, clinical speech-language pathologists, educators of the deaf, and researchers in the field of speech language pathology.

Requirements for the M.S. in Speech Language Pathology

- 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 Speech Language Pathology

Course	Title	Cr
SLPA 5010	Professional Clinical Practice and Contemporary Issues	3
SLPA 5020	Research Design and Methods	3
SLPA 5025	Speech Sound Disorders	3
SLPA 5030	Pediatric Language Disorders and Early Intervention	3
SLPA 5035	Diagnostic Assessment and Evaluation Processes	3
SLPA 5040	Neuroanatomy of Communication and Swallowing	3
SLPA 5045	Acquired Neurogenic Language Disorders	3
SLPA 5050	Cognitive Communication Disorders	3
SLPA 5055	Augmentative and Alternative Communication	3
SLPA 5060	Disorders of Fluency	3
SLPA 5065	Speech Language Services in Public Schools	3
SLPA 5070	Multicultural and Multilingual Topics	3
SLPA 5075	Voice and Resonance Disorders	3
SLPA 5080	Motor Speech Disorders	3
SLPA 5085	Dysphagia	3
SLPA 5090	Capstone and Praxis Review	3
SLPA 6000	Clinical Practicum I	3
SLPA 6010	Clinical Practicum II	3
SLPA 6020	Public Schools Practicum	3
SLPA 6025	Advanced Clinical Practicum	3
Total		60

Additionally, ASHA requires 25 hours of observation prior to completing first term courses. Many students do these as part of their undergraduate program. However, if a student did not obtain these observation hours as an undergraduate, they will be required to enroll in Montreat College's undergraduate B.S. in Communication Sciences and Disorders course BCSD4400, Becoming a Professional in Speech and Hearing Sciences, during their first semester as a graduate student.

To transfer observation hours from an undergraduate program, please see the following policy:

- Students must complete 25 hours of observation prior to beginning the graduate program or during the first semester of the program. Observation hours must be earned under the auspices of university coursework. Hours must be submitted in writing. A written statement from the program director or designee of the institution where the hours were earned is required. The statement must indicate that the hours were earned under the supervision of an ASHA

certified Speech-Language Pathologist. The statement MUST be a signed document on official letterhead from the institution.

- The letter should be mailed to the Department of Arts and Sciences, AGS to the attention of Dr. Lesley-Ann Bovell, or sent to Lesley.bovell@montreat.edu via email. Observation hours do not have to be listed or broken down into categories.

If students successfully complete a full-time load each semester, they should complete this program within 3 years.

*The Master of Science in Speech Language Pathology is currently in development. For those interested in future updates and program availability, please contact our admissions department.

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 enrollment 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 5304	Marketing Strategies for Managers and Leaders	3
BUSN 5412	Strategic Planning and Competitive Analysis	3
TOTAL		21

*Requires a prerequisite; see above

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.

Advanced Professional Certificate in Public Administration

The Advanced Professional Certificate in Public Administration provides students with foundational knowledge and practical skills in public policy, public budgeting, organizational leadership, ethics, and public service management. Designed for current and aspiring public-sector professionals, the program emphasizes ethical decision-making, effective governance, and the integration of a biblical worldview to prepare graduates to lead with integrity and competence in government, nonprofit, and public service organizations.

Requirements for the Advanced Professional Certificate in Public Administration

Requirements for the Advanced Professional Certificate in Public Administration

Course	Title	Cr
MPAD 5111	Fundamentals of Public Administration	3
MPAD 5404	Public Policy Analysis	3
MPAD 5211	Public Budgeting and Financial Management	3
TOTAL		9

Students can complete certificate in as little as 6 months.

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
HIST	History
HUDE	Human Development
HUMA	Human Services
INDS	Interdisciplinary Studies
KINE	Kinesiology
MATH	Mathematics
MSCP	Counseling Psychology
MUSC	Music
PHIL	Philosophy
PHYS	Physics
MNST	Ministry
PSYC	Psychology
SLPA	Speech Language Pathology
SOCI	Sociology
SPAN	Spanish
YMIN	Youth and Family Ministries

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

Course Descriptions

Communication Science and Disorders (BCSD)

BCSD 2000 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)

BCSD 2050 Applied Phonetics

A study of the International Phonetic Alphabet and its application to speech and hearing sciences. Includes an introduction to acoustic theory and spectrographic analysis of speech. Skill is developed in transcription of both normal and disordered speech in children and adults. Prerequisite: BCSD 2000. (3 credits)

BCSD 2110 Ethics and Standards of CSD

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. Prerequisite: BCSD 2000. (3 credits)

BCSD 2150 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.

Prerequisite: BCSD 2110. (4 credits)

BCSD 2190 SLPA Fieldwork I

This course provides structured supervised observation and administrative preparation for students enrolled in the Associate of Science in Communication Sciences and Disorders program who require continuation of fieldwork during program transition. Students will complete observation of speech-language pathology and/or audiology services, documentation activities, and administrative support tasks under approved supervision. Emphasis is placed on professional conduct, clinical documentation, and preparation for SLPA clinical practicum. This course does not authorize independent clinical practice and is completed under faculty oversight.

