Notice: This Upper Iowa University Catalog contains information regarding fees, curricula, and related policies and procedures. Every effort has been made to make the catalog accurate as of the date of publication. However, Upper Iowa University reserves the right to change policies or revise the information contained in this catalog. All such changes will be effective at the time deemed appropriate by the proper institutional authorities and may apply to enrolled as well as prospective students.

To view the most current version of this catalog, the reader is directed to our website: uiu.edu. In the event of discrepancies related to the information contained in the printed copy and electronic version of this catalog, the information contained in the printed copy will be superseded by the electronic version of this catalog.
Our MISSION
Upper Iowa University provides quality educational opportunities accessible through varied delivery methods to inspire success and empower lives.

Our VISION
Upper Iowa University will be recognized internationally for academic excellence and continual innovation in student-centered learning.

Our Core Values
Integrity, Excellence, Accessibility, Respect, Stewardship

Our DIVERSITY
Upper Iowa University is committed to promoting diversity by embracing, enhancing and celebrating diversity at all levels of the University and the surrounding communities.

Upper Iowa University defines diversity beyond race and disability, embraces one's culture, ethnicity, gender, sexual orientation, nationality, religion and variety of thought.

Upper Iowa University seeks to attract and serve a diverse group of employees and students by developing and communicating a collective and inclusive understanding of diversity and its value.

Upper Iowa University recognizes that diversity is fundamental to the quality and excellence of the faculty, staff, and student body of any institution of higher learning and is an important factor in helping students with their college selection and overall educational experience.
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# Fayette 2021-2022 Academic Calendar

## Fall Semester

**Session 1**
- New Students Arrive: TBD
- New Student Days: TBD
- Classes Begin: August 30
- Last Day to Add Courses: September 1
- Labor Day-No Classes: September 6
- Last Day to Drop Courses: October 3
- Final Exams: October 20–21

**Session 2**
- Classes Begin: October 25
- Last Day to Add Courses: October 27
- Thanksgiving Break: November 25–28
- Last Day to Drop Courses: November 28
- Final Exams: December 15–16

## Spring Semester

**Session 3**
- Classes Begin: January 10
- Last Day to Add Courses: January 12
- Last Day to Drop Courses: February 13
- Final Exam: March 2–3
- Spring Break: March 4–13

**Session 4**
- Classes Begin: March 14
- Last Day to Add Courses: March 16
- Easter Break: April 15–17
- Last Day to Drop Courses: April 17
- Final Exams: May 4–5
- Commencement Ceremony: May 7

## Summer Semester

**Session 5**
- Classes Begin: May 16
- Last Day to Add Courses: May 18
- Last Day to Drop Courses: June 19
- Last Day of Classes: July 7

**Session 6**
- Classes Begin: July 11
- Last Day to Add Courses: July 13
- Last Day to Drop Courses: August 7
- Last Day of Classes: August 18
Upper Iowa University 2021 - 2022
Session Dates for Fayette, Centers, Online, Self-Paced

<table>
<thead>
<tr>
<th>Location/Program</th>
<th>Fall Semester</th>
<th>Spring Semester</th>
<th>Summer Semester</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Session 1</td>
<td>Session 2</td>
<td>Session 3</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Master of Science in Counseling</td>
<td>8/30/21 – 12/16/21</td>
<td>Semester Long</td>
<td>1/10/22 – 5/5/22</td>
</tr>
</tbody>
</table>

Payment is due the Wednesday prior to the start of session.

<table>
<thead>
<tr>
<th>Location/Program</th>
<th>Fall Semester</th>
<th>Spring Semester</th>
<th>Summer Semester</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Session 1</td>
<td>Session 2</td>
<td>Session 3</td>
</tr>
<tr>
<td>CEP Programs – Check with an academic advisor</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Payment is due the Wednesday prior to the start of session.

<table>
<thead>
<tr>
<th>Location/Program</th>
<th>Session 1 Sept</th>
<th>Session 2 Oct</th>
<th>Session 2 Nov</th>
<th>Session 3 Dec</th>
<th>Session 3 Jan</th>
<th>Session 3 Feb</th>
<th>Session 4 March</th>
<th>Session 4 April</th>
<th>Session 5 May</th>
<th>Session 5 June</th>
<th>Session 6 July</th>
<th>Session 6 Aug</th>
</tr>
</thead>
</table>

Payment is due the Wednesday prior to the start of session.

2021-22 Graduation Application/Conferral Dates

<table>
<thead>
<tr>
<th></th>
<th>October</th>
<th>December</th>
<th>March</th>
<th>May</th>
<th>July</th>
<th>August</th>
</tr>
</thead>
<tbody>
<tr>
<td>Conferral Date</td>
<td>October 24, 2021</td>
<td>December 19, 2021</td>
<td>March 6, 2022</td>
<td>May 8, 2022**</td>
<td>July 10, 2022</td>
<td>August 21, 2022</td>
</tr>
</tbody>
</table>

** Commencement Ceremony at Fayette Campus will be held Saturday, May 7, 2022
UPPER IOWA IS…
A University That is Committed To Bringing Higher Education to The Student

Upper Iowa University (UIU) was founded in Fayette, Iowa, in 1857 by Elizabeth Alexander as a co-ed college with a mission of providing access to reasonably priced, quality education. Today Upper Iowa University is one of the largest private universities in Iowa and an independent, non-profit comprehensive university with a liberal arts tradition. Upper Iowa recognizes the need of nontraditional students to earn a four-year degree while continuing to work full time.

Fayette
The traditional, residential campus in Fayette attracts approximately 700 primarily undergraduate students each year, with approximately 8 percent of students representing various international locations. The Campus offers six sessions per year. Some 40 undergraduate majors are offered in Fayette, as well as the master of education and master of business administration degrees.

U.S. Centers
The Centers offer a convenient and unique approach. Six convenient start dates are scheduled throughout the year.

Upper Iowa University centers include Alexandria (LA), Baton Rouge (LA), Blackhawk (Janesville, WI), Cedar Rapids (IA), Des Moines (IA), DeRidder (LA), Elkhorn (WI), Fort Leavenworth (KS), Fort Polk (LA), Fort Riley (KS), Fort Sill (OK), Madison (WI), Mesa (AZ), Milwaukee (WI), New Orleans (LA), Prairie du Chien (WI), Quad Cities (Bettendorf, IA), Rockford (IL), Waterloo (IA), and Wausau (WI). Additional information about each center is located on the website at uiu.edu/locations and on pages 179-180 of this catalog.

Upper Iowa University also has course locations in Meridian (MS) and Fort Hood (TX).

Online Program
Upper Iowa University currently offers undergraduate and graduate degrees through online learning. Courses are taught by practicing professionals and provide an opportunity for experienced online instructors to bring a variety of real-world business perspectives into the classroom. Current students represent numerous professional fields allowing for diverse networking opportunities. Additional information can be found on page 45 of this catalog.

Self-Paced Degree Program
The Self-Paced Degree Program started in 1973 and was one of the first of its kind in the nation. Students receive personalized attention through one-on-one interactions with instructors while enjoying the flexibility of studying at their own pace. Self-paced courses are offered in both paper and web formats and all courses can be completed at a distance with no on-campus attendance required. The Self-Paced paper format is structured around written assignments and proctored exams while the Self-Paced web format offers a web-based platform for assignment submission and course completion. Students may enroll in a self-paced course at the beginning of each calendar month during the year.

Accreditation
The University is accredited by the Higher Learning Commission. It is approved by the Louisiana Higher Education Board, the Wisconsin Educational Approval Board, the Iowa Department of Education (for teacher education in Iowa only), Oklahoma State Regents for Higher Education, and the Arizona Board for Private Postsecondary Education. The programs offered are approved by the states of Illinois (restricted), Iowa, Kansas (restricted), Louisiana, Oklahoma, and Wisconsin for veterans’ benefits. Please go to uiu.edu/about/accreditation for additional accreditation information.

Upper Iowa University has been approved for exemption from the State of Iowa’s registration requirements for postsecondary institutions under revised Iowa Code Section 2618.11, subsection 1, paragraph j.

Upper Iowa University is currently licensed by the Board of Regents of the State of Louisiana. Licenses are renewed by the State Board of Regents every two years. Licensed institutions have met minimal operational standards set forth by the state, but licensure does not constitute accreditation, guarantee the transferability of credit, nor signify that programs are certifiable by any professional agency or organization.

Upper Iowa University has been granted authority to operate and grant degrees in the Fox Valley Region by the Illinois Board of Higher Education.

Upper Iowa University has been approved by the Iowa College Student Aid Commission (ICSAC) to participate in the National Council for State Authorization Reciprocity Agreements (NC-SARA). NC-SARA is a voluntary, regional approach to state oversight of postsecondary distance education. The agreement establishes reciprocity between willing states that accept each others’ authorization of accredited institutions to operate in their states to offer distance educational services beyond state boundaries. State membership, as well as institution participation, in NC-SARA is voluntary. As of May 2019, all U.S. states are members of NC-SARA except California. This state has exempted Upper Iowa University distance education programs (determined that state authorization is not required). More information regarding state authorization for distance learning can be found at uiu.edu/about/accreditation.
Family Educational Rights and Privacy Act (FERPA)
The Family Educational Rights and Privacy Act (FERPA) affords students certain rights with respect to their education records. They are:

1. The right to inspect and review the student’s education records within 45 days of the day the University receives a request to access.

   Students should submit to the University Registrar or other appropriate official, written requests that identify the record(s) they wish to inspect. The University official will make arrangements for access and notify the student of the time and place where the records may be inspected. If the records are not maintained by the University official to whom the request was submitted, that official shall advise the student of the correct official to whom the request should be addressed.

2. The right to request the amendment of the student’s education records that the student believes is inaccurate or misleading.

   Students may ask the University to amend a record that they believe is inaccurate or misleading. They should write the University official responsible for the record, clearly identify the part of the record they want changed, and specify why it is inaccurate or misleading.

   If the University decides not to amend the record as requested by the student, the University will notify the student of the decision and advise the student of his or her right to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the student when notified of the right to a hearing.

3. The right to consent to disclosures of personally identifiable information contained in the student’s education records, except to the extent that FERPA authorizes disclosure without consent. One exception which permits disclosure without consent is disclosure to school officials with legitimate educational interests. A school official is a person employed by the University in an administrative, supervisory, academic or research, or support staff position (including law enforcement unit personnel and health staff); a person or company with whom the University has contracted (such as an attorney, auditor, or collection agent); a person serving on the Board of Trustees; or a student serving on an official committee, such as a disciplinary or grievance committee, or assisting another school official in performing his or her tasks.

   A school official has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibility.

4. The right to file a complaint with the U.S. Department of Education concerning alleged failures by Upper Iowa University to comply with the requirements of FERPA. The name and address of the office that administers FERPA is:

At its discretion the institution (UIU) may provide Directory Information in accordance with the provisions of the Act to include: student name, local and home address, University and other email addresses, local and cellular telephone numbers, photographs, dates of enrollment, degrees and awards received, the most recent previous educational agency or institution attended by the student, participation in officially recognized activities and sports, weight and height of members of athletic teams, date and place of birth, major field of study, academic classification and academic advisor’s name.

Students may request to have Directory Information withheld by notifying the Registrar in writing by using the Request to Prevent Disclosure of Directory Information form within one week after the first day of the session. Requests to withhold Directory Information are valid for one year. After one year the nondisclosure request expires. Upper Iowa University will honor a request to opt out of disclosure of directory information even after the student is no longer enrolled, unless the student rescinds the opt out request.

Upper Iowa University recognizes that parents have no inherent right to inspect a student’s educational record. FERPA rights begin the first day of the first session in which a student validates a registration.

Records may be released under the following circumstances: 1) through the written consent of the student; 2) in compliance with a subpoena; 3) by submission of evidence by the parent that the student is declared as a dependent on the parent’s most recent Federal Income Tax Form.

The institution is not required to disclose information from the student’s educational record to the parents of a dependent student. The University may, however, exercise its discretion to do so.

The “Request to Prevent Disclosure of Directory Information” form can be accessed from the Registrar’s Office. The form must be filed with the Registrar’s Office to be valid.

Discrimination, Harassment and Retaliation
Upper Iowa University is committed to providing a program of nondiscrimination and equal opportunity. The goal is to provide a nondiscriminatory work environment, a nondiscriminatory living and learning environment and a nondiscriminatory environment for visitors to the campus. Upper Iowa University herein recommitts itself to comply with all applicable federal and state laws, regulations, and orders, which pertain to discrimination, harassment and retaliation.

All administrators and personnel providing input into administrative decisions are directed to ensure that all decisions relative to employment, conditions of employment, and access to programs and services will be made without regard to race, color, religion, age, sex (including pregnancy), national origin,
disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws. Exceptions to this directive may be made in matters involving bona fide occupational qualifications, business necessity, actions designed to eliminate workplace underutilization, and/or where this policy conflicts with federal and state laws, rules, regulations, or orders.

Upper Iowa University does not and will not tolerate unlawful discrimination. Upper Iowa will recruit, hire, train and promote persons without regard to race, color, religion, gender, national origin, age, disability, veteran status, marital status, or sexual orientation. Upper Iowa University will base employment decisions so as to further the principle of equal employment opportunity and diversity.

No otherwise qualified person will be denied access to, or participation in, any program, service, activity, or the use of facilities on the basis of factors previously enumerated. Reasonable accommodation will be made to facilitate the participation of persons with disabilities in all such activities consistent with applicable federal and state laws, orders and policies.

Further, all supervisory personnel will be responsible for maintaining an environment that is free of racial or sexual abuse and harassment. Acts by anyone that adversely affects another person’s employment, conditions of employment, academic standing, receipts of services, and/or participation in, or enjoyment of, any other activity, will be regarded as a violation of University policy and thereby subject to appropriate disciplinary action. Retaliation against persons filing complaints, for bringing the violation of this policy forward for review or for assisting in a review, pursuant to a filed complaint or grievance is prohibited.

Questions regarding complaints and/or compliance with nondiscrimination and equal opportunity should be directed to the Vice President for Human Resources and Title IX Coordinator.

Phone: 563-425-5959
Email: hr@uiu.edu
Address: PO Box 1857, Fayette, IA 52142

Name and Address Change
It is a student's responsibility to notify the program in writing of a name change. Address changes may be submitted in writing or through myUIU.

Student Right-To-Know
The following information is provided in compliance with the Federal Student Right-To-Know Act of 1990. The Student Right-To-Know Act requires an institution participating in any student financial assistance program under Title IV of the Higher Education Act of 1965 to disclose graduation rates to current and prospective students. The retention rates are calculated from fall to fall, based on the fall’s entering class of first-time, full-time degree-seeking freshmen, in accordance with the definitions established by the Student Right-To-Know Act. It reflects the six-year cumulative graduation rate of incoming freshmen and does not include the graduation of students who transferred to other colleges and universities. The cumulative graduation rate does not include students who have transferred into our institution and have graduated. The 4-year average Student Right-To-Know graduation rate is 39 percent (2011-2014 cohorts). The six-year graduation rate calculation for the 2014 cohort is 27 percent.

Use of Human Research Subjects
Students, faculty and staff wishing to conduct research involving human subjects must seek approval in advance. The relevant Human Subjects Application Policy and procedures are available on the UIU website policies page at uiu.edu/about/policies.

Meaningful Assessment of Student Learning
The goal of the Upper Iowa University Assessment Program is to continually review and update student learning outcomes and revise existing curricula to provide students with the required knowledge and skills needed to keep pace with a changing global society, meet the needs of employers and encourage lifelong learning. The Office of Academic Affairs and the Senate Assessment Committee, along with other committees in every department, involve faculty, instructional and professional academic staff, students, and administrators in the development and implementation of assessment measures.

A major focus of the Upper Iowa University Assessment Program is the institution-wide assessment of student learning outcomes. In preparing students for success in baccalaureate programs the UIU Schools regard the following areas of proficiency to be of primary importance in the education of our students: communication, effective use of information technology, quantitative/scientific reasoning, analysis of the implications of global and national diversity, evaluation of the importance of social responsibility, and appreciation of the role of the humanities for the interpretation of human experience. To assess student learning in these areas, instructors measure student proficiency using institutional student learning outcomes across the academic disciplines called the Peacock Pillars:

1. Master a body of knowledge within a discipline
2. Demonstrate technological literacy
3. Exercise critical thinking across disciplines
4. Communicate effectively
5. Engage as members of a diverse community
6. Master ethical standards within a discipline

In addition to the assessment of institution-wide proficiencies, each academic program within Upper Iowa University assesses discipline-specific proficiencies. When assessing student’s mastery of these discipline-specific proficiencies, instructors use common standards developed within each program. The results from these assessment activities are used to improve student learning and teaching with the program.

Upper Iowa University practices annual program assessment reporting. Each program submits an annual assessment report to the School Dean and members of the Senate Assessment Committee. The annual program assessment reports provide information on academic program student learning outcomes,
an overview of assessment measures and data collected, the analysis of the data and the resulting recommendations, and the improvement plan to be implemented. Through the process, Upper Iowa University provides oversight for assessment and evaluation through various programs and committees to ensure many administrators, faculty, and staff have input in the assessment process and the data driven changes recommended. The annual program assessment reports are ultimately submitted to the Vice President of Academic and Student Affairs and then shared through posting on the Academic Affairs site.

In addition to annual program assessment plans and reports, Upper Iowa University regulates in-depth program reviews which occur on a staggered timeline. The annual program assessment reports are included within the program review process along with additional data to provide information on challenges and opportunities, educational effectiveness and curriculum, the students, and the learning environment. These reviews allow for a thorough analysis of each program by the Vice President of Academic and Student Affairs (VPASA) and for meaningful conversations among program members, the Program Chair, the Dean of the School members of the Senate Assessment Committee and the VPASA about the academic program’s progress and goals. The VPASA and the members of the Senate Assessment Committee work closely with each academic program and Program Chair to support a culture of data-driven decision making.

The approach to general education assessment at Upper Iowa University represents a departure from traditional strategies focused on teaching and instead focuses on student-centered learning strategies that integrate critical thinking, problem solving and respect for intellectual property in all aspects of the learning experience. Four of the Peacock Pillars are assessed as part of the General Education Program:

- Demonstrate technological literacy;
- Exercise critical thinking across disciplines;
- Communicate effectively; and
- Engage as members of a diverse community.

Students will accomplish these objectives through various perspectives as they successfully complete coursework in the general education curriculum. In completing the perspectives, students will pass through a regimen of coursework designed to provide a consistent educational experience, yet one flexible enough to be contoured to individual interests and needs.