BCSD 2191 SLPA Fieldwork II

This course provides supervised SLPA clinical experience for students enrolled in the Associate of Science in Communication Sciences and Disorders program who require continuation of fieldwork during program transition. Students will complete supervised clinical activities under the direction of a licensed Speech-Language Pathologist consistent with SLPA scope of practice. Activities include implementation of intervention plans, data collection, documentation, and professional reflection. All clinical activities must occur under approved supervision and in accordance with applicable state regulations.

BCSD 2250 Communication Disorders in Diverse Populations

This course examines communication disorders across culturally and linguistically diverse populations. Students explore how culture, language, and socioeconomic factors influence the identification, assessment, and intervention of speech and language disorders. Emphasis is placed on culturally responsive and ethical practices, reducing bias, and distinguishing between communication differences and disorders to support equitable, family-centered care. (3 credits)

BCSD 3010 Speech Science

Theory of speech perception and hearing, using concepts of physics, anatomy, and physiology. Clinical applications and management strategies for specific speech and hearing disorders will also be addressed. Prerequisite: BCSD 3100. (3 credits)

BCSD 3040 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. Prerequisite: BCSD 2000. (1 credits)

BCSD 3300 Normal Language Development

A comprehensive look at the normal development of speech and language in the child; includes the areas of language prerequisite skills, phonology, morphology, semantics, syntax and pragmatics. Prerequisite: BCSD 2000. (3 credits)

BCSD 3100 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. Prerequisite: BCSD 2000. (3 credits)

BCSD 3150 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. Prerequisite: BCSD 3100. (3 credits)

BCSD 3200 Child Language Disorders

A study of the factors contributing to the development of disordered speech and language. Includes traditional and more recent classification systems and a survey of characteristic disorders. Introduction to methods of evaluation and therapy. Prerequisite: BCSD 3300. (3 credits)

BCSD 3700 Artic and Phonology

A survey of phonological development, and characteristics of articulation and phonology disorders. Discussion of etiologies, assessment, and management of these disorders is included. Prerequisite: BCSD 2050. (3 credits)

BCSD 4050 Acquired Disorders and Disorders of Voice, Fluency, and Swallowing

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. Prerequisite: BCSD 3100. (4 credits)

BCSD 4100 Fieldwork I

Students observe and write reports on a total of 25 hours of therapy and /or diagnostics sessions in the areas of speech-language pathology and audiology. Prerequisite: Completion of all BCSD 3000-level courses. (2 credits)

BCSD 4150 Fieldwork II

Practical clinical skills of previously studied theories in the assessment, intervention, and documentation of speech-language pathology will be addressed in the field. Students will conduct direct and simulated patient evaluation and intervention through in person, Simucase, Master Clinician Network, and teletherapy. Direct patient contact hours will be obtained in this course and can be applied toward ASHA certification. Prerequisite: BCSD 4100. (2 credits)

BCSD 4400 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.

Prerequisite: Senior standing and completion of all required BCSD courses (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)

Biology (BIOL)

BIOL 2211 Human Anatomy and Physiology with 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. Prerequisite: BUSN 1101. (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 1203 Communication Theory and Research**

An examination of the process through which humans create and share meaning and strive to understand, relate to, and influence others. A survey of scientific and interpretive theories of interpersonal, group, public, and mass communication categories. Emphasis given to diversity of historical scholarship in communication theory, verbal and non-verbal dynamics, and the process of evaluating contexts, motivations, and solutions within communication scenarios. (3 credits)

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)

COMM 2228 Media Ecology & Social Media

A survey of media as a convergent phenomenon in its historical, industrial, and cultural manifestations, this course examines how systems have developed nationally and globally. Case studies in television, film, recorded music, print, video games, and online communication are used to analyze production processes, job roles, and social receptivity. (3 credits)

COMM 3359 UI/UX & Digital Experience

An introduction to the design of effective and engaging digital experiences. Focus on user-centered design principles and techniques. Topics covered include user research, information architecture, interface design, usability testing, and visual design, with an emphasis on designing for multiple devices and platforms. Through hands-on projects, students learn to create wireframes, prototypes, and final designs for websites, mobile apps, and other digital products. Emphasis given to optimization of user experiences across different channels and touchpoints. Students utilize prototyping applications Adobe XD

and Figma. Prerequisite: COMM 3349. (3 credits)

COMM 4313 Brand Experience

An engagement with the concepts, strategies, and tools used to create and manage brands as corporate assets that convey shareholder value. Students develop fluency in: 1) understanding brand positioning; 2) managing total brand experience; 3) maintaining brand relevancy; 4) evaluating brand equity; and 5) mapping brand extension strategies. Projects help students learn to create and manage successful brands that resonate with customers and drives business growth. Prerequisite: COMM 3349. (3 credits)

COMM 4441 Communication Internship

An intensive, quality, structured learning opportunity that immerses students in appropriate professional contexts. Supervision of the internship is a shared responsibility between the faculty advisor and on-site supervisor. Prerequisite: Prerequisite: INDS 3610, COMM 3349, and approval of Department Chair. (3 credits)

COMM 4457 Design Thinking & Research

A workshop-format class focusing on user-centered design and research methodologies. Students learn principles and practices of design thinking, including empathy, prototyping, and testing. Emphasis given to ethnography, surveying, and data analytics. Group projects enable students to collaborate as they apply ideation techniques to real-world problem cases. Through reading and discussion, they also develop the ability to understand, explain, and critically evaluate consumer research reported in scholarly journals and the popular press. (3 credits)

COMM 4471 Experience Design

An exploration of the process of creating meaningful and memorable experiences for users across various touchpoints and channels. XD principles and methods examined include user research, persona development, prototyping, usability testing, interaction design, visual design, storytelling, and service design. Students learn to apply business-oriented techniques to create user-centered and context-aware experiences, using user feedback and data analysis to shape websites, mobile apps, physical spaces, products, and services. Prerequisite: COMM 3349. (3 credits)

COMM 4491 Design Studio

Students complete a thesis project and final cumulative professional portfolio for this culminating senior workshop A departmental committee specifies the thesis parameters, approves the topic, and evaluates both the thesis and final portfolio. Prerequisite: COMM 3349 (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 4061 Experiential Learning in Criminal Justice (3)

This course allows students an opportunity to gain professional experience by working with a criminal justice agency or department. Students will have an opportunity to add important skills and workplace experience to their academic experience and grow their professional network. Students will also explore how their academic courses tie to their field of study and practice essential skills and competencies to prepare for future career opportunities. (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 1115 Introduction to Cybersecurity

This course provides students with the foundational term and concepts of IT and cybersecurity. In addition, it broadly characterizes the organizational and global security landscape. Also, this course will review Montreat's cybersecurity program to strengthen students understanding of future courses and vocational paths. Finally, the course prepares students to obtain the CompTIA IT Fundamentals (ITF+) FCO-U61 certification. (3 credits)

CYBR 1121 Introduction to Computer Operating Systems

An in-depth study of computer operating systems covering the domains of the CompTIA A+ Certification Test. 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 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 1115. (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. (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 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 1115 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 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 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 2311. (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 (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)

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. (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. (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. (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 3555 Artificial Intelligence Fundamentals for Cybersecurity

This course introduces students to the principles, concepts, and technologies of artificial intelligence (AI), focusing on their application in cybersecurity. Students will gain an understanding of AI terminology, components, tools, and various algorithms. They will explore how AI can enhance security protocols, predict threats, and identify vulnerabilities. The course also covers ethical considerations and potential risks associated with AI use throughout the lifecycle of a system or tool. By examining suitable AI tools for specific cybersecurity tasks, students will learn to apply intelligent systems and machine learning in

addressing business problems. Pre-requisite: CYBR 2311.

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 1411 Health

Includes functions and structures of the human body; nature of disease and care of the body; local, state, national and international health agencies, and services available; and processes and objectives of healthful living. (3 credits)

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)

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 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)

HUMA 3200 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 2161 Faith, Life & Vocation

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. (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)

KINE 2500 Critical Analysis of Physical Activity in Society

This foundational course explores the role of physical activity in society through the lens of research principles. Students will analyze the systems that shape physically active behaviors and critically examine cultural events, resources, and key moments that influence physical activity both in the U.S. and globally. With this understanding, students will gain the skills to design and implement programs that promote physical activity and foster community engagement in local settings through evidence-based approaches. (3 credits)

KINE 3100 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)

KINE 3200 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 3312 Intro to Athletic Training

The primary objective of the course is to introduce physically active people to the basic concepts of sports injury prevention, recognition, care, and rehabilitation. Course is an essential component for those entering coaching, physical education, or the field of sports medicine. Prerequisite: HLSC 1411.

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 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 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: KINE 3421

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, KINE 2500. (3 credits)

A continuation of Exercise Physiology. Topics include applied exercise physiology, gender considerations, environmental exercise physiology, and ergogenic aids. Prerequisite: KINE 3421. (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. (3 credits)

KINE 3600 Fitness Management

This course offers a comprehensive exploration of the skills necessary for leadership and management roles in the sports and fitness industry, including in gyms, private studios, or training facilities. By learning how to manage fitness-related operations, students gain practical expertise in areas such as program design, client relations, and business management, enhancing their ability to apply kinesiology principles in diverse professional settings. The course emphasizes emerging trends in social media marketing, risk management, and the latest research, providing students with a well-rounded understanding of the challenges and opportunities in the field. Students are equipped with the knowledge and tools to succeed in leadership roles within the fitness industry, and ready to manage the organization or business effectively. (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)

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)

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 behavior 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)

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
KINE	Kinesiology
MMHW	Mental Health and Wellness
MSCP	Counseling Psychology
MPAD	Public Administration
SLPA	Speech Language Pathology

Not every course listed in the Catalog will be offered each year. Students will receive a schedule of classes for their program from their enrollment advisor.