The following perspectives are related to particular skills students will have developed in order to manipulate learned materials in defined ways, coherently across the University. The perspectives are spread across a variety of disciplines common to liberal arts colleges and universities in the 21st century, Natural Sciences, Arts and Humanities, Mathematics, Information Systems, Social Sciences, Communication, and Cultural Studies. These perspectives are not to be construed as goals in and of themselves, and the course in which they are addressed are by no means limited in their breadth and scope to the accomplishment of the specified perspectives. Rather, the completion of the perspectives may be regarded as milestones for students to pass as they approach the goal of a bachelor’s degree considering Upper Iowa University’s mission as a liberal arts institution.

Students may expect to complete 36 semester hours of General Education coursework as they accomplish the perspectives.

Some course requirements may be waived for students who are able to demonstrate prior achievement of course outcomes either by transfer credit or by approved alternate means. Requirements may vary for students enrolled in the Teacher Education Program.

The University faculty determines which specific courses will include the completion and assessment of the various perspectives. The School of Arts and Sciences will recommend to the faculty whether a course offered anywhere within the University is suitable for housing the natural science, mathematics, humanities, cultures, social sciences and communication tasks. The Schools of Business and Professional Studies will recommend to the faculty whether a course offered anywhere within the University is suitable for housing the computer skills task, in additions, faculty in each of these schools are responsible for review and assessment of artifacts submitted anywhere in the University as evidence of perspective completion.

Upper Iowa University utilizes assessment tools in a web based learning management system and is requiring its use for coursework that provides evidence of meeting requirements. University accreditation is important, as academic communities, employers and other constituents recognize it as evidence of quality, which enhances the prestige of the institution and consequently the value of the degree earned. It will be used in general education course, for portfolio development and several other university initiatives.

Credit Hours

Learning Time Guidelines

Upper Iowa University follows the standards established by the U.S. Department of Education and Higher Learning Commission by establishing a good faith estimate of learning time associated with each course and its assigned credit hours.

Face-to-Face Courses: Upper Iowa University has determined that the appropriate amount of student engagement per semester credit hour awarded is 15 hours of direct student engagement (or its equivalent*) and 30 hours of student engagement outside of class, for a total of 45 hours of student engagement per semester credit hour. Applying this formula to a 3-credit face-to-face course in Upper Iowa University's 8-week sessions, the amount of face-to-face instructional time is 5 hours per week (with no breaks included) which is equivalent to 6 hours of direct student engagement. This, in addition to the expectation of 11.25 hours of student engagement outside of class per week represents a total of 17.25 hours of student engagement per week for a 3-credit course. Over an 8-week session that would represent between 45-46 hours of student engagement per semester credit hour.

*A 10-minute break per hour of face-to-face instruction may be assumed unless stated otherwise.
Degrees Offered
Upper Iowa University offers associate, baccalaureate and master’s degree programs.

Associate of Arts with the following emphases:
- Criminal Justice
- General Business
- Liberal Arts
- Psychology

Bachelor of Arts for the following majors:
- All Language Arts
- Art
- Birth - Grade 3: Inclusive Settings
- Elementary Education
- Graphic Design
- Instructional Strategist BD/LD/ID
- Liberal Arts
- Reading
- All Social Science
- Social Science Basic
- Sociology

Bachelor of Science for the following majors:
- Accounting
- All Business
- All Science
- Agricultural Business
- American Sign Language (ASL)
- Biology
- Business Administration
- Communication Studies
- Conservation Management
- Criminal Justice
- Emergency and Disaster Management
- Exercise & Sport Studies
- Financial Management
- Health Services Administration
- Human Resources Management
- Human Services
- Industrial Technology
- Information Systems
- Information Technology
- Life Science
- Management
- Marketing
- Nursing (RN to BSN)
- Psychology
- Public Administration
- Social Science

Students may not have an associate degree and bachelor’s degree conferred with the same conferral date. At least one session and one course must be completed after the associate degree is conferred in order to have both degrees conferred.

A major must include a minimum of 30 separate identifiable credits. In order to obtain a double major, each major must have 30 separate identifiable credits. The same course may not...
be used in more than one major unless the course is a required course in both majors. If a course is required in one major and an option from a “select one or more of the following” area, the course is used only in the major in which it is required. If double majors fall under two different degrees (BA and BS) the degree will be conferred based on the primary major (first major listed in the student record system).

Center, online, self-paced and international students select a major upon acceptance to the university. Fayette campus students must declare a major by the end of the fourth semester (a stipulation that is consistent with NCAA requirements).

Choosing a minor field of study is optional. Minors are offered in accounting, art, biology, chemistry, communication studies, criminal justice, exercise and sport studies, financial management, general business, graphic design, human resources management, information systems, information technology, management, marketing, mortuary science, psychology, and sociology. The same course may not be used in a major and a minor unless the course is a required course (not part of a “select” area) in both the major and the minor.

A minimum of 15 semester hours of separate identifiable semester credits must be earned for each minor that is declared. The same course may not be used in a major and a minor or among multiple minors unless the course is a required course (not part of a “select” area) in both the major and the minor or among multiple minors.

For a list of master degree programs see page 142.

Course Withdrawal
Students who wish to withdraw from an active course must complete a course withdrawal form prior to the published last date to withdraw. Informing the course instructor is not sufficient. A grade of W will be recorded on the transcript for student-initiated withdrawals. Last date to withdraw is based on the length of the registration period as follows:

8-Week Registration Period: last day of the fifth week of the session
6-Week Registration Period: last day of the fourth week of the session
16-Week Registration Period: last day of the tenth week of the semester

Other Registration Periods: contact the center or the Registrar’s Office

Withdrawing from an active course may result in significant student account charges. Financial aid, tuition assistance, and/or veteran benefits may also be impacted. Student should consult with the Business Office, Financial Aid Office, and Military Veteran’s Affairs Office to understand the financial impact of this action.

University Withdrawal
Center or Online students who choose to withdraw from the University should contact their Academic Advisor or Center Director who will assist in the process.

Fayette Campus students who plan to withdraw or transfer should fill out the form located on myUIU – Academics – Student Forms – University Withdrawal Form

Students who want to withdraw from a course only should use the Course Withdrawal form located on myUIU – Academics – Student Forms – Course Withdrawal Form

Leave of Absence
Upper Iowa University does not grant a leave of absence. A student needing to withdraw from the University will follow the withdrawal procedures.

Standards for Academic Standing
A student must meet the following standards to be considered in good academic standing:

Undergraduate Programs
Maintain the minimum cumulative grade point average for the appropriate classification listed below.

<table>
<thead>
<tr>
<th>Credits Completed</th>
<th>GPA Requirements</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 to &lt;30</td>
<td>1.75 cumulative GPA</td>
</tr>
<tr>
<td>30 to &lt;60</td>
<td>1.90 cumulative GPA</td>
</tr>
<tr>
<td>≥ 60</td>
<td>2.00 cumulative GPA</td>
</tr>
</tbody>
</table>

*Completed credits include transfer credits toward degree plus Upper Iowa University letter grades of A to D-.

Graduate Programs
**Maintain a minimum cumulative grade point average of 2.50 with 6 or fewer completed graduate credits.
**Maintain a minimum cumulative grade point average of 3.00 with 7 or more completed graduate credits.

**Completed graduate credits include transfer credits toward degree plus Upper Iowa University letter grades of A to C-

Failure to Meet Requirements for Academic Standing
The standards for academic standing are reviewed at the end of each semester by the Academic Review Committee for undergraduate students and the Graduate Academic Review Committee for graduate students. A student who fails to meet the standards for good academic standing will be placed on one of the following statuses:

Academic Warning: A student who fails to meet the minimum standards for good academic standing will be placed on Academic Warning. The purpose of the warning is to make the student aware that continued performance at or below the standards will lead to academic suspension. A student placed on academic warning may not carry overload and may not be eligible for study abroad courses.

Academic Suspension: A student who fails to meet the minimum standards at the end of a semester on academic warning will be placed on Academic Suspension. Students placed on
Academic Suspension may appeal the action to the appropriate committee. The appeal must include a personal statement by the student explaining the factors that adversely impacted the student’s academic performance, a specific academic improvement plan for achieving the minimum standards for academic good standing, and any supporting documentation.

**Academic Probation:** A student who successfully appeals his/her academic suspension will be placed on Academic Probation. Students placed on Academic Probation will be reviewed individually at the end of each semester by the Academic Review Committee or the Graduate Academic Review Committee. A student placed on academic probation may not carry overload and may not be eligible for study abroad courses. A student will be removed from academic probation when the minimum standards have been met. The length of the probationary period varies by student due to course load and performance.

**Academic Dismissal:** A student will be dismissed from Upper Iowa University if he/she fails to make improvement toward the minimum standards while on Academic Probation. A student may apply to return to the university after a one-year period has elapsed by submitting the Personal Information for Returning Students Form and an appeal (academic improvement plan).

**Satisfactory Academic Progress Policy**
To be eligible for federal, state and institutional financial aid, students must comply with the Upper Iowa University standards for Satisfactory Academic Progress (SAP). All undergraduate and graduate students will be evaluated for SAP at the end of every semester. Evaluations will be made for grade point average (GPA), completions (pace of progression), and total allowable credits (maximum timeframe measurement).

**Grade Point Average**
An undergraduate student must maintain a cumulative grade point average (GPA) as follows:

- Freshman (1 to 29 completed credits) – 1.75 GPA
- Sophomore (30-59 completed credits) – 1.90 GPA
- Junior and above (60+ completed credits) – 2.00 GPA

A graduate student must maintain a cumulative grade point average (GPA) as follows:

- 1-6 completed credits – 2.50 GPA
- 7+ completed credits – 3.00 GPA

Remedial (developmental) courses and prerequisite courses count towards the SAP GPA.

Incompletes, withdrawals, non-attendance, and preparatory (foundation) courses do not count towards the SAP GPA.

**Completions (Pace of Progression)**
A student must successfully complete a minimum of 66.7% (rounded from 2/3) of all cumulative attempted credits. The formula for computing this quantitative measurement is successfully completed credits divided by attempted credits.

The following count towards the SAP completions measurement: repeat courses, withdrawals, incompletes, remedial (developmental) courses, preparatory (foundation) courses, and prerequisite courses. Audit courses do not count towards this measurement.

Transfer credits toward degree are counted in this calculation.

**Total Allowable Credits (maximum timeframe)**
Students must complete their degree requirements within 150 percent of the published length of their program (number of credits needed to complete degree requirements). For example, a program requiring 120 credits to graduate will be limited to 180 credits of financial aid eligibility. All coursework is counted including, but not limited to, repeat and incomplete coursework, transfer credits toward degree, and coursework completed for a prior degree or major for which a degree was not conferred.

Any student who has exceeded the maximum timeframe and/or who mathematically cannot finish the program within this period will be considered ineligible for financial aid.

The following count toward the SAP maximum timeframe:
- courses with assigned grades of “F”, withdrawals, incompletes, repeated courses, remedial (developmental) courses, preparatory (foundation) courses, and prerequisite courses.

**Failure to Meet Requirements**
Satisfactory academic progress is reviewed at the end of each semester. Students who do not meet the requirements outlined above jeopardize their eligibility for financial aid and are placed in one of the following statuses:

**Financial Aid Warning:** An undergraduate or graduate student who does not meet SAP requirements will be placed on Financial Aid Warning which allows the student to receive financial aid for one additional semester. The student will be evaluated for SAP again at the end of the warning period.

**Financial Aid Suspension:** An undergraduate or graduate student who fails to meet SAP requirements after Financial Aid Warning is placed on Financial Aid Suspension and is not eligible to receive financial aid without a successful appeal. Should the student not wish to appeal, the student must meet SAP requirements before aid eligibility can be re-established.

**Financial Aid Probation:** An undergraduate or graduate student who has successfully appealed a Financial Aid Suspension will be placed on Probation for one semester. If the student meets the SAP standards at the end of the Probation semester, the student’s SAP status will reset back to passing SAP. If the student does not meet the SAP standards at the end of the probation semester, the student will be placed back into Financial Aid Suspension.

**SAP Rules**
**Transfer Credit:** Upper Iowa University will count transfer credits accepted toward a student’s educational program as both attempted and successfully completed hours. These credits will be included in completions and maximum timeframe calculations, but excluded from the semester GPA calculations.

**Attempted Credits:** All credits are part of the calculation, including, but not limited to, repeat and incomplete coursework, transfer credits, and coursework completed for a prior degree...
SAP Appeal Form within five (5) business days from the day the appeal of student financial assistance by submitting a SAP Appeal: through email.

Academic Advisors will be notified of all changes. A letter will be sent to their preferred mailing address.

SAP Notification:

Federal Direct Loan program. Applicants who need to take preparatory coursework at UIU preparatory to the degree, not part of the degree requirements. The courses are to be considered preparatory courses. The courses are preparatory to the degree, not a part of the degree requirements. Applicants who need to take preparatory coursework at UIU prior to being eligible for final admission into a degree program may be able to receive a limited amount of funding through the Federal Direct Loan program.

SAP Procedures

SAP Determination: The Financial Aid Office evaluates SAP for all students (excluding self-paced students) at the end of each semester of their current academic year to determine financial aid eligibility for next semester. Students who have failed self-paced students to meet federal SAP requirements are ineligible to receive federal, state, or institutional financial aid.

SAP Notification: Students who have failed SAP at the semester evaluation will receive a notification to their UIU email address and a letter sent to their preferred mailing addresses displayed in Jenzabar. Academic Advisors will be notified by email.

SAP Appeal: A student with extenuating circumstances may appeal the denial of student financial assistance by submitting a SAP Appeal Form within five (5) business days from the day the Notice of SAP Suspension was sent. The appeal must be made in writing, addressed to the Satisfactory Academic Progress Committee and include the following documentation:

1. Completed Satisfactory Academic Progress (SAP) Appeal Form

2. A letter written and signed by the student describing why the student has failed SAP and what has changed that will allow the student to successfully meet SAP in the future

3. A physician’s note if the appeal is based on medical circumstances. In accordance with HIPAA, privacy rules, documentation should never include medical records or copies of prescriptions

4. Additional supporting documents, if appropriate

5. An academic plan

Extemuating circumstances include the death of an immediate family member, major medical issue (i.e. requires hospitalization) experienced by the student or an immediate family member of the student, domestic violence, involuntary call to active military duty, or a documented learning disability. Late appeals will not be accepted. Only one approved appeal per level of education will be allowed (one for undergraduate and one for graduate level). Additional appeals may be reviewed for special circumstances (i.e. multiple military deployments).

SAP Academic Plan

If a student is unable to feasibly meet all SAP requirements within one semester, an academic plan must be developed with the student’s academic advisor. The academic plan will outline grade and course requirements that will allow the student to successfully meet SAP. If necessary, the academic plan may extend beyond the current academic year. If the SAP Academic Plan extends beyond the current academic year, the student must meet the minimum 2.0 GPA each semester going forward at minimum. Should the student fail to meet the semester 2.0 GPA the student would move to SAP Suspension. If SAP failure was based on the maximum timeframe measure, the student must complete all credits required for degree completion by the end of the last semester of the academic plan.

Under an academic plan, a student’s progress will be monitored at the end of each semester in order to ensure that the student is progressing according to the requirements of the plan. As long as the student is progressing accordingly, the student will remain eligible for financial aid. If the student is not meeting the requirement of the plan, the student will not be eligible to receive financial aid until all components of SAP have been met.

Reinstatement

Students may reestablish eligibility for financial aid by resolving their qualitative, quantitative or maximum timeframe deficiency. Discontinuing enrollment for a semester or opting to privately pay for coursework without utilizing federal aid will not be, in and of itself, sufficient to allow for reinstatement of financial aid eligibility. Students who are unsuccessful in their SAP appeals may continue their education by utilizing another payment method, such as a payment plan, an alternative loan through a
private lender, or by paying out of pocket. The SAP process is run once per semester and student eligibility will be reviewed at that time. A student must have an approved appeal from the Academic Standing committee if they are not meeting the program requirements and must meet the criteria listed for cumulative Satisfactory Academic Progress.

The Financial Aid Office will attempt to notify any student currently receiving financial aid who is placed on Financial Aid Suspension. However, failure to receive such notification does not relieve the student of the requirement to read, understand and follow the Satisfactory Academic Progress requirements for financial aid recipients.

Financial Aid
The Financial Aid Office at Upper Iowa University is charged with assisting students in obtaining funds to meet educational costs. Additionally, the Financial Aid Office is charged with assisting students in applying for student aid and fostering financial literacy and debt management. To meet these standards, the Financial Aid Office participates in many Federal, State, and Institutional aid programs designed to assist students in their educational endeavors.

Upper Iowa University participates in the following Federal aid programs: Pell Grant, Federal Supplemental Educational Opportunity Grant (FSEOG), TEACH Grant, Iraq & Afghanistan Service Grant, Federal Work Study, and Direct Loans. Further, many State funded aid programs are utilized, including the Iowa Tuition Grant program. Due to the numerous opportunities for State, institutional, and privately funded programs, it is impossible to develop a comprehensive list of all possible sources of financial aid. Financial Aid staff members are available to assist students in determining eligibility for unique aid programs.

The Financial Aid Office of Upper Iowa University may be contacted via the following methods:

**Physical Address:** 605 Washington St
Student Enrollment Center
Fayette, IA 52142

**Telephone:** 800-553-4150

**Fax:** 563-425-5277

**Email:** financialaid@uiu.edu

Standard office hours between 8 a.m. to 5 p.m., Monday-Thursday, and 8 a.m. to 3 p.m. on Friday are established for individuals requiring face to face assistance. Personalized meetings may also be requested by contacting our offices.

**Financial Aid & Net Partner**
The Financial Aid Office utilizes the Net Partner system to communicate with students regarding their financial aid files and to provide students with updates. Net Partner is separate from myUIU system and is specifically used for Financial Aid purposes. Net Partner can be accessed using the student’s student ID by navigating uiu.edu/finaid.uiu.edu/NetPartnerstudent and selecting the Net Partner link.

Financial Aid offer notifications, general information, and requested documents needed by the Financial Aid Office are posted on Net Partner. E-mail notifications are sent to a student’s UIU e-mail address when information is needed. Students are responsible for managing their Net Partner document requirements and completing their financial aid files to receive aid.

Students requiring assistance with gaining access to Net Partner, or completing document requirements through Net Partner, should contact the Financial Aid Office for personalized service.

**Requirements for Receiving Financial Aid**
Students must complete a Free Application for Federal Student Aid (FAFSA) each year to determine eligibility for all Federal aid programs.

The following criteria must be met for a student to receive financial aid:

1. The student must be admitted to Upper Iowa University (UIU) and be enrolled in a degree program. Undergraduate students who have already received a bachelor’s degree are eligible for financial aid if they are enrolled in a second bachelor’s degree program or in a teacher licensure program. Second majors within an already completed bachelor’s degree will not be eligible for federal financial aid. Non-degree students are not eligible for financial aid.

2. The student must be making satisfactory academic progress (SAP) according to the standards set forth by the UIU Financial Aid Office.