Course Descriptions

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 questions 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 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 course, students explore the concepts and practical techniques of organizational design and change, with an emphasis on 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. Course includes on-site residency. 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. Course includes on-site residency. 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) Prerequisites: All core curriculum courses except: COUN 5271, 5281, 5231, 5261, 6222, 6223 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 all core curriculum courses except: COUN 5271, 5281, 5231, 5261, 6223 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 all core curriculum courses except: COUN 5271, 5281, 5231, 5261 and consent of program director. (6 credits)

Kinesiology (MSK)

KINE 5010 Ethics and Leadership in Kinesiology

This course will focus on value systems and their role in ethical leadership. Ethical issues in kinesiology, sport, exercise, and physical education are examined, with the application of leadership theory and fundamental principles in guiding ethical discussion, assessment and evaluation. This course will include an examination of biblical principles of leadership, relevant laws and theories pertaining to leadership, ethical theories, and the development of leadership in the domains of kinesiology, exercise and sport. (3 credits)

KINE 5025 Principles of Coaching and Leading

This foundational course examines elements of coaching excellence via a study of five major domains: perspective, purpose, principles, provision, and practices. With this knowledge, students will be prepared to design and implement their own athlete-centered philosophy of coaching and leadership in kinesiology. This will include goals for building an effective culture, developing character, and optimizing performance. Understanding the various styles of coaching and the impact each has on youth will be addressed. Focus will include cultivating and improving key coaching traits, competencies, skills, and leadership in sport and physical activity. (3 credits)

KINE 5030 Exercise and Fitness Education

This course will focus on the pedagogical principles of fitness and applied psychomotor skills that fitness professionals must possess in order to successfully work in educational settings across the field of kinesiology. Instructional methods will be studied in relation to skill and health related components of fitness. Discussion regarding the need for application as an act of caring for others in responsible creation will be done. Special emphasis will be placed on health risk factors, fitness assessment, movement technique, and designing courses for exercise programming. (3 credits)

KINE 5040 Legal Aspects of Kinesiology

This course provides an overview of the legal framework in the US and how it handles conflicts involving sports. Legal terminology, managing risk, liability, personnel concerns, Title IX, and other challenges that today's educators, coaches, and athletic directors must deal with are addressed within the instructional materials. (3 credits)

KINE 5050 Advanced Exercise Physiology for Sport

This course prepares students to better understand clinical exercise physiology, sport physiology, and exercise testing and prescription. Students will understand the bioenergetics, energetics of human movement, lactate metabolism, cardiovascular and pulmonary exercise physiology, and both acute and chronic hormonal responses to exercise. Prerequisite: BIOL 2211 with lab or course equivalent. (3 credits)

KINE 5060 Sports Nutrition

This course provides a foundation in the science of exercise nutrition and bioenergetics. These foundational principles will be used in constructing sound nutritional recommendations as they apply to human physical activity and sports medicine. Current research concerning pharmacologic and nutritional ergogenic aids, disordered eating, fluid balance and thermoregulation, and body composition will be discussed. (3 credits)

KINE 5070 Advanced Study of Sport and Exercise Psychology

This course will focus on psychological theory and application towards sport and exercise performance. In-depth analysis of sport psychology theory and exercise behavior will be applied to areas such as motivation, goal setting, burnout, anxiety, attention/concentration, and behavior change. Current issues, research trends, and interventions will play a critical role in the discovery and application of sport and exercise psychological theory. (3 credits)

KINE 5080 Research Methods in Kinesiology

This course provides an introduction to research methods designed to acquaint the student with reading and analyzing literature. Material will include basic statistics, quantitative and qualitative research methods. (3 credits)

KINE 5090 Fitness Testing and Exercise Prescription for Special Populations

This integrated lecture and virtual lab course focuses on the administration and interpretation of exercise tests for special populations. Lectures and interactive labs will help prepare students to identify normal and abnormal physiological responses of the human body before, during and after the administration of various exercise testing and training protocols. Application of current research will guide program design and exercise prescription for adults and special populations. Prerequisite: KINE 5010. (3 credits)

KINE 6000 Applied Knowledge in Kinesiology (Capstone)

This course is a culminating experience that will allow the student to demonstrate knowledge they have gained throughout the Master of Science in Kinesiology program. The culminating exercise will be in the format of a comprehensive examination, research project or thesis. Students completing a project or thesis will prepare a presentation that focuses on that experience. (3 credits)

Mental Health and Wellness (MMHW)

MMHW 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. (3 credits)

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) Counseling Psychology: Substance Abuse & Addiction Counseling (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)

MSCP 5214 Techniques in Addiction Counseling

This course provides students an understanding of effective addiction counseling interventions from individual, relational, and systems perspectives with unique emphasis on motivational interviewing. Students also examine personal characteristics and their effect on individual, couple and family counseling using case discussion and analysis. (3 credits)

MSCP 5217 Research Methods for Marriage and Family Therapy

This course will provide an overview of qualitative and quantitative research methodology and techniques and discuss the role of research in marriage and family therapy. Ethical standards for conducting research among individuals, families and couples will be discussed. Students will develop the ability to read and critically evaluate marriage and family therapy literature as well as develop a research prospectus. (3 credits)

MSCP 5222 Systemic Diagnosis and Assessment

This course will provide students with an overview of the traditional diagnostic categories, psychopharmacology, and systemic assessment and treatment of mental health issues. Emphasis of curriculum and teaching will be placed on integration of systems concepts and tenets into diagnosis and assessments. (3 credits)

MSCP 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. (3 credits)

MSCP 5224 Integrated Behavioral Health and Medical Family Therapy

Provides students with an introduction to medical family therapy and integrated behavioral healthcare. Topics include the biopsychosocial-spiritual approach, primary care, and approaching specific illnesses from a MedFT perspective. Students will have the opportunity to explore the relationship between physiological conditions and mental health symptoms in an integrated clinical environment. Focus will also be given on the importance of collaboration between healthcare professionals and a systemic approach to medical treatment. (3 credits)

MSCP5232 Diagnosis and Treatment Planning of Addictive Disorders

A course designed to introduce the student to current counseling and treatment techniques for substance abuse. Emphasis is placed on etiological factors, physiological and psychological effects, and related behaviors. (3 credits)

MSCP5252 Case Management and Relapse Prevention in Addiction Counseling

This course emphasizes the coordinated approach to the delivery of substance abuse and addiction services. Effective case management focuses on the whole person, addresses other client psychosocial problems, and is associated with treatment retention which leads to better outcomes. The role of effective documentation, referral, and relapse prevention are highlighted. (3 credits)

MSCP5280 Client, Family, and Community Education in Addiction Counseling

This course provides an overview of the process of providing clients, families, significant others, and community groups with information on risks related to psychoactive substance use, as well as available prevention, treatment and recovery resources. Cultural diversity is appreciated and highlighted. Factors that increase the likelihood for an individual, community, or group to be at-risk for, or resilient to, psychoactive substance use disorders are described, as well as health and behavior problems related to addiction including infectious diseases such as HIV/AIDS, TB, and STDs. (3 credits)

MSCP 5281 Marriage and Family Therapy

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. (3 credits)

MSCP 5290 Advanced Marriage and Family Therapy

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: MSCP 5281. (3 credits)

MSCP 6100 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)

MSCP 6120 Couples Intimacy & Sexuality

The purpose of this course is to develop students' knowledge and skills in the etiology, diagnosis, and treatment of sexual dysfunction with an overview of physiology. Students will learn therapeutic approaches to couples and marital therapy within a systemic perspective. The course work will include a study of couple's therapy with a clinical focus on diversity, sexuality, premarital issues, and relationship enhancement. (3 credits)

MSCP 6150 Methods in MFT

The purpose of this course is to develop students' knowledge and skills in therapeutic approaches to individuals, marital, and family therapy within a systemic perspective. Students will examine theoretical foundations, research findings, basic principles, assessment techniques, and the intervention strategies of relational and systemic/interactional 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)

MSPC 6223 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)

MSCP 6224 Addiction Counseling Internship

This course involves an intensely supervised experience in the student's designated program area at an approved site. Students are required to complete a total of 300 clock hours of addiction counseling and related services, 150 of which are direct client contact hours. While gaining direct service experience with clients, students regularly meet with an approved supervisor. Student counseling performance is evaluated throughout the internship. The student's professional development along with the dynamics of the counseling relationship, diagnosis, treatment, and legal/ethical issues are primary areas of focus. Prerequisite: Students must be within their second year of study. (3 credits)

MSCP 6225 Internship III

This is an experiential course that allows students to complete additional 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) 120 in NC. Students will participate in weekly individual supervision as well as group supervision. Prerequisites: MSCP 6223 and consent of program director. (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)

Speech Language Pathology (MSLP)**SLPA 5010 Professional Clinical Practice and Contemporary Issues**

The course guides students to develop an understanding of the clinical process, clinical terminology and contemporary professional issues affecting practice. They will also become familiar with processes involved in reviewing files, reviewing general disorder areas, understanding communication abilities of clients, positive and negative clinician traits, writing behavioral objectives, teaching and treatment techniques, data collection and analysis. Students will use this knowledge to prepare for their first clinical experience.

SLPA 5020 Research Design and Methods

This course covers research designs and methods, as well as analysis within evidence-based-practice. Students will evaluate research studies in communication sciences and disorders and apply results of research-based intervention in practice of speech-language pathology. They will also demonstrate understanding of the clinician's role as an evaluator and consumer of research, learn to critically read literature, apply findings, and identify their own priorities for research to advance both theory and practice in the communication sciences and disorders.

SLPA 5025 Speech Sound Disorders

The course provides detailed and in-depth study of normal development of articulation/phonology, the nature and causes of abnormal articulation/phonology, and the assessment and treatment of these processes. Students develop skills in the phonetic transcription of errors, administration, and evaluation of articulation test results, and in planning of individualized treatment procedures.

SLPA 5030 Pediatric Language Disorders and Early Intervention

The course focuses on pediatric language disorders in children ages 0-12, the impact of language disorders on academic performance, and high and low incidence disorders. Students will also become knowledgeable in prevention, screening, assessment, identification, and treatment of pediatric language disorders. Principles and techniques of assessment, intervention with a focus on the periods of emergent language, language for learning, and advanced adolescent language are also presented and integrated with students' clinical practicum. Theory and practice in the assessment and intervention of speech and language disorders in the infant/toddler population.

SLPA 5035 Diagnostic Assessment and Evaluation Processes

The course details the specialized skills necessary for conducting diagnostic assessment, as well as the knowledge and skills for assessment of communication disorders across the lifespan, interpretation of assessment findings, and communication of test results to clients and families. Students will acquire practical skills for assessing test development and measurement of validity, reliability, and standardized scores.