3. The student must report the receipt of any grants, scholarships or loans from all sources outside of federal, state and institutional aid.

4. The student must not have been convicted under federal or state law of the sale or possession of drugs, if the offense occurred during a period of enrollment for which federal student aid (grants, loans, and/or work-study) was received.

5. The student must not be in default on a federal student loan nor owe money on a federal student grant.

6. The student may only receive federal financial aid at one institution at a time.

**Declination of Financial Aid Funds**
To decline a financial aid offer, students may log in to their Net Partner portal, navigate to Accept Offers, and decline partial or full offers. Further, students may contact the Financial Aid Office in writing to decline partial or full offers. Upon declination of funds any upcoming disbursements for the declined offer will be cancelled.

Students may contact the Financial Aid Office to receive a reinstatement of previously offered financial aid funds which had been declined by the student. In some instances, Federal and/or State guidelines on the administration of financial aid funds may prevent a re-awarding of a previously declined offer. Such guidelines can be found in the published handbook for financial
student aid located at www.ifap.ed.gov. Additionally, Financial Aid staff members are available for consultation regarding all financial aid programs available for students.

**VA Educational Benefits**

VA students should check with the School Certifying Official (SCO) to determine what programs are approved for VA education benefits. Students utilizing VA education benefits must submit all previous transcripts and training records to be evaluated for prior credit, whether or not prior credit is granted. Upper Iowa University adheres to Section 103 of the Veterans Benefits and Transition Act of 2018.

Students may be in debt to the VA for early withdrawal or dismissal from classes.

Upper Iowa University’s Deployment/Readmission Policy for students called to active duty and/or alerted for Deployment is as follows:

When a student is called to active military duty or deployed as a result of military orders, as verified by the appropriate documentation, Upper Iowa University will take one or more of the actions listed below vis-à-vis the student’s academic standing and financial circumstances. The University’s course of action for individuals will be determined on a case-by-case basis as decided by the student, the student’s respective faculty members/academic advisor and other university administrators as necessary, for example, the vice president or the director of financial aid. This policy also applies to students who are spouses of military members who are called to active duty and/or deployed.

If the academic session is two-thirds complete, the student will be afforded the following options:

- Be permitted to take final exams earlier than scheduled or have the final exams proctored at the student’s place of deployment. The student would be awarded the letter grade earned for all completed work. There would be no tuition refund under this option.
- Elect to take a “W” (Withdrawal) for the course with the student’s transcript annotated by the Registrar that the student was called to active duty or deployed under military orders. There would be a full refund of tuition and mandatory fees under this option. Title IV funds would be handled as outlined below.
- Be permitted to take an “I” (Incomplete) for the course. Follow the University Incomplete Process with course instructor to complete assignments and requirements within the agreed upon timeframe. There would be no tuition refund under this option. Title IV funds would be handled as outlined in the University Catalog.

If the deployment is during the normal withdrawal period during the session, the student will be afforded the following options:

- Elect to take a “W” (Withdrawal) for the course with the student’s transcript annotated by the Registrar that the student was called to active duty or deployed under military orders. There would be a full refund of tuition and mandatory fees under this option. Title IV funds would be handled as outlined below.
- Be permitted to take an “I” (Incomplete) for the course. Follow the University Incomplete Process with course instructor to complete assignments and requirements within the agreed upon timeframe. There would be no tuition refund under this option. Title IV funds would be handled as outlined in the University Catalog.

If a student is called to active duty or deployed prior to the start of the session, the registration will be voided.

Information regarding tuition refunds:

- When a “W” (Withdrawal) is requested, Title IV Federal Funds will be refunded according to the federal refund policy as outlined in the Financial Aid Handbook and tuition assistance will be returned to the tuition assistance provider. Cash payments will be refunded to the student.
- When a student’s situation warrants the awarding of a letter grade, no adjustments will be made to the student’s tuition funds.

**Readmission following Call to Active Duty and/or Deployment**

- Upon receipt of notice from students of their intent to return to Upper Iowa University, they will be promptly readmitted with the same academic status they had when last attending or when accepted for admission.
- Additionally, students will retain the catalog rights that were in place at the time of their deployment as long as re-admission is within seven years of the initial admission. If after the seven year window, current catalog requirements will be followed.

**Course Numbering System**

The course numbers denote the class level for which courses are intended. Courses numbered below 100 are designed to assist students in learning the basic foundations. Courses numbered below 100 count toward full-time status for registration purposes, but do not count toward the 120 semester credits required for Upper Iowa University’s bachelor’s degree or toward the 60 semester credits required for Upper Iowa University’s associate degree. Courses numbered below 100 may not be accepted as transfer credit by other institutions. Course numbering: 000 level Foundations of Learning courses (Pre college level); 100 level courses (Generally intended for Freshmen and Sophomores); 200 level courses (Generally intended for Freshmen and Sophomores); 300 upper level (Generally intended for Juniors and Seniors); 400 upper level (Generally intended for Juniors and Seniors); 500 and above (Reserved for graduate courses).

**Repeat Policy**

Undergraduate and graduate students may repeat a course to earn a higher grade. Only the highest grade earned will be used in calculating the grade point average. Courses in which grades of “A” are earned may not be repeated under any circumstances. Students are allowed to repeat a course only once without exceptions noted below, for a total of 2 attempts. Registrations
Grade Appeal Process
The grade for any given course is based on the achievement or success of the student as defined by the individual instructor. This may be a quantitative score or a qualitative and subjective decision. The grade received for a course is final unless the instructor makes a formal grade change. If a student wishes to appeal a grade they feel was determined incorrectly, the student must complete the process outlined in this policy within six weeks after the final grade was posted in myUIU.

1. If the student disputes a final grade, the instructor of record must be contacted by the student within 7 Upper Iowa University business days of the final grade being posted in myUIU. The instructor of record and student should make every effort to resolve the concern with the final grade within 14 Upper Iowa University business days of the final grade being posted in myUIU. This must occur before the formal grade appeal process begins.

   a. If the concern is resolved by both the student and the instructor of record, necessary, the instructor of record will submit a grade change form to the Department Chair and Registrar.

   b. If the concern is not resolved, and the student does not agree with the decision of the instructor of record, the student may begin the formal grade appeal process. The formal process involves levels of review beyond the instructor of record. The student is required to provide evidence of communication with instructor, or attempted email correspondence, after the final grade has been posted in myUIU to begin the formal process.

2. The student may appeal the decision of the instructor of record to the Department Chair/ Director in which the class resides. A student must submit this appeal within 14 Upper Iowa University business days from the final grade being posted in myUIU. The Chair or Director of the department will investigate and may meet with the student or additional personnel as needed.

   a. The Chair/ Director of the department in which the class resides will render a decision in writing to the student and instructor, within 10 Upper Iowa University business days.

   b. The Chair or Director of the department will submit a grade change to the Registrar if the grade appeal is successful.

3. The student may appeal the decision of the chair/director to the Dean of the school in which the class resides only if new and compelling evidence can be provided in support of the grade appeal. A student must submit this appeal within five Upper Iowa University business days from the denial by the chair/director. The Dean will review the new evidence and render a final decision within 10 Upper Iowa University Business days. The decision of the Dean is final.

   a. The Dean of the school in which the class resides will submit a grade change to the Registrar if the grade appeal is successful.

The grade appeal process must conclude in 6 weeks of final grade posted in myUIU.

*If a grade is to be appealed is in a class in which the instructor is also the chair/director of the department in which the class resides, the appeal will go directly to the Dean of the school in which the class resides and any subsequent appeal in which new and compelling evidence is presented will go to the Vice President of Academic and Student Affairs (VPASA).

** The VPASA will submit a grade change to the Registrar if the grade appeal is successful.

Library Resources
Library resources including online subject research guides, journal articles and databases, ebooks, newspaper access, digital archives, interlibrary loan, etc., are available to all students of Upper Iowa University. Access to all online resources, library services, hours and policies are available through the library’s website at uiu.edu/library.

The Fayette Campus library also features physical books, journals and displays. To use any of the materials listed on the site, students can log in using their full UIU email address and myUIU password. Students are encouraged to contact the librarians at library@uiu.edu or 563-425-5261, or for help 24/7 the Peacock Library Chat box on the library’s homepage at uiu.edu/academics/library.

Information Technology
myUIU, uiuLearn & E-mail accounts
Upper Iowa University provides students with a myUIU account which allows the student to view their university information such as grades and business office accounts. An account to the University’s Learning Management System (uiuLearn) is provided to students registered in current courses. The University also provides each currently enrolled student an email account by which the University and the student communicate.
ITS Help Center
The UIU Information Technology Services (ITS) Help Center is the central point of contact for the UIU Community for technology related incidents, problems and requests. The ITS Help Center is located in the lower level of Garbee Hall and is available between 8 a.m. and 7 p.m., Monday through Thursday, and between 8 a.m. and 3 p.m. on Fridays. Students can email the ITS Help Center at helpdesk@uiu.edu or visit on the web at uiu.edu/it.

Textbooks
Textbooks may be purchased through the University’s official book provider, BNC Services/MBS Direct, or through other sources. Textbook titles and editions will be provided upon request by program staff.

To order, visit https://bncvirtual.com/uiu or call 800-325-3252. Students may pay by VISA, MasterCard, Discover, American Express and PayPal, or they can charge their books to their student account if eligible. Orders will be shipped within 24 business hours. Textbooks are delivered via UPS by Ground, Second Day Air or Next Day Air. Students pay the current UPS rate based on the weight of the package and distance the package is being shipped. Textbook buyback is also available.

Students may charge their books using their financial aid through BNC Services/MBS Direct, although students will not be required to purchase their books through BNC Services/MBS Direct. It is a personal choice whether or not to utilize this option.

The criteria that must be met for a student to be able to charge their books to their student account are as follows:

1. The student’s total financial aid award amount for the semester (Fayette)/session (Center/Online) must exceed all institutional charges on the student’s account (including, but not limited to tuition, fees, campus housing, and meals).
2. The student must have accepted enough of the aid offered to cover their charges, and have the Master Promissory Note (MPN), entrance counseling, and any outstanding requirements completed.
3. The student must be registered.
4. The student may be eligible for up to $750 per semester for Fayette Campus and $375 per session for Center/Online.
5. The student who does not have an excess of funds after all institutional charges are covered will not be able to charge their books to their student account.

Graduation and Beyond

Commencement
Diplomas are issued six times each year, and a formal commencement ceremony is held once each year in Fayette, Iowa, in May. UIU encourages students to participate in its formal commencement ceremony even if their graduation date falls earlier in the academic year. If students graduate in July or August, they may participate in the preceding May commencement.

Note: Students at military installations should contact UIU center staff for commencement information regarding both Fayette Campus and local graduation ceremonies. Students find it a meaningful and rewarding experience to participate in either or both of these ceremonies. Students may qualify for participation in the ceremony even when the degree is granted at another point during the year.

Application for Graduation
As a candidate for graduation, regardless of whether the student plans to participate in the commencement ceremony, the student must file an application for graduation. There is an application fee of $70 (even if a student chooses not to attend commencement). Students planning to participate in the commencement ceremony should complete a participation form on myUIU.

Deadlines for submitting applications for graduation are as follows:

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<td>October</td>
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<td>March/April</td>
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Applications not received within the two-month application window may be moved to the next conferral month. Students should apply for graduation 16 weeks before the conferral month.

Transcripts from other institutions need to be received within three weeks after the proposed UIU graduation session ends for a student to have that session’s conferral date posted to the record. If transcripts are not received, the conferral date will move to the next session provided transcripts are received within three weeks after the appropriate session end date.

Students must complete requirements for graduation in the session for which they apply for graduation. If they are unable to do so, they will be moved to the next graduation date. If requirements are not met by that date, the application will be considered void and the student will submit a new application for graduation. An application fee will be assessed each time an application is submitted.

Graduation Honors
Graduation with honors signifies recognition of a student's achievement in scholastic excellence as the baccalaureate program of study is completed. A student's diploma will bear one of the following inscriptions to recognize this excellence: Summa Cum Laude, if the student’s grade point average (GPA) is at least 3.9; Magna Cum Laude, if the student's GPA is at least 3.7 but less than 3.9; or Cum Laude, if the student's GPA is at least 3.5 but less than 3.7. A total of 60 or more graded semester credits must be earned at Upper Iowa University before Magna Cum Laude or Summa Cum Laude honors may be granted.

If a transfer student has not completed 60 graded credits at Upper Iowa University, the diploma will bear one of the following...
inscriptions to recognize this excellence: *Cum Laude Meritum* if the student's grade point average (GPA) is at least 3.7 or greater and a minimum of 30 graded credits are earned with Upper Iowa University or *Cum Laude* if the student's GPA is at least 3.50 but less than 3.70 and a minimum of 30 graded credits are earned with Upper Iowa University.

Experiential learning credit does not apply to the 30 graded credits for *Cum Laude* or *Cum Laude Meritum* honors. Grades earned in courses accepted for transfer will not be included in the GPA maintained for purposes of determining graduation honors at Upper Iowa University.

**Transcript Requests**

Transcripts may be requested at www.getmytranscript.org using any major credit card. A student's card will only be charged after the order has been completed. Students can track orders online on the Transcript Ordering website. A transcript request form may also be printed from the uiu.edu website. Complete the information and fax (563-425-5287), email (transcripts@uiu.edu), or mail (SEC Transcript Processing, PO Box 1857, Fayette, IA 52142) the request form to us. The student's signature is required. Transcripts cannot be issued if there is an unpaid UIU account balance. Transcripts sent to the student will be stamped “Issued to Student”.

**Transcript Fees**

There is a $10 processing fee per copy for transcripts that are mailed or emailed. There is a $25 minimum charge for requests for rush/priority processing. All fees are in U.S. dollars.

**Career Development**

Career Development, located on the Fayette Campus is available to provide students from all programs and at all locations with career-related assistance including, but not limited to: general career guidance, choosing a major, resume/cover letter advice, internship and job search, interview preparation, professional networking and branding, and applying to graduate school. Neither Career Development nor Upper Iowa University guarantees employment.

Career Development information is available at uiu.edu/careers. For additional information, email careers@uiu.edu or call 563-425-5229.

For Wisconsin students, referrals to prospective employers are not based on direct contact with the employer regarding current job openings. Wis.Admin.Code SPS 409.03(2)

**Dual Enrollment**

Upper Iowa University offers online courses to eligible high school and home school students. These courses typically meet the general education requirements for post-secondary opportunities. Some benefits of the Upper Iowa University Dual Enrollment program are:

1) Flexible online courses to fit into any student’s schedule
2) Ease the transition into post-secondary education
3) Save students and families time and money towards degree completion

For more details on all our offerings, please go to: uiu.edu/dual-enrollment or call 563-425-5200.

**Transferability of Credit**

Upper Iowa University credit is transferable to other two-year and four-year colleges and universities based on their transfer policies.

**Student Handbook**

The student handbook contains information regarding student conduct. The student handbook can be viewed at uiu.edu/support/handbooks.html.

**Record Retention**

Student records are kept a minimum of 6 years after a student leaves. Student transcripts are kept permanently.

**Student Complaints**

(uiu.edu/report)

If student complaints are not satisfactorily resolved with Upper Iowa University, the student may contact the following as appropriate:

**Arizona students**

Arizona State Board for Private Postsecondary Education
1740 W. Adams Suite 3008
Phoenix, AZ 85007
602-542-5709

**Mississippi students**

The Mississippi State Approving Agency (SAA) is the approving authority of education and training programs for Mississippi. The office investigates complaints of GI Bill beneficiaries. While most complaints should initially follow the school grievance policy, if the situation cannot be resolved at the school, the beneficiary should contact the office via email at saa@msva.ms.gov

**Texas students**

Texas Higher Education Coordinating Board
studentcomplaints@thecb.state.tx.us

**Wisconsin students**

Department of Safety and Professional Services – Educational Approval Program
PO Box 8366
4822 Madison Yards Way
Madison, WI 53705
www.dspswi.gov
dspseap@wisconsin.gov
608-266-1996

**Online students**

Iowa College Student Aid Commission
https://www.iowacollegeaid.gov/StudentComplaintForm
For Wisconsin Students
Cancellation Privilege
A student shall have the right to cancel enrollment for a program until midnight of the third business day after receipt of notice of acceptance. Refunds will be made within 10 business days following receipt of the cancellation notice.

Refunds
A student who withdraws or is dismissed after a period of time identified under s. SPS 408.03(1) has passed, but before completing 60% of the potential units of instruction of the current enrollment period, shall be entitled to a pro rata refund, as calculated below, less any amounts owed by the student for current enrollment period, less a one-time application fee of $100.

(1) Pro rata refund shall be determined as the number of units remaining after the last unit completed by the student, divided by the total number of units in the enrollment period, rounded downward to the nearest ten percent. Pro rata refund is the resulting percent applied to the total tuition and other required costs paid by the student for the current enrollment period.

Students will receive pro rata refunds within 40 days after dismissal or notification of withdrawal.

For Military Tuition Assistance (TA) Students
8-Week Face-to-Face Course Withdraw Submitted
Before or during week 1 100% return
During week 2 75% return
During weeks 3-4 50% return
During week 5 40% return (60% of course is completed)
During weeks 6-8 0% return

8-Week Online Classes
100% of Tuition Assistance (TA) received will be returned if the student withdraws within the first week of class, but before the first participation in the course. The student’s request will be processed as a drop for the purpose of returning TA funds only, not for Financial Aid attendance or recalculating of aid.

75% of TA received will be returned if the student withdraws after submitting the first assignment and through the end of the second week of classes.

50% of TA received will be returned if the student withdraws after the second week of classes, but before the end of the fourth week of classes.

25% of TA received will be returned if the student withdraws after the fourth week of classes, but before the end of the sixth week of classes. (60% of course is completed)

No TA received will be returned if the student withdraws after the sixth week of classes.

Return of Tuition Assistance
Military TA is awarded to a student under the assumption that the student will attend school for the entire period for which the assistance is awarded. When a student withdraws, the student may no longer be eligible for the full amount of TA funds originally awarded.

To comply with the new Department of Defense policy, Upper Iowa University will return any unearned TA funds on a prorate basis through at least the 60% portion of the period for which the funds were provided. TA funds are earned proportionally during an enrollment period, with unearned funds returned based upon when a student stops attending. These funds are returned to the military Service branch.

In instances when a Service member stops attending due to a military service obligation, the educational institution will work with the affected Service member to identify solutions that will not result in student debt for the returned portion.
Academic Regulations/Policies

Requirements for Admission

**Freshmen:** Students who wish to enter Upper Iowa University
1) directly from high school or 2) with less than 24 semester hours of graded transferable college credit or ACE (American Council of Education) credit will be considered for admission based on their completion of high school course requirements and college courses attempted. ACT or SAT testing scores will also be considered for students entering directly from high school.