Students will engage in active test administration and combine case history assessment information to develop client profiles leading to diagnosis, recommendation, and treatment goals. (Prerequisite: SLPA 5020)

SLPA 5040 Neuroanatomy of Communication and Swallowing

This course provides detailed information regarding the peripheral and central nervous systems as they relate to normal speech and voice production, language, cognition, and swallowing. Students will practice relating the site of lesion to corresponding disorders and describe the neuropathologies that contribute to neurogenic communication disorders and dysphagia.

SLPA 5045 Acquired Neurogenic Language Disorders

The purpose of this course is to familiarize students with acquired neurogenic language disorders and the left hemisphere pathologies that cause them (stroke, brain injury). Students will describe and practice procedures for assessment, treatment and management of patients with all forms of aphasia in locations ranging from the intensive care unit and outpatient services to community-based rehabilitation. (Prerequisite: SLPA 5040)

SLPA 5050 Cognitive Communication Disorders

The purpose of this course is to equip graduate students with foundational knowledge in current best practice for diagnosis and treatment of acquired neurogenic cognitive communication disorders. The course provides essential information concerning cognitive communication disorders resulting from

traumatic brain injury, right hemisphere brain injury and progressive neurological disorders (dementia, aphasia, etc.). The course will also offer students a path to obtaining the Provisional Certificate in Brain Injury. (Prerequisite: SLPA 5040)

SLPA 5055 Augmentative and Alternative Communication

Students complete in depth study of augmentative and alternative communication (AAC), and related assistive technology used to aid individuals with complex communication needs (e.g., severe physical impairments, sensory impairments, severe communication disorders, etc). Students will gain experience in the selection and programming process, including practical skills for gaining funding for devices for clients in various settings. They will also analyze the impact of cognitive, educational, physical, psychosocial, and linguistic aspects of human behavior on AAC use, assessment, intervention, and research issues.

SLPA 5060 Disorders of Fluency

Students gain familiarity with detailed information about the nature of fluency disorders, as well as the assessment of and treatment of stuttering and fluency disorders for both pediatric and adult age groups. The course includes demonstrations of assessment and treatment of dysfluency and stuttering, as well as cluttering behaviors that interfere with ease of communication in home, school and community life.

SLPA 5065 Speech Language Services in Public Schools

This course reviews contemporary practice issues surrounding the educational system where many speech language pathologists work, including understanding/appreciation of varying processes/procedures, legislative foundations, the referral/assessment process, Student Study Team, IEP process, Response to Intervention (RTI) process, options for service delivery, collaboration, specific state curriculum standards, specialized services, and review of SLP role in public school.

SLPA 5070 Multicultural and Multilingual Topics

The course reviews current theories on language acquisition and practical application pertaining to culturally and linguistically diverse persons with communication disabilities. Students will explore and develop cultural competence for assessment, intervention, and family/community interactions in school, community and healthcare settings for persons across the lifespan. Students will gain practical experience in appropriate procedures for use of interpreters and describe community resources for language difference, disorder, and disability.

SLPA 5075 Voice and Resonance Disorders

The course provides in-depth-study of etiology, interdisciplinary assessment, remediation of communicative impairments in children, and adults with craniofacial anomalies. Students will acquire detailed knowledge regarding etiological factors and methodology for prevention, diagnosis, and treatment of functional and organic disorders of voice across the lifespan and in diverse populations.

SLPA 5080 Motor Speech Disorders

The course provides detailed study of motor speech disorders in children/adults resulting from developmental, acquired, and progressive conditions caused by damage to the central or peripheral nervous system. Students will utilize knowledge of the neurological bases of speech production and neuroanatomy in gaining skills for differential diagnosis of motor speech disorders, and plan assessment and treatment for persons with apraxia of speech and/or the dysarthrias.

SLPA 5085 Dysphagia

Students complete in-depth study of the anatomy and physiology of the normal swallow in children and adults, neurological and oncologic disorders which affect the swallowing process, and evaluation of the patient with dysphagia for both clinical and instrumental analysis.

Treatment plans based on history and evaluation results will be designed and examined. Students will also analyze the impact of historical and current research on the assessment and management of swallowing disorders. (Prerequisite: SLPA 5040)

SLPA 5090 Capstone and Praxis Review

Students complete a Capstone project in which they explore a special interest in the field of speech language pathology. Projects may consist of a detailed case study, comprehensive literature review, or service-oriented research project. A further requirement of the course includes student's completion of an electronic portfolio which provides evidence of both academic and preprofessional accomplishments during graduate school which will support the student for pursuing employment in the field. The Praxis Review portion of the course is designed to provide students with a comprehensive review of communication and swallowing processes, and their assessment and treatment as a preparation for taking the national Praxis examination in speech language pathology. Emphasis is placed on understanding of the current Praxis exam format, question style, and test taking strategies. Students will prepare for next steps in pursuing the speech language pathology services credential, clinical fellowship year, and required professional experience for state licensure.