**Transfer:** Transfer students with 24 or more semester hours of graded transferable college credit will be considered for admission based on their college credentials from all institutions. Upper Iowa reserves the right to refuse admission to anyone who does not meet its standards for admission. Acceptance to a center, online, self-paced or international degree program does not guarantee acceptance to Fayette Campus.

Applying for Admission

Submit the following documents directly to Upper Iowa University, PO Box 1857, Fayette, IA 52142:

1. A completed application for admission. Apply online at uiu.edu/apply. Students may submit an application for admission at any time but no later than the day prior to the first day of the session in which the student plans to register.

2. Official transcripts from each college and university the student previously attended. Official reports for Advanced Placement may also be submitted. Official transcripts must be sent directly from the granting institution. They must not pass through the student's hands.

3. Official transcript of the student's high school record for those seeking admission as a freshman (see above). This includes students who have completed Advanced Placement or college transfer credit while in high school. This requirement is fulfilled by one of the following:
   a. An official high school transcript
   b. Official GED certificate or score report
   c. Official copy of Joint Services Transcript (JST) or Community College of the Air Force (CCAF)
   d. Evidence of a passing score on tests recognized by the state such as the High School Equivalency Test (HSET) and the Test Assessing Secondary Completion (TASC)
   e. For International students only, official transcripts verifying completion of secondary education

4. Official or unofficial transcript of the student's high school record for those seeking admission as a freshman with less than 24 semester hours of graded transferable college credit or ACE (American Council of Education) credit that is earned after graduating from high school (see above). This requirement is fulfilled by one of the following:
a. Any item in 3a - 3e above
b. Official college or university transcript that lists the high school graduation date
c. Unofficial high school transcript or copy of high school diploma.
d. Official copy of Joint Services Transcript (JST) or Community College of the Air Force (CCAF)
5. For those seeking admission to Fayette Campus as a freshman directly from high school, submit ACT or SAT scores. If English is not a student’s native language, submit official proof of English proficiency (see page 20 for details on meeting English proficiency requirements).

Veterans using VA benefits should submit an application for veteran’s benefits or change of place of training form.

Each application is reviewed on an individual basis. Primary consideration for admission is based upon academic preparation, academic performance, and test scores with secondary consideration based on extracurricular activities and leadership qualities.

Our presumption is that candidates selected for admission to Upper Iowa University will continue to maintain a level of academic accomplishment equal or superior to their record at the time of application. Additionally, applicants who receive an offer of admission while completing high school must understand that the offer of admission is contingent upon the completion of their high school diploma, or the equivalent. Upper Iowa University reserves the right to rescind offers of admission to candidates whose final academic records are at levels lower than the record on which the admission decision was based. As well, Upper Iowa University reserves the right to rescind an offer of admission to anyone who has falsified, or otherwise misrepresented information related to the admissions process, or for reasons of conduct inappropriate to the ethos of the university.

In the case where a student has completed all application requirements with the exception of submitting an official transcript(s), Upper Iowa University may provide provisional admittance immediately prior to each session if the student meets the following conditions:

1. Application to UIU has been submitted late, i.e., approximately 10 days prior to the start of a given session.
2. Evidence is provided indicating that the transcript(s) has (have) been requested.
3. Evidence is provided indicating that the student is in good standing with any previously attended college or university from which he/she is transferring.
4. Evidence of a high school diploma or GED is provided.

A student entering Upper Iowa University under provisional admittance will be cleared for full acceptance upon receipt of the official transcript(s). The official transcript(s) are expected to be received by Upper Iowa University within 14 days of the date of enrollment. Please note that financial aid funding will not be available until after full acceptance at Upper Iowa University.

Failure to comply with the above conditions may result in the offer of admission being rescinded.

Students offered acceptances submit the following before enrolling:

1. An enrollment deposit of $250 deposit. (Students register for classes and housing after the University receives the deposit.) The deposit is refundable through May 1 of the application year (December 31 for second-semester applicants).
2. Final transcripts of all high school and college work completed.
3. Room and board contracts and health forms can be found on myUIU.

Residency Policy

Students are required to live in Upper Iowa University residence halls during their first three (3) years of college unless one or more of the following criteria are met:

- Qualifies as a commuter by living in primary residence with a parent or guardian within 30 miles of Fayette for 365 days prior to enrollment;
- Is enrolling in the fifth semester or more of his/her college education after having transferred to UIU from another accredited institution;
- Provides documentation supporting a need for accommodation that is satisfied by residing off campus;
- Is married or has dependent children;
- Is 22 years of age or older.

Admission Guidelines

Freshmen

Each application for admission is considered based on the following factors:

1. Graduation from a secondary school or completion of the General Education Diploma (GED).
2. Grade point average of secondary school work.
3. Rank in secondary school graduating class.
4. Results on standardized tests (ACT or SAT).
5. Extracurricular activities and leadership.

Honors Program

The UIU Honors program is designed to enrich the academic experience of students through student-centered education in interdisciplinary coursework, small classes, and thoughtful discussion. Students’ views are respected, innovation is encouraged, and ideas are developed. The Sophomore Seminar, HON 220, prepares students to carry out interdisciplinary research. Topics include information literacy and an introduction to research methods in multiple disciplines. HON 220 results in the creation
of a proposal for a research project and the identification of the faculty advisor for HON 399/499. In HON 399, students work on their individual interdisciplinary projects proposed in HON 220. The UIU Honors experience culminates in HON 499 with completion of the student’s individual project proposed in HON 220, designed in HON 399, and completed/presented in HON 499 under the mentorship of the faculty advisor identified in HON 220. The graduating seniors present their HON 499 projects at the annual Csomay Honors Graduation Dinner. Students with a composite ACT score of 26 or above and/or a high school GPA of 3.5 or above are eligible to apply online for admittance to the UIU Honors program.

UIU Honors Program Mission
Participants of the UIU Honors Program will have a broad interconnected and ever evolving view of the world. They will be adaptable, self-motivated individuals who constantly challenge their assumptions about the world and their role in it. They will develop the capability to be innovators and leaders in a dynamic global community.

For more information go to:
uiu.edu/academics/honors-program.

Required courses (8-10 credits):
HON 100 Honors Freshman Seminar 3 credits
HON 220 Honors Sophomore Seminar 3 credits
HON 399 Honors Research 1 credit
(may be repeated 3 times for credit)
HON 499 Honors Senior Symposium 1 credit

Three of the following (9 credits):
HON 110 Honors Arts and Humanities 3 credits
HON 120 Honors Behavioral Science 3 credits
HON 130 Honors Natural Science 3 credits
HON 200 Honors Cultures 3 credits

Former students
Former Upper Iowa University students who wish to return will complete a Personal Information Update for Returning Students. This form is located on myUIU. Official transcripts must be submitted from institutions attended since last attending UIU.

A graduate of Upper Iowa University or another institution who desires to enter in order to earn additional undergraduate credits should complete a Personal Information Update for Returning Students form. This form is located on myUIU. Courses completed after a bachelor’s degree has been earned will not change the grade point average from the time of graduation.

International students
English Proficiency Requirements: If a student is transferring from a US institution or has been educated in one of the English proficiency waiver countries, the English proficiency requirement is waived. For a list of English speaking countries, see uiu.edu/international/resources/english_waiver_countries.pdf. Other possibilities for meeting the English language proficiency requirement for undergraduate students include:

- Test of English as a Foreign Language (TOEFL) - institution code: 6885
  Internet-based score - 61 or higher
  Paper-based score - 500 or higher
- International English Language Testing System (IELTS)
  Overall band score of 5.0 or higher
  Writing band score of 5.0 or higher
- Michigan English Language Assessment Battery (MELAB)
  69 or higher
- Malaysian University English Test (MUET)
  4.0 or higher
- Cambridge O Level English Language Exam
  D or higher
- Duolingo
  83 or higher
- International General Certificate of Secondary Education (IGCSE) (English Subject)
  D or higher
- HKCEE English Language (Syllabus B)
  D or higher
- HKALE English Language (AS Level)
  E or higher
- HKDSE
  3 or higher
- ELS® Language Center
  112 or higher
- SAT - Institution code: 6885
  Minimum critical reading sub-score of 430 or higher
- ACT - Institution code: 1360
  Minimum English sub-score of 18 or higher
- Oxford Online Placement Test
  70 or higher
- Pearson Test of English (PTE)
  44 or higher

See more at uiu.edu/international-application.

UIU will also consider the following evidence to meet the requirement of English proficiency:

1. Official transcripts validating completion of secondary education from a U.S. high school or GED equivalent.
2. Official transcripts validating a minimum of two years of instruction at the secondary education level in a country where the official language is English or an English language international school.
3. Official transcripts from a two-year minimum combination of secondary and post-secondary education in a country where the official language is English.
4. Official transcripts showing 24 or more successfully completed college-level semester credits from a regionally accredited college or university within the United States with a cumulative GPA of at least 2.0. Non-degree awarding credits (i.e. IEP, foundations, or deemed equivalent credits) will not be considered to meet this requirement.

5. Successful completion of an Upper Iowa University approved Intensive English Program (IEP)

Upper Iowa University reserves the right to exempt specific groups of learners from providing proof of English Proficiency approved by the Vice President of Enrollment Management.

International Student Admissions

Upper Iowa University is authorized under federal law to enroll nonimmigrant students. For additional information, please contact the Office of International Admissions at international@uiu.edu. International student applicants must submit the following documents directly to the Office of International Admissions in order to complete the international student admission process.

- Completed application for admission form
- Official transcripts verifying completion of secondary education
- If applicable, official transcripts from each college and university previously attended. Official transcripts must be in English. Otherwise, the transcripts may need to be translated and evaluated by a certified evaluator at the student’s expense. This evaluation must be sent directly to Upper Iowa University.
- If applicable, a certified true copy (CTC) of the certificate verifying credit earned through postsecondary public examination (i.e. A-Level, STPM, etc.)

The following documents are not mandatory for admission but required for issuing any immigration documents. Therefore, we encourage students to include them with their initial application materials:

- An official letter or a bank statement (no more than six months old) from a financial institution that states that the student has adequate resources to meet all required expenses such as the first year’s tuition and living expenses. The amount required for adequate resources varies according to the student’s individual financial package. Please contact the Office of International Admissions for more details.
- A copy of a valid passport. Copies of any previous visas, immigration documents (i.e. I-20, DS-2019), and I-94 documents must be presented if the student is currently in the United States.

All international students attending the Fayette Campus are required to enroll in the UIU health insurance plan while enrolled at Upper Iowa University.

Non-Matriculated Student Policy

Students may take classes at Upper Iowa University without being accepted in a degree-seeking program. Their official status is “non-matriculated” – a traditional academic term meaning not enrolled in a degree program. All non-matriculated students will be required to complete an application for admission.

If a non-matriculated student decides to pursue a degree program, he/she will be required to go through the regular admissions process.

Transferring Credits to UIU

Transfer Credit

Transfer students may expect to receive full credit for college-level courses and/or programs completed at institutions of higher education that are regionally accredited or accredited by an agency recognized by the U.S. Department of Education office of Post-secondary Education (USDE-OPE) or by the Council for Higher Education Accreditation (CHEA).

Upper Iowa University will also consider acceptance of coursework in transfer from:

- International institutions that are approved/registered by their country’s Ministry of Education or other national educational governing body as reviewed and approved by Upper Iowa University.
- International institutions where transcripts for individual students are reviewed and evaluated by an approved foreign credential evaluators service and approved by Upper Iowa University.

Coursework completed at institutions that fail to meet any of the aforementioned criteria will not be accepted in transfer to Upper Iowa University.

Coursework completed with formal Upper Iowa University Articulation Partnership Advantage institutions will be transferred following articulation guidelines. Coursework from other accredited institutions will be transferred to meet particular degree requirements based on full-time faculty recommendations.

Grades earned in courses accepted for transfer will appear on the student's Upper Iowa University transcript, and the credits earned will count toward the total number required for graduation. However, grade points earned at another institution are not transferred and are not figured into the cumulative grade point average (GPA) maintained at Upper Iowa University, but are included in calculating the major/endorsement GPA.

Upper Iowa University may transfer up to 78 lower division college semester credits from accredited institutions. These 78 semester credits may include:

1. No more than nine semester credits from Exercise and Sport Studies (EXSS) activity courses, including transcripted intercollegiate athletics.

2. No credits from courses identified by Upper Iowa University as remedial or developmental level (except for articulated intensive English credits from partner institutions).
3. No more than 30 semester credits from one year occupational diploma programs.

Upper Iowa University may transfer an additional 12 semester credits, identified by the four-year transfer institution as upper division credit, to a transfer maximum of 90 semester credits.

Up to 78 lower division semester credits and 12 upper division semester credits evaluated by the American Council on Education (ACE) or National College Credit Recommendation Service (NCCRS) and semester credits earned through CLEP, DSST, Excelsior College and ACT-PEP examinations will transfer to Upper Iowa University.

Transfer grades lower than a C- will not be accepted.

Upper Iowa University will accept AA or AS degrees with a liberal arts core as fulfillment of the general education requirements for a baccalaureate program. Upper Iowa University will also accept associate degrees with a major in nursing from registered nurses (must have current license) as fulfillment of its general education requirements for the BSN program. Prerequisites are not waived.

Experiential Learning Credit

Upper Iowa University recognizes that students in higher education come with many experiences and from varied backgrounds. Learning experiences gained through training programs and academies may be reviewed and evaluated for academic credit.

ACE/NCCRS Approved Credit

Many training programs have been approved for credit by the American Council on Education (ACE) or National College Credit Recommendation Service (NCCRS). Check with an academic advisor to see if completed training has been evaluated by ACE or NCCRS. There is no charge for transcripting ACE or NRCRS recommended credit. Credits earned through ACE or NRRCS do not reduce the minimum required 30 semester credits of coursework through Upper Iowa University for graduation. Credits earned through ACE or NRCRS do not apply to the 60 graded credits needed to graduate with Magna or Summa Cum Laude honors.

Credit by Examination

Students may earn credit through CLEP/DSST/Excelsior College and/or ACT-PEP examinations. There is a minimal testing fee. Credit by examination is transcripted without charge when the student's score is at the level recommended by ACE for credit. These exams are accepted to fulfill requirements in very specific ways. A student is to see an academic advisor before taking any credit-bearing exams to ascertain the appropriate exam for their respective degree plan.

Credits earned by examination do not reduce the minimum required 30 semester credits of coursework through Upper Iowa University for graduation. Credits earned by examination do not apply to the 60 graded credits needed to graduate with Magna or Summa Cum Laude honors.

Experiential Learning Portfolio Credit

A portfolio process has been developed to determine students' achievements and demonstrated learning outcomes. Students can earn up to 30 semester credits for prior learning experience. Contact an academic advisor for information on the guidelines and procedures.

Experiential learning credit granted by another institution is accepted only if it is a part of a degree earned and transferred to UIU. Similarly, credit granted by UIU for experiential learning may not transfer to other institutions.

Because the documentation process required of a student is extensive, and since the evaluation of this documentation by UIU staff demands considerable time, the student must be accepted for admission and registered for at least one course through Upper Iowa University before applying for experiential learning credit.

Experiential learning portfolio credits do not reduce the minimum required 30 semester credits of coursework through Upper Iowa University for a bachelor's degree. Experiential learning credits do not apply to the 60 graded credits needed to graduate with Magna or Summa Cum Laude honors. Experiential learning credit, awarded as upper division credit, may be used to satisfy the upper division credit requirement for graduation. Education course credits may not be earned through Experiential Learning.

Fees for experiential learning credit granted are assessed at $60 per semester credit. See an academic advisor for more information. All fees are due within 90 days of assessment, and before credit will be recorded on the student's transcript. An official transcript will be issued only after the student completed a course with Upper Iowa University.

Law Enforcement and Fire Science Credit

Students who have successfully completed law enforcement or fire science training may submit documentation to Upper Iowa University for evaluation. There is a one-time evaluation fee of $200 paid at the time of submission. The documentation will be evaluated for credit and applied to the UIU transcript. Consult an academic advisor for further information. A maximum of 30 semester credits can be earned through a combination of portfolio and law enforcement/fire science credits.

Credits earned for law enforcement and/or fire science training do not reduce the minimum required 30 semester credits of coursework through Upper Iowa University for graduation. Credits earned through law enforcement or fire science do not apply to the 60 graded credits needed to graduate with Magna or Summa Cum Laude honors.

Military Credit

Credit for military courses, training and occupational specialties/ratings with American Council on Education (ACE) college credit recommendation guidelines will be transcripted at no charge. Training completed may be verified by an official Joint Service Transcript (JST) or Community College of the Air Force.
(CCAF) transcript, DD295, or copies of certificates; a portfolio is not required. Up to 78 lower division semester credits and an additional 12 upper division semester ACE-evaluated military credits may be transferred for a maximum of 90 semester credits toward the 120 semester credits required for graduation. ACE-recommended military credits do not reduce the minimum required 30 semester credits of coursework through Upper Iowa University for a bachelor’s degree or 15 semester credits for an associate’s degree. ACE-recommended military credits do not apply to the 60 graded credits needed to graduate with Magna or Summa Cum Laude honors.

Support for Military Students
Upper Iowa University is a signatory of the Department of Defense Voluntary Education Partnership Memorandum of Understanding (MOU) and adheres to the Principles of Excellence for Education Institutions Serving Service Members, Veterans, Spouses and Other Family Members per Executive Order 13607. The university is also a participating institution in the Yellow Ribbon Program.

Upper Iowa University has been recognized by Military Advanced Education as a Top Military-Friendly University and by Victory Media as a Military Friendly School consecutively since 2008, and is an active participant in the Council of College and Military Educators.

Army, Army National Guard, Army Reserves: Upper Iowa University is a Letter of Instruction (LOI) Member Institution in ArmyIgnitED. ArmyIgnitED is the virtual gateway for all eligible Active Duty, National Guard and Army Reserve Soldiers to request Tuition Assistance (TA) online, anytime, anywhere for classroom and distance learning. It allows Soldiers to manage their education records including college classes, testing, on-duty classes and Army Education Counselor support. ArmyIgnitED is also the virtual gateway for Army Civilians to apply for their Civilian education, training, and leader development events. As a member institution, there are no up-front, out-of-pocket expenses for soldiers when enrolling in Upper Iowa University classes as long as their request for TA has been approved by the Army. Upper Iowa University was selected by the Army to offer associate and bachelor’s degrees to Soldiers, their spouses, and adult children worldwide.

Navy: Upper Iowa University is a partnership institution in the Navy College Program for Afloat College Education (NCPACE). The NCPACE program at UIU offers distance education opportunities to Sailors regardless of location. Upper Iowa University provides associate and bachelor degree programs which are relevant to each Navy rating, and makes maximum use of military professional training and experience based on the Joint Service Transcript (JST) transcript to fulfill degree requirements. UIU offers opportunities for Sailors to take courses through distance learning so that Sailors anywhere will be able to pursue a degree. Upper Iowa University is eligible to offer associate and bachelor’s degrees to Sailors, their spouses, and adult children worldwide.

Coast Guard: Upper Iowa University is eligible to offer associate and bachelor’s degrees to Coast Guard personnel, their spouses, and adult children worldwide.

Air Force: Upper Iowa University recognizes the work completed in the Community College of the Air Force and currently has an articulation agreement based on those courses. UIU treats the CCAF transcript just as it would any community college transcript and will apply all appropriate coursework toward a bachelor’s degree. The Air Force Education program directs airmen with associate in applied science degrees to a collection of accredited “military friendly” colleges and universities to consider when completing a four-year degree. Airmen enroll in classes and request tuition assistance in the Air Force’s Virtual Education Center.

Marine Corps: As with the other services, Upper Iowa University will evaluate a student’s military training as posted on the Joint Service Transcript (JST) and build a personalized college degree plan by consolidating earned credit from military training, college level testing programs, self-paced degree courses and other college courses. Upper Iowa University is eligible to offer associate and bachelor’s degrees to Marines, their spouses, and adult children worldwide.

Military Spouse Program: The MyCAA Scholarship is a workforce development program that provides up to $4,000 of tuition assistance to eligible military spouses. The scholarship helps military spouses pursue licenses, certificates, certifications or associate degrees necessary to gain employment in high demand, high growth portable career fields and occupations. Spouses may use their MyCAA funds at any academic institution approved for participation in the MyCAA Scholarship.
Undergraduate Tuition and Fees,  
2021-2022 Academic Year

<table>
<thead>
<tr>
<th>FULL-TIME ENROLLMENT</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Tuition (12-18 credits)</td>
<td>$32,589</td>
</tr>
<tr>
<td>Student Fee/Non-refundable</td>
<td>$1,020</td>
</tr>
<tr>
<td>Board charges:</td>
<td></td>
</tr>
<tr>
<td>Peacock Basic (Lee Towers)</td>
<td>$3,830</td>
</tr>
<tr>
<td>Peacock Blue</td>
<td>$4,893</td>
</tr>
<tr>
<td>Peacock Platinum</td>
<td>$5,046</td>
</tr>
<tr>
<td>Commuter Block Plan (40 meals/semester)</td>
<td>$751</td>
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<tr>
<td>Commuter Block Plan (80 meals/semester)</td>
<td>$1,343</td>
</tr>
<tr>
<td>Room charges:</td>
<td></td>
</tr>
<tr>
<td>Garbee Hall – double room</td>
<td>$3,600</td>
</tr>
<tr>
<td>Garbee Hall – single room</td>
<td>$5,236</td>
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<tr>
<td>Lee Tower – double room</td>
<td>$5,018</td>
</tr>
<tr>
<td>Lee Tower – single room</td>
<td>$7,091</td>
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<tr>
<td>South Village 1 – double room</td>
<td>$4,254</td>
</tr>
<tr>
<td>South Village 1 – single room</td>
<td>$6,109</td>
</tr>
<tr>
<td>South Village 1 – single plus</td>
<td>$6,654</td>
</tr>
<tr>
<td>South Village 2/3 – double room</td>
<td>$4,582</td>
</tr>
<tr>
<td>South Village 2/3 – single room</td>
<td>$6,327</td>
</tr>
<tr>
<td>South Village 2/3 – single plus</td>
<td>$6,872</td>
</tr>
</tbody>
</table>

The Peacock Blue and Peacock Platinum plans are also available to residents of Lee Tower.

All single room assignments are subject to availability.
The student fee is non-refundable and will not be adjusted when a student withdraws/changes enrollment status.

OTHER FEES

| Enrollment Deposit (non-refundable)   | $250           |
| Graduation Application Fee            | $70            |
| Portfolio assessment fee              | $60            |
| (applicable toward semester credit charge if experiential learning credit is awarded, otherwise nonrefundable) | $60 |
| Experiential learning (per semester credit) | $60 |
| (payable within 90 days of the granting of this credit) | |
| Transcripts, per copy                 |                |
| (A minimum of $25 will be charged for rush orders.) |                |
| By email (2-4 day processing time)    | $10            |
| By mail (2-4 day processing time)     | $10            |
| Tuberculosis Test                     | $86            |
| (additional fees may apply)           |                |
| Parking Permit                        | $80            |
| ID Card Replacement                   | $20            |
| Residence Hall Early Check-In Fee     | $10/day        |
| Residence Hall Key Replacement        | $50            |
| Lee Residence Hall Key Replacement    | $200           |
| Residence Hall Improper Check-Out     | $25            |
| Fayette Passport Picture Fee          | $7             |
| Late Payment Fee                      | $25            |
| Fayette Domestic Orientation Fee      | $75            |
| Fayette International Student Deposit (non-refundable) | $250 |
| Fayette International Student         |                |
| Orientation Fee (non-refundable)      |                |
| Non-Sufficient Funds Check Fee - Paper | $25          |
| Non-Sufficient Funds Check Fee - E-Check | $25          |

Health insurance is required for all international students attending Fayette Campus. This amount changes from year to year. More information can be provided by contacting Student Life at studentlife@uiu.edu.

Payment of Tuition and Fees

Terms of Payment

In accordance with University policy, all semester charges, including tuition, room and board, and additional and special fees, are due and payable the Wednesday before the start of semester. Payment plans must be in place by Wednesday before the start of the semester if charges and student fee are not paid in full. Default of payment may result in the student’s enrollment being delayed or denied; satisfactory arrangements must be made before reinstatement.

Awarded financial aid eligibility is applied to the student’s account each semester upon verification of attendance. Diplomas, certificates, or transcripts will not be released until all financial obligations are met.

Payment Plans

The convenience of paying school expenses on a monthly basis is an attractive option for many. Upper Iowa University is excited to provide an opportunity for students to pay educational expenses by setting up an interest-free monthly payment plan that is available to all students. Payment plans allow students to distribute the costs of education over a period of time rather than paying large lump sums all at once. Payments are due by the scheduled due dates as specified on the payment plan. Payments not received by the scheduled due dates will be subject to a $25 late fee for each overdue payment. Payment plans must be in place by the Wednesday before the start of the session. For payment plans established after the first official due date of the payment plan, a student may still participate by including all back payments with their first payment. Students interested in learning more about the payment plans or setting up a payment
plan, should contact the Business Office by calling 800-553-4150 or email businessoffice@uiu.edu.

Delayed Payment Option
This option is only allowed for students who are receiving tuition reimbursement from their employer. Payment in full is due and payable by the 45th day after course completion. The amount of tuition and fees not covered by employer reimbursement is due and payable by the Wednesday before the start of the session. There will be a $25 late fee incurred for any payment not received by the due date. Students who do not make timely payments may not be allowed to utilize the deferred payment option in future sessions, at the discretion of Upper Iowa University. For any payment that has not been paid by the due date, UIU has the option of canceling current enrollment, holding transcripts and diplomas, or blocking student’s ability to register for future classes.

Withdrawal Policy
It is the responsibility of the student who is no longer attending classes to withdraw from the University. A student who withdraws from classes in Session 1 of a semester will also be withdrawn from Session 2. Any subsequent enrollment requires the student complete a Personal Information Update Form for Returning Students. This form is located on myUIU.

Students should contact the Student Life Office to complete the withdrawal process.

Fayette Undergraduate Refund Policy
If a student decides to withdraw from the University before the end of a semester or session, the student’s charges, financial aid, tuition assistance, and/or veteran benefits could be affected. All students should consult with the Business Office and Financial Aid Office to understand the financial impact of withdrawing prior to initiating the withdrawal process.

Tuition, room, and board adjustments are independent from academic and financial aid deadlines. The student’s last date of attendance is the official withdraw date that will be used when calculating a refund.

If a student withdraws from Upper Iowa University, institutional charges for tuition will be refunded based on the following refund table. Student fees are non-refundable and will not be adjusted when a student withdraws or changes enrollment status. If a student withdraws from the Semester during Session 1, they would be refunded the per credit rate amount for their total Session 2 credits, plus the refund percentage of Session 1, if applicable. If a full-time student drops a course within the first two weeks of the session and it affects their enrollment status, their tuition charges will be adjusted as outlined in the following chart. After week two, there will be no adjustments for students who drop a course and it affects their enrollment status.

<table>
<thead>
<tr>
<th>Charge</th>
<th>Refund</th>
<th>Last Date of Attendance</th>
<th>Last Date of Attendance</th>
</tr>
</thead>
<tbody>
<tr>
<td>10%</td>
<td>90%</td>
<td>Aug 30 - Sep 1</td>
<td>Oct 25 - Dec 16</td>
</tr>
<tr>
<td>25%</td>
<td>75%</td>
<td>Sep 2 - Sep 5</td>
<td>Oct 28 - Oct 31</td>
</tr>
<tr>
<td>50%</td>
<td>50%</td>
<td>Sep 6 - Sep 12</td>
<td>Nov 1 - Nov 7</td>
</tr>
<tr>
<td>100%</td>
<td>0%</td>
<td>After Sep 12</td>
<td>After Nov 7</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Charge</th>
<th>Refund</th>
<th>Last Date of Attendance</th>
<th>Last Date of Attendance</th>
</tr>
</thead>
<tbody>
<tr>
<td>10%</td>
<td>90%</td>
<td>Jan 10 - Jan 12</td>
<td>Mar 14 - Mar 16</td>
</tr>
<tr>
<td>25%</td>
<td>75%</td>
<td>Jan 13 - Jan 16</td>
<td>Mar 17 - Mar 20</td>
</tr>
<tr>
<td>50%</td>
<td>50%</td>
<td>Jan 17 - Jan 23</td>
<td>Mar 21 - Mar 27</td>
</tr>
<tr>
<td>100%</td>
<td>0%</td>
<td>After Jan 23</td>
<td>After Mar 27</td>
</tr>
</tbody>
</table>

Adjustments
Tuition will not be adjusted for students who add and drop a course(s) and remain at the full-time status 12-18 credits.
Examples:

- Within the first 2 weeks, a student who registered for 16 credits and drops two 3 credit courses will have the account
adjusted based on the per credit rate of each credit under 12. (2 credits).

• Within the first 2 weeks, a student who registered for 16 credits and drops one 3 credit course, will have no adjustments made to the account as full-time status is maintained.

If a student drops a Session 1 course within the first two weeks and falls below full-time, the account will be adjusted accordingly. If the student then adds a course in Session 2 to become full-time, the adjustment will be reversed to bring the charge back to the full-time rate of $16,294/semester.

Fayette students taking online classes will receive an online waiver for the online tuition. The course(s) will be included in Fayette tuition costs. Students pay the Fayette rate for online courses.

Overload Charges
• A student who drops a course and is no longer in overload, will be refunded the full overload fee charged.

Classification of Students
A student will be classified in the following way at the beginning of each semester in each academic year.

A. Official Status
1. Regular: A student whose record and current standing indicate systematic pursuit of study toward a degree.
2. Non-Matriculated: A student not admitted as a candidate for a degree.
3. Auditor: A student who registers on a noncredit basis for one or more courses. An auditor may not change registration to complete the course for credit.

B. Class Status
1. Freshman: A student who has earned fewer than 30 semester credits.
2. Sophomore: A student who has earned 30 to 59 semester credits.
3. Junior: A student who has earned 60 to 89 semester credits.
4. Senior: A student who has earned 90 semester credits or more.

C. Registration Status
1. Full-time: A student registered for 12 or more credits in a semester.
2. Three-quarter-time: A student registered for 9-11 credits in a semester.
3. Half-time: A student registered for 6-8 credits in a semester.
4. Less than half-time: A student registered for 5 or less credits in a semester.

Course Loads
Students will normally register for 12-18 credits per semester which is equivalent to a full-time load. Students desiring to enroll in more than 18 credits per semester must:

1. Meet the minimum GPA requirement. A cumulative minimum GPA of 3.0 is required to enroll in more than 18 credits in a semester.
2. Have been a full-time student with Upper Iowa University during a previous session.
3. Have the permission of their Academic Advisor. Students will not be allowed to register for more than 24 credits in a semester.

Students registering for more than 18 credits total for Fall Semester Sessions 1 and 2, or students registering for more than 18 credits total for Spring Semester Sessions 3 and 4 will be charged an overload fee. See page 26 for fee.

Registration
Near the end of each semester, registration for the following semester is conducted. To ensure that degree program requirements are being met in a timely manner, students will need to consult with their advisor regularly and select courses carefully. New students will register on specially designed Orientation, Advising and Registration (OAR) Days, which are held during the summer or at the beginning of the semester in which they first enroll. It is an expectation that all first-time, full-time students or students transferring fewer than 30 hours of college credit take the First-Year Seminar course series during their first year of enrollment.

Changes in Registration
A student may add courses during the first three days of the eight-week session and may drop courses at any time during the first five weeks of an eight-week session or 10 weeks of a 16-week session. To find out the last date to either add or drop a course, check the current academic calendar since the dates vary among the sessions.

Class Attendance
An Upper Iowa University student is expected to attend class regularly and promptly in order to do satisfactory work. Students are responsible for all assignments, papers and examinations, even when ill or when representing the University officially off campus.

Individual class attendance requirements are set forth by individual professors, however, the instructor must be able to provide the last date of attendance. These expectations may be more stringent in some classes than in others.

When students must be absent from class because of certified illnesses or emergencies, or because they are representing the University in an approved activity, they are expected to arrange for the completion of make-up tests or homework with the individual faculty member(s). These arrangements are to be made prior to the incurred absence, except, of course, in emergency situations.
A withdrawal calculation will be performed for any Title IV student who ceases attendance from the University during the semester. This includes those requesting a leave of absence.

**Note:** Financial aid funds will not be released until attendance for thesemester has been verified.

### Period of Nonattendance

Title IV funds provide the dollars for federal financial aid. Many regulations dictate the dissemination of these student funds. In an effort to stay in compliance with these regulations, please be aware of the following:

**Non-Enrollment**

Students who attend in any session and make the decision not to enroll in either of the following two sessions (excluding summer sessions) are required to complete the University withdrawal form on myUIU. Contact the Office of Academic Success with any questions. A Personal Information Update for Returning Students form is required prior to their next registration.

**Non-Attendance**

Upon completion of the first week of every session instructors will submit the names of students who are enrolled in their course(s) but have never attended on myUIU. For all intents and purposes these students will be considered as having been dropped from their courses and an “NA” (Never Attended) grade will be recorded on their transcripts.

In cases where this action reduces a student’s enrollment status to less than full-time, the student’s financial aid, medical insurance coverage, athletic eligibility, and other matters premised upon full-time enrollment status, will be affected.

Students reported to the Registrar as “NA” for all courses during the first session in any given semester will receive the NA grade for the entire semester and will be considered withdrawn from the University.

**Administrative Withdrawal**

When a student’s consecutive absences exceed by one the number of class meetings per week, or on the third consecutive absence in the case of classes which meet once each week, and in the absence of extreme circumstances, the instructor will:

1. Fill out the Instructor Recommended Drop Form.
2. Forward the form to the Registrar’s Office for processing.

The student will be advised of the withdrawal and will receive a grade of AW (administrative withdrawal).

Financial aid may be changed if enrollment status changes. Contact the Registrar’s Office for information concerning the appeal process for AW grades.

**Drops and Administrative Withdrawals**

Students who are administratively withdrawn (AW) or voluntarily drop all of their classes in a particular session will be considered in a nonattendance status and will be withdrawn from the University. Appropriate grades of AW or W will be entered for all uncompleted courses that the student is registered in for the semester. Students will be required to complete the withdrawal process. A Personal Information Update for Returning Students form is required prior to their next registration. This form is located on myUIU.

**Pass/Fail Registration**

Upper Iowa University believes that the college experience should be one of experiment and inquiry into diverse fields of study. In order to encourage such inquiry, Upper Iowa allows a student in good academic standing to complete up to 12 semester credits in free elective courses on a pass/fail basis. Only at the time of registration, students are allowed to designate that a course is being taken on a pass/fail basis. Pass grades awarded in courses completed on that basis are not figured into the cumulative grade point average. Failed courses will be figured into the cumulative grade point average.

**Grading System**

Upper Iowa University uses a standard grading system:

<table>
<thead>
<tr>
<th>Grades</th>
<th>Quality Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>4.00</td>
</tr>
<tr>
<td>A-</td>
<td>3.67</td>
</tr>
<tr>
<td>B+</td>
<td>3.33</td>
</tr>
<tr>
<td>B</td>
<td>3.00</td>
</tr>
<tr>
<td>B-</td>
<td>2.67</td>
</tr>
<tr>
<td>C+</td>
<td>2.33</td>
</tr>
<tr>
<td>C</td>
<td>2.00</td>
</tr>
<tr>
<td>C-</td>
<td>1.67</td>
</tr>
<tr>
<td>D+</td>
<td>1.33</td>
</tr>
<tr>
<td>D</td>
<td>1.00</td>
</tr>
<tr>
<td>D-</td>
<td>0.67</td>
</tr>
<tr>
<td>F</td>
<td>0.00</td>
</tr>
</tbody>
</table>

All grades of "F" posted at Upper Iowa University are considered to be earned "F" grades.

Instructors are required to implement +/- grades in their courses. The instructor’s course syllabus will outline the +/- grading scale and assigned percentage associated with each grade.

The GPA is determined by dividing the number of quality points earned at Upper Iowa University by the total number of graded semester credits earned at Upper Iowa University. Grades transferred from other institutions are not included in the overall GPA. The GPA earned for a major will include grades transferred into the student’s major. The GPA at the time of posting a bachelor’s degree is constant. Courses completed after a bachelor’s degree has been earned will not change the GPA from that point on.

Education Abroad courses that are registered with a TBS placeholder registration in a UIU semester will count toward total hours attempted and GPA hours and will count in the GPA calculation. These registrations will be applied to calculations for
Satisfactory Academic Standing (SAS), Satisfactory Academic Progress (SAP), Dean’s List, and honors for graduation.

A grade of I is a temporary grade assigned by the faculty member that will be changed to a letter grade of A-F by the end of the following session (center or online courses) or semester (Fayette Campus courses). An “I” may be posted to a self-paced course for as long as four months (see time limit information on page 42).

The following grades are NOT used in computing the grade point average: A grade of P is assigned for credit granted for experiential learning, special training programs, credit by examination or for other types of nontraditional learning experiences. A grade of P is also assigned for satisfactory performance in an elective course taken on a pass/fail basis. The grade W is used to denote a student-initiated drop of a course after the allowed add period of an eight-week session and before the last day to drop courses. Courses dropped after the last day to drop courses will be assigned the grade of F. (This grade will be calculated in the GPA.) An official grade is the grade posted to myUIU at the end of the grading period. It is the student’s responsibility to check myUIU grades for accuracy.