SLPA 6000 Clinical Practicum I

Students will acquire 45 hours of clinical experience in the following areas: 1) administration of hearing screenings for children and adults and supervised clinical experience in provision of aural habilitation and rehabilitation services, and, 2) assessment and intervention in the areas of phonology, language disorders of children, fluency, and autism spectrum disorders. Clinical contact will include linguistically and culturally diverse populations across the life-span in a variety of settings. Prerequisite: SLPA5010, Professional Clinical Practice and Contemporary Issues

SLPA 6010 Clinical Practicum II

Students will acquire 45 to 60 hours of clinical experience in both assessment and intervention in the areas of articulation and phonology, language disorders of children, fluency, autism spectrum disorders and acquired neurogenic communication disorders. Clinical contact will include linguistically and culturally diverse populations across the life-span in a variety of settings. Prerequisite: SLPA6000, Clinical Practicum I

SLPA 6020 Public Schools Practicum

Students will acquire 105 hours of direct clinical experience in an externship in a public school setting. Students will compete both assessment and intervention in the areas of phonology, language disorders of children, fluency, and autism spectrum disorders. Clinical contact will include linguistically and culturally diverse populations across the lifespan in a variety of settings. Students may focus on a specialty area: acquired neurogenic, voice, cranio facial disorders, and cognitive disabilities. Prerequisite: SLPA5065, Speech Language Services in Public Schools

SLPA 6025 Advanced Clinical Practicum

Students will acquire 105 hours of clinical experience in community, health-care and/or medical settings. Clinical contact will include specialty areas of acquired neurogenic communication disorders, voice and resonance disorders, and dysphagia with linguistically and culturally diverse populations.

Prerequisites: SLPA6000, Clinical Practicum I and SLPA6010, Clinical Practicum II

Administration and Faculty Directory

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B.A., Biola University; M.A., Wheaton College; Ph.D., Clemson University	
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Sara (Baughman) Smith (2018)	Vice President for Marketing and Communications
B.A., Dordt College	

Full-Time Faculty

Auman, Kevin C. (2008).....	Professor of Music
B.A., Montreat College; M.A., University of North Carolina at Greensboro	
Alexiechik, Laura (2025).....	Associate Professor of Outdoor Recreation
B.S., Houghton University; M.Ed., Westminster College; Ph.D., Indiana University	
Babelay, Paul (2023)	Director and Instructor of Instrumental Music
B.M., Mars Hill College; M.M. University of North Texas	
Blanton, P. Gregory (1997)	Professor of Psychology and Human Services
B.S., Evangel College; M.Ed., Converse College; M.Ed., Clemson University; Ed.D. East Texas State University	
Brandenburg, Benjamin B. (2014).....	Assistant Professor of History
B.A., Northwestern College; A.B.D., Temple University	
Brown, Anna Lee (2022).....	Visiting Professor of Psychology & Human Services
B.A., Asbury University; M.A., Asbury Theological Seminary; Ph.D., Regent University	
Buchwald, Peter F. (2018).....	Associate Professor of Music Business
B.M., University of North Texas; M.S., University of Colorado Denver	
Burgin, Kelli (2015).....	Associate Professor of Cybersecurity
B.A., University of Northern Iowa; M.S. Bellevue University	
Coleman, Michelle (2024).....	Assistant Professor of Business and Marketing
B.A., University of North Carolina, Asheville; M.S. United State Sports Academy; D.S.L., Regent University	
Dameron, Merry Leigh (2024).....	Assistant Professor of Psychology and Human Services
B.A., Gardner-Webb University; M.A. Lenoir-Rhyne University; Ph.D., University of North Carolina, Charlotte	
Doncevic, John G. (2023)	Assistant Professor, Director of the L. Nelson Bell Library
B.S., Geneva College; J.D. Widener University School of Law; M.L.S., University of Pittsburg; M.T.S., Reformed Presbyterian Theological Seminary	
Durham, Micajah (2024)	Reference Instruction Librarian
B.A., University of NC Greensboro; MLIS, Widener University School of Law; M.L.S., University of NC Greensboro	
Fegley, Tate (2022)	Assistant Professor of Business and Economics
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Flagler, Amy (2022).....	Assistant Professor of Education; Director of Teacher Education
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Foran, Scott (2022)	Visiting Assistant Professor of English
B.A., Simpson University; M.A., California State University – Chico; M.A./Ph.D., Pacifica Graduate Institute	
Forstchen, William R. (1993).....	Professor of History, Faculty Fellow
B.A., Rider College; M.A., Ph.D., Purdue University	
Grant, Abigail (2024).....	Assistant Professor Marriage and Family Therapy (AGS)
B.S., University of Georgia; M.S., Mercer University School of Medicine; Ph.D., Saint Louis University School of Medicine	
Gratton, Paul C. (2017).....	Assistant Professor of Business
B.S., Iowa State University; M.P.A., Drake University; D.B.A., George Fox University	
Halcomb, Michael (2024).....	Assistant Professor of Humanities
B.S. Kentucky Christian University; M.Div., Lexington Theological Seminary; M.A., Asbury Theological Seminary; MALT, University of Kentucky; Ph. D., Asbury Theological Seminary	
Hamblin, Penny Lane (2023)	Associate Professor of Clinical Mental Health Counseling
B.A., East Caroling University; M.A., Argosy University; Ed.D., Argosy University	
Hardy, Anna (2023)	Assistant Professor of Natural Sciences
B.S., Wheaton College; M.S., Ph.D., University of North Carolina of Wilmington	
Hawthorne, Dorothea (2026)	Professor of English and Director of Honors
B.A., Grove City College; M.A., The University of Chicago; Ph.D., The University of Chicago	
Hill, Thomas (2023).....	Instructor in Cybersecurity