Academic Renewal without Course Repetition Policy
Inasmuch as past performance does not always accurately reflect a student’s academic ability, Upper Iowa University has established a policy of academic renewal without course repetition.

A student who returns to Upper Iowa University to pursue an undergraduate degree after an extended absence may request permission to remove one or more of their complete academic sessions from future GPA considerations, subject to the following circumstances and conditions:

1. The student must not have enrolled at Upper Iowa University for five or more consecutive years.
2. The student must not have graduated from Upper Iowa University.
3. The student must have demonstrated academic ability by earning a GPA of 2.00 or higher upon completion of 12 semester credits after returning to Upper Iowa University.

If academic renewal is granted, the following conditions will apply:

1. All courses and credits that were taken during the chosen session or sessions will be removed from consideration for GPA calculations.
2. Semester credits earned will count toward graduation and major requirements.
3. Renewal may be applied only to academic sessions completed prior to the student’s extended absence from Upper Iowa University.
4. All courses and grades for the chosen sessions will remain on the student’s academic transcript, thereby ensuring a true and complete academic history.

5. The statement Academic Renewal Declared on (date) will appear on the transcript after each session affected by the renewal.
6. Academic renewal may be used only one time in a student’s academic career at Upper Iowa University.
7. Once academic renewal has been declared, it is final and irreversible.

After discussing the desire to pursue academic renewal with an academic advisor, the student should submit a written request for academic renewal to the Office of the Registrar.

Transcript Evaluations
Fayette Campus students must declare a major by the end of their fourth semester (a stipulation that is consistent with NCAA requirements). The Registrar's Office will complete an evaluation of the student's previous transcripts, giving up-to-date information on the progress the student is making toward completing the desired program of study. If a student changes a proposed program, they are to submit a change of major form (located on myUIU).

Student Conduct
The policies on Student Conduct can be found in the Student Handbook at uiu.edu/support/handbooks.html.

Academic Misconduct
Cheating, academic dishonesty, and plagiarism constitute a violation of the offender’s own integrity, as well as the integrity of the entire University; they will not be tolerated. Violators will receive sanctions based on the level of academic misconduct.

Cheating includes, but is not limited to:

1. The use of unauthorized books, notes or other sources in the giving or securing of help in an examination or other course assignments.
2. The copying of other students’ work or allowing others to copy your work. The submission of work that is not your own or allowing others to submit your work as theirs.
3. The submission of the same work for two or more classes without the approval of the instructors involved.

Academic dishonesty includes, but is not limited to:

1. Sharing academic materials knowing they will be used appropriately.
2. Accessing another person’s work without permission.
3. Providing false or incomplete information on an academic document.
4. Changing student records without approval.
5. Obtaining and using texts or other materials intended for instructor use only.
Plagiarism includes, but is not limited to:

1. The presentation of another's published or unpublished work as one's own.

2. Taking words or ideas of another and either copying them or paraphrasing them without proper citation of the source.

3. Using images, charts, graphs, statistics or tables without proper citation.

Levels of Academic Misconduct and Sanctions
The faculty member teaching the course has the primary responsibility for resolving allegations of academic dishonesty, though egregious violations will be resolved by the School administration, the Academic Misconduct Board, or some combination thereof. The final decision on the level of a violation rests with the Academic Misconduct Board. Options for resolving an alleged case of academic dishonesty range from dismissing the allegation with no negative sanction to being expelled from the university. A negative sanction is defined as an action taken by the faculty member that affects the student’s grade for the assignment or his or her cumulative grade for the course. Anytime academic misconduct is detected, the procedures outlined will be followed. The incident will be maintained in a searchable database maintained by the Office of Academic Affairs.

Additional information regarding sanctions is located in Policy 107 at uiu.edu/about/policies-reports.

Dean’s List
Each semester those students who are enrolled as full-time students and who have achieved at least a 3.50 GPA in at least 12 letter-graded semester credits for the semester will have their names placed on the Dean’s List. Students with “I” grades in this semester will not be placed on the list. (“I” grades in field experiences, student teaching, internships, or Math seminar are exempt.) Students will be notified of this honor and a certificate will be available on myUIU. An announcement will be sent to the students' local newspapers unless the information is requested to be withheld.
Requirements for Admission

Freshmen: Students who wish to enter Upper Iowa University 1) directly from high school or 2) with less than 24 semester hours of graded transferable college credit or ACE (American Council of Education) credit will be considered for admission based on their completion of high school course requirements and college courses attempted.

Transfer: Transfer students with 24 or more semester hours of graded transferable college credit will be considered for admission based on their college credentials from all institutions.

Upper Iowa reserves the right to refuse admission to anyone who does not meet its standards for admission. Acceptance to a center, online or self-paced degree program does not guarantee acceptance to Fayette Campus.

Applying for Admission
Submit the following documents directly to Upper Iowa University, PO Box 1857, Fayette, IA 52142:

1. A completed application for admission. Apply online at www.uiu.edu/apply. Students may submit an application for admission at any time but no later than the day prior to the first day of the session in which the student plans to register.

2. Official transcripts from each college and university previously attended. Official reports for Advanced Placement may also be submitted. Official transcripts must be sent directly from the granting institution. They must not pass through the student’s hands.

3. Official transcript of the student's high school record for those seeking admission as a freshman (see Requirement for Admission). This includes students who have completed Advanced Placement or college transfer credit while in high school. This requirement is fulfilled by one of the following:
   a. An official high school transcript
   b. Official GED certificate or score report
   c. Official copy of Joint Services Transcript (JST) or Community College of the Air Force (CCAF)
   d. Evidence of a passing score on tests recognized by the state such as the High School Equivalency Test (HSET) and the Test Assessing Secondary Completion (TASC)
   e. For International students only, official transcripts verifying completion of secondary education

4. Official or unofficial transcript of the student's high school record for those seeking admission as a freshman with less than 24 semester hours of graded transferable college credit or ACE (American Council of Education) credit that is earned after graduating from high school (see Requirement for Admission). This requirement is fulfilled by one of the following:
   a. Any item in 3a - 3e above
b. Official college or university transcript that lists the high school graduation date

c. Unofficial high school transcript or copy of high school diploma

d. Official copy of Joint Services Transcript (JST) or Community College of the Air Force (CCAF)

5. Veterans – an application for veterans’ benefits or change of place of training form and a copy of the DD214.


7. Teachers seeking additional endorsements - copy of current teaching license (for Iowa only).

8. To be considered for admission, international students and non-English speaking students must validate they have met Upper Iowa University’s proficiency in English requirement one of the ways listed in the following column. The student will be notified in writing of the approval or denial of admission. If a student does not complete the admission process and enroll within that year, materials may be required to be resubmitted.

International Student Admission
International Students – U.S. Center Programs/Distance Education

Upper Iowa University is authorized under federal law to enroll international students at certain locations. For additional information contact the Office of International Admissions. International student applicants must submit the following documents directly to the U.S. center or Distance Education Office in order to complete the international student admission process. Enrollment in self-paced or online courses does not qualify foreign students for a student visa because these programs can be completed from anywhere in the world. Furthermore, international students in the U.S. are prohibited by federal immigration regulations from enrolling full-time in online courses. For immigration-related inquiries, contact the Office of International Admissions.

1. A completed Application for Admission and application fee. Apply online at uiu.edu/apply to waive the application fee.

2. Official transcripts from each college and university previously attended. Official transcripts may require evaluation by a certified evaluator at the student’s expense. This evaluation must be sent directly to Upper Iowa University. Contact an academic advisor to discuss the type of most useful evaluation.

3. Certified True Copy (CTC) of the certificate verifying credit earned through postsecondary public examination (i.e. A-Level, STPM, etc.).

4. A CTC of the credential verifying completion of secondary education if the student has earned college credit, or an official secondary education transcript if the student has not previously earned college credit.

5. To be considered for admission, international students and non-English speaking students must validate they have met Upper Iowa University’s proficiency in English requirement in one of the ways listed below. The student will be notified in writing of the approval or denial of admission. If the student does not complete the admission process and enroll within that year, the student may be required to resubmit materials.

Experiential Learning documentation should be submitted only after an initial evaluation is completed, upon registering for at least one course through UIU, and after discussion of an individual degree plan with an academic advisor.

Non-Matriculated Student Policy
Students may take classes at Upper Iowa University without being accepted in a degree-seeking program. Their official status is “non-matriculated” – a traditional academic term meaning not enrolled in a degree program. All non-matriculated students will be required to complete an application for admission. Non-matriculated students are required to complete prerequisites.

If a non-matriculated student decides to pursue a degree program, he/she will be required to go through the regular admissions process.

English Proficiency Requirements
To be considered for admission, international students are required to provide evidence of a sufficient level of English proficiency. Validation of Upper Iowa University’s English proficiency requirement is met in one of the following ways:

<table>
<thead>
<tr>
<th>Test</th>
<th>Undergraduate</th>
<th>Graduate</th>
</tr>
</thead>
<tbody>
<tr>
<td>TOEFL <a href="http://www.ets.org">www.ets.org</a> (institution code: 6885)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Paper-based</td>
<td>500</td>
<td>550</td>
</tr>
<tr>
<td>Internet-based</td>
<td>61</td>
<td>79</td>
</tr>
<tr>
<td>IELTS <a href="http://www.ielts.org">www.ielts.org</a></td>
<td>5.0</td>
<td>6.0</td>
</tr>
<tr>
<td>Required Writing score</td>
<td>5.0</td>
<td>6.0</td>
</tr>
<tr>
<td>MELAB <a href="http://www.isa.umich.edu/eli/testing/melab">www.isa.umich.edu/eli/testing/melab</a></td>
<td>69</td>
<td>77</td>
</tr>
<tr>
<td>Michigan English Language Assessment Battery</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MUET <a href="http://www.mpms.edu.my/bi/main.php">www.mpms.edu.my/bi/main.php</a></td>
<td>4.0</td>
<td>5.0</td>
</tr>
<tr>
<td>Malaysian University English Test</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Cambridge O Level English Language Exam D
Duolingo 83 97
International General Certificate of Secondary Education (IGCSE) (English Subject) D
ELS Language Center www.els.edu 112 N/A
SAT http://sat.collegeboard.com 430 N/A
(institution code:6885)
(Minimum critical reading sub-score)
ACT 18 N/A
http://act.org (institution code: 1360)
(Minimum English sub-score)
HKCEE English Language (Syllabus B) D
HKALE English Language (AS Level) E
HKDSE 3
UIU will also consider the following evidence to meet the requirement of English proficiency:
• Official transcripts validating completion of secondary education from a U.S. high school or GED equivalent.
• Official transcripts validating a minimum of two years of instruction at the secondary education level in a country where the official language is English (contact the Office of International Admissions or visit its website for a list of recognized countries) or an English language international school.
• Official transcripts from a two-year minimum combination of secondary and post-secondary education in a country where the official language is English.
• Official transcripts showing 24 or more successfully completed college-level semester credits* from a regionally accredited college or university where the official language is English and English is the language of instruction. Cumulative GPA of at least 2.0 is required.
• Successful completion of an Upper Iowa University approved Intensive English Program (IEP)
*Non-degree awarding credits (i.e. intensive English, Foundations, or deemed equivalent credits) will not be considered to meet this requirement.

Upper Iowa University reserves the right to exempt specific groups of learners from providing proof on English Proficiency approved by the Vice President of Enrollment Management.

Transferring Credits to UIU
Transfer Credit
Transfer students may expect to receive full credit for college-level courses and/or programs completed at institutions of higher education that are regionally accredited or accredited by an agency recognized by the U.S. Department of Education office of Post-secondary Education (USDE-OPE) or by the Council for Higher Education Accreditation (CHEA).

Upper Iowa University will also consider acceptance of coursework in transfer from:
• International institutions that are approved/registered by their country’s Ministry of Education or other national educational governing body as reviewed and approved by Upper Iowa University.
• International institutions where transcripts for individual students are reviewed and evaluated by an approved foreign credential evaluators service and approved by Upper Iowa University.

Coursework completed at institutions that fail to meet any of the aforementioned criteria will not be accepted in transfer to Upper Iowa University.

Coursework completed with formal Upper Iowa University Articulation Partnership Advantage institutions will be transferred following articulation guidelines. Coursework from other accredited institutions will be transferred to meet particular degree requirements based on full-time faculty recommendations.

Grades earned in courses accepted for transfer will appear on the student's Upper Iowa University transcript, and the credits earned will count toward the total number required for graduation. However, grade points earned at another institution are not transferred and are not figured into a student's cumulative grade point average (GPA) maintained at Upper Iowa University, but are included in calculating the major/endorsement GPA.

Upper Iowa University may transfer up to 78 lower division college semester credits from accredited institutions.

These 78 semester credits may include:
1. No more than nine semester credits from Exercise and Sport Studies (EXSS) activity courses, including transcripted intercollegiate athletics.
2. No credits from courses identified by Upper Iowa University as remedial or developmental level (except for articulated intensive English credits from partner institutions).
3. No more than 30 semester credits from one year occupational diploma programs.

Upper Iowa University may transfer an additional 12 semester credits, identified by the four-year transfer institution as upper division credit, to a transfer maximum of 90 semester credits.

Up to 78 lower division semester credits and 12 upper division semester credits evaluated by the American Council on Education (ACE) and semester credits earned through CLEP, DSST, Excelsior College and ACT-PEP examinations will transfer to Upper Iowa University.

Transfer grades lower than a C- will not be accepted.
Upper Iowa University will accept AA or AS degrees with a liberal arts core as fulfillment of the general education requirements for a baccalaureate program. Upper Iowa University
will also accept associate degrees with a major in nursing from registered nurses (must have current license) as fulfillment of its general education requirements for the BSN program. Prerequisites are not waived.

**Experiential Learning Credit**

Upper Iowa University recognizes that students in higher education come with many experiences and from varied backgrounds. Learning experiences gained through training programs and academies may be reviewed and evaluated for academic credit.

**ACE/NCCRS Approved Credit**

Many training programs have been approved for credit by the American Council on Education (ACE) or National College Credit Recommendation Service (NCCRS). Check with an academic advisor to see if completed training has been evaluated by ACE or NCCRS. There is no charge for transcripting ACE or NCCRS recommended credit. Credits earned through ACE or NCCRS do not reduce the minimum required 30 semester credits of coursework through Upper Iowa University for graduation. Credits earned through ACE or NCCRS do not apply to the 60 graded credits needed to graduate with *Magna* or *Summa Cum Laude* honors.

**Credit by Examination**

Students may earn credit through CLEP/DSST/Excelsior College and/or ACT-PEP examinations. There is a minimal testing fee. Credit by examination is transcripted without charge when the student’s score is at the level recommended by ACE for credit. These exams are accepted to fulfill requirements in very specific ways. See an academic advisor before taking any credit-bearing exams to ascertain the appropriate exam for a degree plan.

Credits earned by examination do not reduce the minimum required 30 semester credits of coursework through Upper Iowa University for graduation. Credits earned by examination do not apply to the 60 graded credits needed to graduate with *Magna* or *Summa Cum Laude* honors.

**Experiential Learning Portfolio Credit**

A portfolio process has been developed to determine students’ achievements and demonstrated learning outcomes. Students can earn up to 30 semester credits for prior learning experience. Contact an academic advisor for information on the guidelines and procedures.

Experiential learning credit granted by another institution is accepted only if it is a part of a degree earned and transferred to UIU. Similarly, credit granted by UIU for experiential learning may not transfer to other institutions.

Because the documentation process required of a student is extensive, and since the evaluation of this documentation by UIU staff demands considerable time, the student must be accepted for admission and registered for at least one course through Upper Iowa University before applying for experiential learning credit.

Experiential learning portfolio credits do not reduce the minimum required 30 semester credits of coursework through Upper Iowa University for a bachelor’s degree. Experiential learning credits do not apply to the 60 graded credits needed to graduate with *Magna* or *Summa Cum Laude* honors. Experiential learning credit, awarded as upper division credit, may be used to satisfy the upper division credit requirement for graduation. Education course credits may not be earned through Experiential Learning.

Fees for experiential learning credit granted are assessed at $60 per semester credit. See an academic advisor for more information. All fees are due within 90 days of assessment, and before credit will be recorded on a transcript. An official transcript will be issued only after a course has been completed with Upper Iowa University.

**Law Enforcement and Fire Science Credit**

Students who have successfully completed law enforcement or fire science training may submit documentation to Upper Iowa University for evaluation. There is a one-time evaluation fee of $200 paid at the time of submission. The documentation will be evaluated for credit and applied to the UIU transcript. Consult an academic advisor for further information. A maximum of 30 semester credits can be earned through a combination of portfolio and law enforcement/fire science credits.

Credits earned for law enforcement and/or fire science training do not reduce the minimum required 30 semester credits of coursework through Upper Iowa University for graduation. Credits earned through law enforcement or fire science do not apply to the 60 graded credits needed to graduate with *Magna* or *Summa Cum Laude* honors.

**Military Credit**

Credit for military courses, training and occupational specialties/ratings with American Council on Education (ACE) college credit recommendation guidelines will be transcripted at no charge. Training completed may be verified by an official Joint Service Transcript (JST) or Community College of the Air Force (CCAF) transcript, DD295, or copies of certificates; a portfolio is not required. Up to 78 lower division semester credits and an additional 12 upper division semester ACE-evaluated military credits may be transferred for a maximum of 90 semester credits toward the 120 semester credits required for graduation. ACE-recommended military credits do not reduce the minimum required 30 semester credits of coursework through Upper Iowa University for a bachelor’s degree or 15 semester credits for an associate’s degree. ACE-recommended military credits do not apply to the 60 graded credits needed to graduate with *Magna* or *Summa Cum Laude* honors.

**Support for Military Students**

Upper Iowa University is a signatory of the Department of Defense Voluntary Education Partnership Memorandum of Understanding (MOU) and adheres to the Principles of Excellence for Education Institutions Serving Service Members, Veterans, Spouses and Other Family Members per Executive Order 13607.
Upper Iowa has been named a top Military-Friendly University by Military Advanced Education and VIQTORY for many years. The University is a proud institution in the Principles of Excellence and Yellow Ribbon programs.

**Army, Army National Guard, Army Reserve:** Upper Iowa University is a Letter of Instruction (LOI) Member Institution in ArmyIgnitED. ArmyIgnitED is the virtual gateway for all eligible Active Duty, National Guard and Army Reserve Soldiers to request Tuition Assistance (TA) online, anytime, anywhere for classroom and distance learning. It allows Soldiers to manage their education records including college classes, testing, on-duty classes and Army Education Counselor support. ArmyIgnitED is also the virtual gateway for Army Civilians to apply for their Civilian education, training, and leader development events. As a member institution, there are no up-front, out-of-pocket expenses for soldiers when enrolling in Upper Iowa University classes as long as their request for TA has been approved by the Army. Upper Iowa University was selected by the Army to offer associate and bachelor’s degrees to Soldiers, their spouses, and adult children worldwide.

**Navy:** Upper Iowa University is a partnership institution in the Navy College Program for Afloat College Education (NCPACE). The NCPACE program at UIU offers distance education opportunities to Sailors regardless of location. Upper Iowa University provides associate and bachelor degree programs which are relevant to each Navy rating, and makes maximum use of military professional training and experience based on the Joint Service Transcript (JST) transcript to fulfill degree requirements. UIU offers opportunities for Sailors to take courses through distance learning so that Sailors anywhere will be able to pursue a degree. Upper Iowa University is eligible to offer associate and bachelor’s degrees to Sailors, their spouses, and adult children worldwide.

**Coast Guard:** Upper Iowa University is eligible to offer associate and bachelor’s degrees to Coast Guard personnel, their spouses, and adult children worldwide.

**Air Force:** Upper Iowa University recognizes the work completed in the Community College of the Air Force and currently has an articulation agreement based on those courses. UIU treats the CCAF transcript just as it would any community college transcript and will apply all appropriate coursework toward a bachelor’s degree. The Air Force Education program directs airmen with associate in applied science degrees to a collection of accreditrated “military friendly” colleges and universities to consider when completing a four-year degree. Airmen enroll in classes and request tuition assistance in the Air Force’s Virtual Education Center.

**Marine Corps:** As with the other services, Upper Iowa University will evaluate a student's military training as posted on the Joint Service Transcript (JST) and build a personalized college degree plan by consolidating earned credit from military training, college level testing programs, self-paced degree courses and other college courses. Upper Iowa University is eligible to offer associate and bachelor’s degrees to Marines, their spouses, and adult children worldwide.

**Military Spouse Program:** The MyCAA Scholarship is a workforce development program that provides up to $4,000 of tuition assistance to eligible military spouses. The scholarship helps military spouses pursue licenses, certificates, certifications or associate degrees necessary to gain employment in high demand, high growth portable career fields and occupations. Spouses may use their MyCAA funds at any academic institution approved for participation in the MyCAA Scholarship.

### Undergraduate Program – 2021-2022 Tuition and Fees

<table>
<thead>
<tr>
<th>Course Type</th>
<th>Tuition per semester credit</th>
<th>Fee</th>
</tr>
</thead>
<tbody>
<tr>
<td>U.S. WI/IL/AZ on-site courses</td>
<td>$498</td>
<td></td>
</tr>
<tr>
<td>U.S. IA on-site courses</td>
<td>$498</td>
<td></td>
</tr>
<tr>
<td>U.S. Alexandria on-site courses</td>
<td>$321</td>
<td></td>
</tr>
<tr>
<td>U.S. Baton Rouge on-site courses</td>
<td>$321</td>
<td></td>
</tr>
<tr>
<td>U.S. DeRidder on-site courses</td>
<td>$321</td>
<td></td>
</tr>
<tr>
<td>U.S. Online Program courses</td>
<td>$498</td>
<td></td>
</tr>
<tr>
<td>Self-Paced Degree Program courses</td>
<td>$330</td>
<td></td>
</tr>
<tr>
<td>Application fee for the U.S. Center, Self-Paced Degree, and U.S. Online Programs</td>
<td>No Charge</td>
<td></td>
</tr>
<tr>
<td>Audit fee, per semester credit</td>
<td>$95</td>
<td></td>
</tr>
<tr>
<td>Technology use fee, per semester</td>
<td>Varies by Center/Program</td>
<td></td>
</tr>
<tr>
<td>Experiential Learning Portfolio assessment fee</td>
<td>$60</td>
<td></td>
</tr>
<tr>
<td>(nonrefundable), applicable toward semester credit charge if credit for experiential learning is awarded</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Experiential learning credit, per semester credit, payable within 90 days of the granting of this credit (nonrefundable)</td>
<td>$60</td>
<td></td>
</tr>
<tr>
<td>Extra-institutional Evaluation (per evaluation) for Law Enforcement, Fire Science, Cosmetology, Massage Therapy, Emergency and Disaster Management, Health Services Administration, and Corporate Training</td>
<td>$200</td>
<td></td>
</tr>
<tr>
<td>Internship liability insurance, one time fee for PSY 403 only</td>
<td>$20</td>
<td></td>
</tr>
<tr>
<td>Transcribing credit as recommended by ACE guidelines, including PEP, DSST and CLEP</td>
<td>No Charge</td>
<td></td>
</tr>
<tr>
<td>DSST administrative fee (plus the cost of exam)</td>
<td>$20</td>
<td></td>
</tr>
<tr>
<td>Transcripts, per copy (A minimum of $25 will be charged for rush orders.)</td>
<td>By mail or email (2-4 day processing time)</td>
<td>$10</td>
</tr>
</tbody>
</table>
that has not been paid by the due date, UIU has the option of
at the discretion of Upper Iowa University. For any payment
allowed to utilize the deferred payment option in future sessions,
date. Students who do not make timely payments may not be
a $25 late fee incurred for any payment not received by the due
fees not covered by employer reimbursement is due and payable
the 45th day after course completion. The amount of tuition and
tuition reimbursement from their employer.

This option is only allowed for students who are receiving
Default obligations are met.
Certificates, or transcripts will not be released until all financial
obligations are satisfied in full.

A student’s diploma or transcript will not be released until all
financial obligations are satisfied in full.

*Students at military installations should contact their center
director for tuition rates. A full listing may be found on the web-
Site at uiu.edu/admissions/regional-location.

Students receiving financial aid will be required to pay, at the
time of registration (all programs) or by the Wednesday before
the start of the semester (Center and Online Programs), any dif-
terence between total expenses and the aid.

Student refunds will be processed the 25th business day of each
semester if a student has completed all requirements for regist-
tration, financial aid, and attendance validation per the course
catalog.

Payment of Tuition and Fees
Terms of Payment
In accordance with University policy, all semester charges are
due and payable the Wednesday before start of semester/session.
Payment plans must be in place by Wednesday before the start
of the semester if charges and fees won’t be paid in full. Default
of payment may result in the student’s enrollment being delayed
or denied; satisfactory arrangements must be made before rein-
statement.

Awarded financial aid eligibility is applied to the student’s ac-
count each semester upon verification of attendance. Diplomas,
certificates, or transcripts will not be released until all financial
obligations are met.

Delayed Payment Option
This option is only allowed for students who are receiving
tuition reimbursement from their employer. Payment in the
amount of the employer reimbursement is due and payable by
the 45th day after course completion. The amount of tuition and
fees not covered by employer reimbursement is due and payable
by the Wednesday before the start of the session. There will be
a $25 late fee incurred for any payment not received by the due
date. Students who do not make timely payments may not be
allowed to utilize the deferred payment option in future sessions,
at the discretion of Upper Iowa University. For any payment
that has not been paid by the due date, UIU has the option of
canceling current enrollment, holding transcripts and diplomas,
or blocking student’s ability to register for future classes.

Payment Plans
The convenience of paying school expenses on a monthly
basis is an attractive option for many. Upper Iowa University is
excited to provide an opportunity for students to pay educational
expenses by setting up an interest-free monthly payment plan
that is available to all students. Payment plans allow students
to distribute the costs of education over a period of time rather
than paying large lump sums all at once. Payments are due by
the scheduled due dates as specified on the payment plan. Pay-
ments not received by the scheduled due dates will be subject
to a $25 late fee for each overdue payment. Payment plans must
be in place by the Wednesday before the start of the session. For
payment plans established after the first official due date of the
payment plan, a student may still participate by including all
back payments with their first payment. Students interested in
learning more about the payment plans or setting up a payment
plan, should contact the Business Office by calling 800-553-
4150 or email businessoffice@uiu.edu.

Classification of Students
Official Status
1. Regular: A student whose record and current standing indi-
cate systematic pursuit of study toward a degree.
2. Non-Matriculated: A student not admitted as a degree
candidate.
3. Auditor: A student who registers on a noncredit basis for
one or more courses. An auditor may not change registra-
tion to complete the course for credit.

Registration Status
1. Full-time: A student registered for 12 or more credits in a
semester.
2. Three-quarter-time: A student registered for 9-11 credits in
a semester.
3. Half-time: A student registered for 6-8 credits in a semester.
4. Less than half-time: A student registered for 5 or less cred-
its in a semester.

Status can only be obtained through Center and/or Online
Program enrollment. Self-Paced Degree Program enrollment
is always considered half-time or less for 3-12 credits.

Class Status
1. Freshman: A student who has earned fewer than 30
semester credits.
2. Sophomore: A student who has earned 30 to 59
semester credits.
3. Junior: A student who has earned 60 to 89 semester credits.
4. Senior: A student who has earned 90 semester credits
or more.
Course Loads
As a full-time student with average to above average grades, a student will normally enroll for six semester credits per eight-week session, which is equivalent to a full-time load. Students desiring to enroll in more than eight semester credits per session through Center, Online, and/or Self-Paced Degree Programs must:

1. Meet the minimum GPA requirement. A cumulative minimum GPA of 3.0 is required to enroll in nine semester credits, and a 3.5 is required to enroll in 12 semester credits per session.
2. Have been a full-time student with Upper Iowa University during a previous session; and,
3. Have the permission of the program/center director or academic advisor.

Students will not be allowed to register for more than 12 semester credits a session in any UIU program.

Students in a SkillFlex Learning option may register for only SkillFlex Learning courses within the semester.

Grading System
Upper Iowa University uses a standard grading system:

<table>
<thead>
<tr>
<th>Grades</th>
<th>Quality Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>4.00</td>
</tr>
<tr>
<td>A-</td>
<td>3.67</td>
</tr>
<tr>
<td>B+</td>
<td>3.33</td>
</tr>
<tr>
<td>B</td>
<td>3.00</td>
</tr>
<tr>
<td>B-</td>
<td>2.67</td>
</tr>
<tr>
<td>C+</td>
<td>2.33</td>
</tr>
<tr>
<td>C</td>
<td>2.00</td>
</tr>
<tr>
<td>C-</td>
<td>1.67</td>
</tr>
<tr>
<td>D+</td>
<td>1.33</td>
</tr>
<tr>
<td>D</td>
<td>1.00</td>
</tr>
<tr>
<td>D-</td>
<td>0.67</td>
</tr>
<tr>
<td>F</td>
<td>0.00</td>
</tr>
</tbody>
</table>

All grades of "F" posted at Upper Iowa University are considered to be earned "F" grades.

Instructors are required to implement +/- grades in their courses. The instructor’s course syllabus will outline the +/- grading scale and assigned percentage associated with each grade.

The GPA is determined by dividing the number of quality points earned at Upper Iowa University by the total number of graded semester credits earned at Upper Iowa University. Grades transferred from other institutions are not included in the overall GPA. The GPA earned for the student’s major will include grades transferred into the major. The GPA at the time of posting a bachelor’s degree is constant. Courses completed after a bachelor’s degree has been earned will not change the GPA from that point on.

Nursing CEP registrations that are part of a consortium agreement and Education Abroad courses that are registered with a TBS placeholder registration in an UIU semester will count toward total hours attempted and GPA hours and will count in the GPA calculation. These registrations will be applied to calculations for Satisfactory Academic Standing (SAS), Satisfactory Academic Progress (SAP), Dean’s List, and honors for graduation.

The following grades are not used in computing the grade point average:

I - Incomplete
A temporary grade assigned by the faculty member that will be changed to a letter grade of A-F by the end of the following session (center or online courses) or semester (Fayette Campus courses). An “I” may be posted to a self-paced course for as long as six months (see time limit information on page 44).

P-Passing
A grade of P is assigned for credit granted for experiential learning, special training programs, credit by examination or for other types of nontraditional learning experiences. A grade of P is also assigned for satisfactory performance in an elective course taken on a pass/fail basis. Students must request pass/fail grading in writing to their academic advisor or program/center director before the beginning of the session. A maximum of 12 credits may be earned at Upper Iowa University on a pass/fail basis as general electives.

W-Withdrawal
For Center or Online Program students the grade W is used to denote courses dropped that are student-initiated between the first and fifth week of an eight-week session will be issued a letter grade (A-F) based on work completed in relation to total course requirements. See the course withdrawal schedule on page 11.

For Self-Paced Degree Program enrollments: if a student wishes to withdraw prior to the last day of the enrollment period, complete a withdrawal form found on myUIU or contact an academic advisor for assistance. A student-initiated withdrawal can occur at any time within the six-month enrollment period and a grade of W is applied.

AU-Audit
The grade AU is given when a student enrolls in a course without receiving college credit.

AW-Administrative Withdrawal
The grade AW is assigned to courses in which the student has been administratively withdrawn.

NA-Non-attendance
The grade of NA is assigned when a registered student fails to attend the first week (or comparable time frame) of class and fails to withdraw prior to the start of the course. Excessive NA grades may result in disciplinary actions.
An official grade is the grade posted to myUIU at the end of the grading period. It is the student’s responsibility to check myUIU grades for accuracy. Students may request an evaluation of their progress toward their respective major program of study and degree completion at any time from an academic advisor.

**Academic Renewal without Course Repetition Policy**

Inasmuch as past performance does not always accurately reflect a student’s academic ability, Upper Iowa University has established a policy of academic renewal without course repetition.

A student who returns to Upper Iowa University to pursue an undergraduate degree after an extended absence may request permission to remove one or more of his or her complete academic sessions from future GPA considerations, subject to the following circumstances and conditions:

1. The student must have completed at least one academic session with Upper Iowa University and must not have enrolled at Upper Iowa University for five or more consecutive years.
2. The student must not have graduated from Upper Iowa University.
3. The student must have demonstrated academic ability by earning a GPA of 2.00 or higher upon completion of 12 credit hours at Upper Iowa University after returning to Upper Iowa University.

If academic renewal is granted, the following conditions will apply:

1. All courses and credits that were taken at Upper Iowa University during the chosen session or sessions will be removed from consideration for GPA calculations.
2. Credit hours earned will count toward graduation and major requirements.
3. Renewal may be applied only to academic sessions completed prior to the student’s extended absence from Upper Iowa University.
4. All courses and grades for the chosen sessions will remain on the student’s academic transcript, thereby ensuring a true and complete academic history.
5. The statement “Academic Renewal Declared on (date)” will appear on the transcript after each session affected by the renewal.
6. Academic renewal may be used only one time in a student’s academic career at Upper Iowa University.
7. Once academic renewal has been declared, it is final and irreversible.

After discussing the desire to pursue academic renewal with an academic advisor, the student should submit a written request for academic renewal to the Registrar’s Office.

**Dean’s List**

Each semester those students who are enrolled as full-time students and who have achieved at least a 3.50 GPA in at least 12 letter-graded semester credits for the semester will have their names placed on the Dean’s List. Students with “I” grades in this semester will not be placed on the list. ("I" grades in field experiences, student teaching, internships, or Math seminar are exempt.)

A student will be notified of this honor and a certificate will be available on myUIU. An announcement will be sent to the student’s local newspaper(s), unless the information is requested to be withheld.
U.S. Center Program Information

Programs, Majors and Courses
The programs, majors and courses available at each center are accessible on the UIU web page at uiu.edu under the location and distance education section or by contacting the center.

Center Program Registration
- New students must register at the center.
- Currently enrolled students must register through myUIU.

Registration begins approximately six weeks before the start of each semester. Students are strongly encouraged to register early. Classroom capacity may limit the size of classes. If enrollments dictate and there is lead time to make the necessary arrangements, a second section of a course may be added. Without adequate lead time, courses may close when enrollment reaches classroom capacity.

All Upper Iowa University students register through myUIU, Upper Iowa University’s online portal. Access to myUIU is on the University website at uiu.edu. Step-by-step instructions for course registration are listed on the student tab and also found under the student handouts portal. All students are issued a username and password by Information Technology Services after their first Upper Iowa University registration.

Tuition and any course-related fees are due at the time of registration or on Wednesday before the start of the semester. Active-duty Army, US Army Reserve, and Army National Guard personnel must register through the ArmyIgnitED portal. For all other military personnel receiving tuition assistance, registration must be completed in accordance with the specific military service requirements. Proof of TA must be provided at time of registration. Students should contact their respective Center Program office or academic advisor for more details.

Session Dates and Program Information
Center-specific session dates, programs and majors offered are available at each center or on the UIU web page at uiu.edu under the locations and online/self-paced section.

Auditing Center Program Courses
By advance permission of the program/center director or academic advisor, students may enroll for courses on an audit basis. As an auditor, a student will not be required to take examinations and will earn no college credit. A special tuition fee of $95 per semester credit is charged (see page 36). Note: Financial aid is not available for auditors.

Changes in Center Program Registration
Note the following policies for changing a registration:
1. A student may not add a course after the registration period has ended.
2. If a student wishes to withdraw from a course, a Course Withdrawal form (located on myUIU) must be completed prior to the end of the fifth week of an eight-week session. See page 11 for other session lengths. Failure to attend class does not constitute withdrawal. Students who register for a course and fail to attend will be assigned a grade of NA unless a withdrawal form is completed prior to the first day of the course.
3. Courses registered as audit cannot be converted to credit-bearing courses after the last date to add. Courses registered as credit-bearing cannot be converted to audit after the last date to add.

Center Program Refund Policy and Course Withdrawal
If a student decides to withdraw from the University before the end of a semester or session, the student’s charges, financial aid, tuition assistance, and/or veteran benefits could be affected. All students should consult with the Business Office and Financial Aid Office to understand the financial impact of withdrawing prior to initiating the withdrawal process.

Tuition adjustments are independent from academic and financial aid deadlines. Tuition will be adjusted based on the percentages listed in the refund table below for the weeks completed in the eight-week enrollment period. If the course meets on an alternative schedule, consult the center for the refund schedule. The student’s last date of attendance is the official withdrawal date that will be used when calculating a refund.

For students from Wisconsin, Maryland, Georgia, Oregon, or Arizona centers, state laws apply. Wisconsin students and Military Tuition Assistance (TA) students refer to pages 18-19.
Upper Iowa University is required to use a pro rata schedule to determine the amount of Title IV aid the student has earned at the time of withdrawal. If financial aid funds have been released to the student because of a credit balance on the student’s account at Upper Iowa University, the student may be required to repay some or all of the amount released to the student. This policy is subject to federal regulations. Contact the Financial Aid Office for details.

Withdrawing from a course in progress may result in significant student account charges. A withdrawal calculation will be performed for any Title IV student who ceases attendance from the University during the semester. This includes those requesting a leave of absence. Consult with a center advisor before withdrawing. For more information on financial aid implications, go to uiu.edu/financialaid.

Validation of Enrollment
Registration for each course must be validated by attending at least one of the first three class sessions. For classes meeting twice per week, a student must attend the first, second or third session. For classes meeting once per week, a student must attend either the first week or the second week. Failure to validate enrollment when courses begin will result in a grade of NA (never attended) and removal from the course.