B.S., Montreat College; M.S., University of Maryland

Holbrook, Joshua D. (2017)..... Assistant Professor of Environmental Science
B.S., Palm Beach Atlantic University; M.S., Florida Atlantic University; ABD, Clemon University

Howard, Christopher (2026)Professor of Business and Leadership
B.S. Carson-Newman University; MBA, St. Louis University; Ph.D., Regent University

Howard, Meaghan (2023)Assistant Professor of Kinesiology
B.A. University of Tennessee; M.A. University of Alabama; Ed.D., University of North Carolina-Greensboro

Hunter, Mark (2022)Associate Professor of Psychology; Associate Dean of Academic Affairs; Chair, Studies in Psychology
B.A., Western Kentucky University; M.A., East Tennessee State University; M.Div., Samford University; Ph.D., University of Alabama

Kenyon, Tara (2024).....Assistant Professor of Business (Finance and Accounting)
B.A., Nicholls State University; M.B.A., Louisiana State University; Ph.D., International School of Management, Paris

Kincaid, Tora (2024)..... Assistant Professor of Clinical Mental Health Counseling
B.S., M.A., Montreat College; Ph.D., Capella University

Lassiter, Mark T. (1992) Professor of Biology, Chemistry & Environmental Science
B.S., M.A., College of William and Mary; Ph.D., North Carolina State University

Ledbetter, Sarah. (2026) Professor of Natural Science
B.S., Bob Jones University; M.S.P., The University of South Carolina; ClinScD., Rocky Mountain University of Health Professions

Lippard, Ashley (2022) Assistant Professor of Visual Communication and Design
B.F.A., School of the Art Institute of Chicago; M.F.A, Miami University Ohio

Martin, Joseph (2016).....Professor of Communication
B.A., George Mason University; M.A., Ph.D., Regent University

Maslin, Beth (2016) Director of Advising
B.A., Samford University; M.Ed., Wake Forest University; Ed.D., Candidate Baylor University

Owen, Paul L. (2001)..... Professor of Bible and Ministry
B.A., Life Pacific College; M.A., Talbot School of Theology, Biola University; Ph.D., University of Edinburgh

Pies, Rachel Toone (2018) Dean of Spiritual Formation
B.A., Whitworth University; M.Div., Gordon-Cornwell Theological Seminary; D.Min., Trinity Anglican Seminary

Rhone, Zachary (2022)Associate Professor of English
B.A., Houghton College; M.A., Indiana University of Pennsylvania; Ph.D., Indiana University of Pennsylvania

Roth, Stephanie Assistant Professor in Criminal Justice
B.A., Indiana University of Pennsylvania; M.S. West Chester University

Sayadian, Gregory (2018) Assistant Professor of Cybersecurity
B.S., West Virginia University; M.S., The George Washington University

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B.S., Emporia State University; M.A. Kansas State University; Ph.D., University of Nevada

Schneider, Laurel (2023)Assistant Professor of Cybersecurity
B.A., Lakeland College; M.B.A. Columbia College of Missouri; DBA, National University

Shanahan, Timothy J. (2023)..... Assistant Professor of Business
B.B.A., University of Notre Dame; M.P.A., SUNY Brockport

Shytle, Emily (2025)Visiting Assistant Professor of Business
B.A., North Greenville University; MFA., Liberty University

Sosler, Alex G. (2018)Faculty Athletics Representative, Associate Professor of Bible and Ministry
B.A., Southern Evangelical Bible College; M.Div., Ed.D., Southern Baptist Theological Seminary

Southerland, Andrew (2025) Clinical Mental Health Counseling Program Director
B.S., Southwestern Assemblies of God University, M.S., Southwestern Assemblies of God University, Ph.D., University of Wyoming

Spencer, Jared N. (2017) Associate Professor of Chemistry
B.S., Campbell University; Ph.D., Virginia Polytechnic Institute and State University

Talsma, Katie R. (2019)..... Associate Professor of Music
B.A., Dordt College; M.A., California State University

Van Buren, Amy (2023)..... Assistant Professor of Teacher Education

B.S., East Tennessee State University; M.S., University of Tennessee; Ed.D., East Tennessee State University

von Helms, Todd (2023) Senior Fellow
B.F.A., University of Texas at Austin; M.A., Southwestern Baptist Theological Seminary; M.L.A., Dallas Baptist University; M.Div., Southern Baptist Theological Seminary; Th.M., Duke University; D.Min., Southern Methodist University

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B.S., Montreat College; M.S., Montreat College

Webb, Robby (2015) Assistant Professor of Mathematics
B.A., University of North Carolina, Asheville; M.A., Western Carolina University

Wells, Mark A. (2006) Professor of Bible and Ministry
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