Administrative Withdrawal
During weeks one through six of an eight-week session, students who have not yet attended an on site class or posted in uiuLearn (attended by discussion post, reply to a post, quiz completion, or assignment submission) for 14 consecutive days will be administratively withdrawn from the course. A grade of AW will be recorded in the student’s permanent record. Students who post in week 5 or after will not be administratively withdrawn.

During weeks one through five of a six-week session, students who have not yet attended an on site class or posted in uiuLearn (attended by discussion post, reply to a post, quiz completion, or assignment submission) for 14 consecutive days will be administratively withdrawn from the course. A grade of AW will be recorded in the student’s permanent record. Students who post in week 4 or after will not be administratively withdrawn.

Administrative withdrawal will affect financial aid funding. If financial aid funds have been released to the student because of a credit balance on the student’s account at Upper Iowa University, then the student may be required to repay some or all of the amount released to the student. This policy is subject to federal regulations. Contact the Financial Aid Office for details.

Additional Learning Options
A feature of our flexible, dynamic academic program is the opportunity for individualized study, with prior approval by the program/center director, for Directed Study, Special Project, and Internship courses.

1. Special Project: Students and their instructor design a course in an area they are especially interested in exploring.

2. Internship: Students may take a course that offers hands-on experiences in a career setting directly related to their major area of interest. Contact a center director or academic advisor for more information.

Note: Internships are not available to Online and Self-Paced Degree students in New Mexico.

3. Directed Study: A Directed Study course is an individualized delivery of an existing course found in the catalog and is only offered in exceptional circumstances. Course outcomes and objectives for the DS course are the same as if the course were being taken in a non-individualized delivery mode. Contact a center director or academic advisor for more information.

Class Cancellations
If classes must be cancelled on a given evening it will be displayed on the uiu.edu homepage and the local radio/television stations will be notified no later than 3 p.m. When classes will be held as usual, no announcement will be made. Students commuting from a long distance are urged not to take unnecessary risks at times when road conditions are hazardous. If a student must be absent for this reason, inform the instructor and center staff.

Class Attendance
As an Upper Iowa University student, students are expected to attend class regularly and promptly in order to do satisfactory work. While attendance will not be used in grade determination, class participation requirements are set forth by individual
instructors. These expectations may be more stringent in some classes than others. When students must be absent from class because of illness or emergency, they are expected to arrange for the completion of make-up tests or homework with the individual faculty member(s). These arrangements are to be made prior to the incurred absence, except in emergency situations.

Distance Education

Online and Self-Paced Degree Programs
Upper Iowa University offers two distance learning programs. The programs are designed to provide affordable, accessible education to students worldwide.

Programs, Majors and Courses Offered Through Distance Education
The programs, majors and courses available through the distance learning programs are available on the UIU website at uiu.edu/online or by contacting the University.

Upper Iowa University
Distance Education
PO Box 1857
Fayette, IA 52142-1857
Direct phone: 563-425-5200
Toll free phone: 800-553-4150
Fax: 563-425-5287
Email: distance@uiu.edu
Website: uiu.edu/online

Self-Paced Degree Program Information
The UIU Self-Paced Degree Program started in 1973 and was one of the first of its kind in the nation. Self-paced courses offer a challenging and rewarding opportunity to earn credit for college courses without attending an organized class. Students may study at their own pace and at the time and place of their choosing. Self-paced programs have proven highly beneficial for those who desire to continue their educational goals for the completion of a degree or to meet requirements for certification or to fulfill lifelong learning.

Self-paced courses involve individual teaching of a student by an instructor on a one-to-one basis. Interaction and feedback between self-paced course faculty and students takes the form of written assignments, testing, evaluations, guidance, and assistance via such media as print/written word, telephone, fax, e-mail, and other electronic technologies. Computer access and/or a proctored exam will be required as determined by the self-paced instructor. A student must be self-motivated and self-disciplined to successfully complete a self-paced course.

Enrollment Flexibility and Convenience
A student may enroll in a self-paced course at the beginning of each calendar month during the year. Coursework is completed entirely at a distance — no on-campus attendance required.

A student may be admitted to the program at any time during the year. It is recommended that a student enroll in one or two courses initially. The student may work with an admissions counselor to enroll in a course prior to formal admission. For international students in the U.S., no more than one, three credit hour self-paced course per semester can be used to meet the minimum full-time enrollment requirement in accordance with federal immigration regulations.

Self-Paced Degree Program Registration
1. Course Registration: All Upper Iowa University students register through myUIU, Upper Iowa University’s web portal. Access to myUIU is on the University website at uiu.edu. Step-by-step instructions for course registration are listed on the Academics tab and also can be found under the Student Help portal. Note: Students who are unable to use myUIU may contact their academic advisor for assistance.

2. Payment: Tuition and any course-related fees are due prior to start of class.

3. Financial Aid: Federal Financial Aid may be available for students enrolled in the Self-Paced Degree Program.

4. Military Tuition Assistance (TA): Active-duty Army, Army Reserves, and Army National Guard personnel must register through the ArmyIgnitED portal. Select the Upper Iowa University appropriate instruction mode for the Self-Paced format of choice. The “DL - Self-Paced” option will list the courses offered through the Self-Paced Web format. The “DL - Correspondence” option will list the courses offered through the Self-Paced Paper format.

All other military personnel using military tuition assistance (MTA) will have their education officer approve the class and submit the completed TA form to their academic advisor. All military tuition assistance forms must be received before the first day of the session. Students who need assistance applying for Military Tuition Assistance, are asked to contact the respective education office.

5. Auditing Self-Paced Degree Program Courses: By advance permission of an academic advisor, a student may enroll for courses on an audit basis. As an auditor, a student will not be required to take examinations and will earn no college credit. A special tuition fee of $95 per semester credit is charged (see page 36). Note: Financial aid is not available for auditors.

Self-Paced Degree Program Refund Policy and Course Withdrawal
If a student decides to withdraw from a course before the end of an enrollment period, the student’s charges, financial aid, tuition assistance, and/or veteran benefits could be affected. All students should consult with the Business Office and Financial Aid Office to understand the financial impact of withdrawing prior to initiating the withdrawal process.

Tuition adjustments are independent from academic and financial aid deadlines. Upon receiving a request for withdrawal, using the number of lessons submitted as compared to the total...
due, a refund of tuition is made according to the following guideline.

On or before the first day of the enrollment period* 100%
After the first lesson through 10% of the enrollment period 90%
After the first 10% through the first 25% of the enrollment period 50%
After the first 25% of the enrollment period 0%

*Enrollment is measured by the number of assignments to be submitted during a six-month period of time, as determined by the University, during which semester credits are earned toward graduation. The refund/repayments shall be calculated using the percentages noted above as determined using the number of assignments completed and the number of assignments yet to be submitted.

For example, if a student submitted 2 of 17 assignments, they completed 11.76% of the class assignments. The student would be refunded 50% of the tuition cost.

For students from Wisconsin, Maryland, Georgia, Oregon, or Arizona, state laws apply.

Students who withdraw from a course prior to submitting the first assignment, or who are administratively withdrawn for non-submission of assignments, will be charged an administrative fee of $99.

Course withdrawal may impact financial aid eligibility. A financial aid counselor is available to discuss this decision.

Upper Iowa University is required to use a pro rata schedule to determine the amount of Title IV aid the student has earned at the time of withdrawal. If financial aid funds have been released to the student because of a credit balance on the student’s account at Upper Iowa University, the student may be required to repay some or all of the amount released to the student. This policy is subject to federal regulations. Contact the Financial Aid Office for details.

Withdrawing from a course in progress may result in significant student account charges. Consult with the Business Office before withdrawing. For more information on financial aid implications, go to uiu.edu/financialaid.

Self-Paced Degree Program Administrative Withdrawal
A grade of AW (administrative withdrawal) is recorded for any course from which a student is administratively withdrawn. At least one complete assignment/unit must be received and verified by the instructor within the first 60 days of the enrollment period or the student will be administratively withdrawn from the course. Students who are administratively withdrawn for non-submission of assignments, will be charged an administrative fee of $99.

Non-Attendance (NA): Never attended grades are not applicable to the Self-Paced Degree Program.

Self-Paced Degree Program
Delivery Options
Self-Paced Degree courses are offered in paper and web formats. All course requirements may be completed entirely at a distance with no on-campus attendance.

Web-based Format Option
After enrollments are processed each month, learners will receive a link for accessing the web-based course materials, including textbook information, and detailed instructions for completing the course. As a student moves through the course, each assignment will be submitted electronically using uiuLearn (D2L Brightspace), UIU’s learning management system. The use of uiuLearn requires access to a computer or laptop, the Internet and a web browser. (Google Chrome is recommended). Access will be given to the classroom the first day of the course.

Technical Requirements for Web-Based Format Option
It is UIU’s goal to make the student’s learning experience the best it can be. One way to achieve this goal is to ensure that certain essential tools are available when the student accesses their web-based course. Information related to technical requirements for the Upper Iowa University learning management system, uiuLearn, can be found under the browser information section on the uiuLearn Student Tutorials page.

Learning Management System for Web-Based Format Option
Upper Iowa University utilizes the D2L Brightspace learning management system (LMS). UIU has branded the LMS with the name uiuLearn. All students who enroll in web-based classes are expected to complete the student orientation tutorial and have appropriate knowledge to use the system effectively. The system is supported by a 24/7 helpdesk chat as well as via email and phone at helpdesk@d2l.com or 877-325-7778. Failure to post correctly and submit assignments/exams as required does not provide the basis for appeals of tuition and/or resubmission.

Paper-Based Format Option
A student will receive a print or PDF version of the course syllabus. The course guide will include textbook information and detailed instructions for completing the course. The guide provides structured lessons that contain an introduction, assigned readings, and written assignments. Course guides for the paper-based option will be sent by U.S. mail or to the student’s University email address.

Individual Guidance and Instruction
Success in a Self-Paced Degree Program is largely determined by self-discipline, motivation, and amount of time devoted to study. A student should carefully consider commitment to work, home, family, social, and community activities in deciding how much time is available for study.
Another key to success is the individual guidance and instruction received. Each lesson will be evaluated by the course instructor and returned with comments regarding the individual assignment. Comments and questions may also be submitted with assignments.

**Academic Advising**

Questions about applying course credit toward degrees or majors at UIU should be directed to the program/location academic advisor. If a student is taking courses to transfer to another institution, the student is responsible for acceptance of credit at the institution in which the student is enrolled. If a student wishes to transfer credit to another school from UIU, the student should make specific arrangements with that institution prior to enrolling in any course.

**The Honor System**

It is expected that students submit their own work. The written answers to all lessons, tests or examinations submitted by each student for grading and/or credit in a Self-Paced Degree course must be his/her own work. While a student may wish to study and discuss with others, work submitted must be that of the individual student. Self-paced students are subject to the Academic Misconduct Policy. Students who violate the Academic Misconduct Policy will be at the instructor's discretion receive an F for the work and/or course. If this occurs there will be no refund. See Academic Misconduct Policy on page 39.

**Lesson Submission**

As a general rule, allow one to three weeks for assignments/units to be graded and returned. This can vary depending on the method of submission. After the lesson has been returned, review it carefully and make any inquiry about the lesson immediately. Delays in return of assignments and examination results may be expected around scheduled holidays and breaks.

No more than three assignments/units may be submitted in a one-week period. Courses may have their own guidelines — read the syllabus carefully. The minimum time allowed to complete a course is two weeks per credit hour; a three-credit course cannot be completed in less than six weeks.

If a student must complete a course in a short time (between minimum time allowed and end of enrollment period), the student should make sure the instructor is aware of this and is available to correct lessons. The student is responsible for completing assignments and exams early enough to ensure the grade is available when needed. The final exam must be completed and received by the Self-Paced Program Office at least two weeks before the grade is needed. This is especially important if the student plans to graduate.

**Examinations**

The course materials a student receives at the beginning of the course will explain what exams are required, when to request the exams and what material will be covered. For the web-based format option, exams will be taken through the learning management system. For the paper-based option, a student will need to make arrangements to complete examinations under the supervision of a qualified proctor (someone to administer the exam).

For the paper-based option requiring a proctor, a student must bring a photo I.D. to the exam.

Approved exam proctors are:
- school principals
- probation officers
- case managers
- superintendents
- guidance counselors
- full-time school or public librarians
- testing centers at an accredited community college/college/university
- embassy officials
- military education officers or test control officers
- company education directors, directors of training and development or human resource directors (student must be employed by the company).
- professional testing center
- UIU Center staff

**Teachers, employers, relatives, close friends, and other UIU students cannot serve as proctors. Exams will not be sent to residential locations.**

**Communications Concerning Studies**

Upper Iowa University
Self-Paced Degree Program
PO Box 1857
Fayette, IA 52142-1857
Direct phone: 563-425-5200
Toll free phone: 800-553-4150
Fax: 563-425-5287
Email: selfpaced@uiu.edu

**Time Limits**

Students are allowed six months from the date of their enrollment to complete a self-paced course. A student should begin work on the course immediately upon enrollment and begin submitting lessons for grading and evaluation on a regular basis. If no coursework has been received by the instructor within the first 60 days, the student will be administratively withdrawn from the course. A steady work flow will ensure successful completion of the course in the least amount of time.

After the original six-month enrollment period has passed, the student no longer has the option to withdraw from a course. The
student must finish the course or will be issued a final grade based on the work submitted as compared to the total required.

**Incomplete**

Students will be allowed to request one four-month extension and receive an ‘I’ (incomplete grade) at the end of their original six month enrollment period if:

- A minimum of one assignment has been received for grading per guidelines **AND**
- All course units and exams are not completed and submitted **OR**
- A course withdrawal has not been initiated.

Note: The fee for a self-paced extension is $99 per course. The request for an extension must be submitted no earlier than one month before the end of the course and no later than a week before the end of the course.

Incomplete grade details

- When the extension is granted and an incomplete grade is issued, the student will receive a four-month enrollment period to complete the course.
- Students do not have the option to withdraw from a course after the initial six-month enrollment period.
- An ‘I’ grade posted to the student’s official record will be replaced with a final letter grade; however, the incomplete will remain on the official transcript as a notation.
- If the course is not completed by the end of the incomplete period, the instructor will assign a final grade (A-F) based on work completed in relation to the total course requirements.
- If credit is not earned by the end of the extension period, students can reenroll and repeat the entire course for credit.

Note: Students are not reported as enrolled during the incomplete period and are not eligible for student loan deferment.

**SkillFlex Learning Option**

The SkillFlex Learning option at Upper Iowa University is different from the traditional university model where students spend 8-16 weeks in a class working regardless of how much or how little they know about a subject. For many students, this rigid timeline becomes a barrier to completing their degree. Not all student learning can take place in a defined, rigid, and static environment.

UIU’s SkillFlex Learning option allows students to set the pace of their learning. Progress through coursework is based on showing mastery of learning outcomes (or competencies) – the skills, abilities, and knowledge required in an area of study. Students do this by passing assessments after reviewing the learning resources in the online classroom. However long it takes to master the material is unique to every student. If a student has a lot of work experience that is relevant to the materials it is possible to move through the learning outcomes very quickly. During the entire learning process the student works closely with a faculty member to facilitate the learning and stay on track.

The SkillFlex Learning option offers learners (especially returning adults) a real opportunity to earn a college degree while balancing work and family. The approach focuses on what a student know and not on how much time they spend on it so it puts the student in control of the education as ready.

Students enroll for a semester and can register for 12 semester hours of credit at the undergraduate level or 6 semester hours of credit at the graduate level.

The schedule is flexible as students set their own pace.

Support for progress is provided through substantive faculty feedback/interaction and personalized advising.

For more information or specific details, please contact a SkillFlex Learning Option academic advisor.

**Online Program Information**

**Online Program Registration**

**Who May Enroll in UIU Online courses?**

- Individuals interested in flexible course schedules, nontraditional instruction and personal and professional enrichment.
- New, returning and currently enrolled UIU students.
- High school students in good academic standing.

Online courses are available for enrollment in any of the six sessions offered each year.

Admission to UIU is not required to enroll in online courses. Enrollment in an online course(s) does not constitute admission to UIU.

**Registration Process**

New students must register with their admissions counselor. All returning Upper Iowa University students register through myUIU, Upper Iowa University’s online portal. Access to myUIU is on the University website at my.uiu.edu/ics. Step-by-step instructions for course registration are listed on the Academics tab under the Student Help portlet. All students are issued a username and password during the admissions process.

Tuition and any course-related fees are due at the time of registration or by the Wednesday prior to the start of the class. Payment may be made through the myUIU portal in a secure environment.

Registration begins approximately six weeks before the start of each session. Students are strongly encouraged to register early as capacity is limited in all classes.

Session start dates are published on page 5. No registrations will be accepted after the published last day to register for the session.
Auditing a course is not an available option in the Online Program.

**Military Tuition Assistance:** Active-duty Army, Army National Guard, and Army Reserve personnel must register through the ArmyIgnitED portal. All other military personnel using military tuition assistance (MTA) will have their education officer approve the class and submit the completed TA form to an academic advisor. All military tuition assistance forms must be received before the first day of the session. Forms may be scanned and emailed to the student's advisor. Students who need assistance applying for Military Tuition Assistance, should contact their respective education office.

**Employee Tuition Assistance:** If a student is receiving tuition assistance, a voucher approved by Upper Iowa University must accompany any portion of the payment for which the student is responsible. Contact an academic advisor for more details.

### Online Delivery and Schedule
The goal of Upper Iowa University is to offer its curriculum on a schedule that allows students to take courses and continue their careers. The schedule is available online at [uiu.edu/online-program](http://uiu.edu/online-program).

### Online Program Changes in Registration (Drop Procedures)
A student may drop a class at any time during the registration period and up to midnight on the last day prior to the first day of the session.

### Changes in Enrollment

#### Online Refund Policy and Course Withdrawal
If a student decides to withdraw from the University before the end of a semester or session, the student’s charges, financial aid, tuition assistance, and/or veteran benefits could be affected. All students should consult with the Business Office and Financial Aid Office to understand the financial impact of withdrawing prior to initiating the withdrawal process.

Tuition adjustments are independent from academic and financial aid deadlines. Tuition will be adjusted based on the percentages listed in the table below for the weeks completed in the eight-week enrollment period. The student’s last date of attendance is the official withdrawal date that will be used when calculating a refund.

For students from Wisconsin, Maryland, Georgia, Oregon, or Arizona centers, state laws apply. Wisconsin students and Military Tuition Assistance (TA) students refer to pages 18-19.

### Table: Online Program Changes in Registration (Drop Procedures)

<table>
<thead>
<tr>
<th>Semester</th>
<th>Session</th>
<th>Last Date of Attendance</th>
<th>Last Date of Attendance</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Fall Semester 2021</strong></td>
<td><strong>Session 1</strong> Aug 30 - Oct 21</td>
<td><strong>Charge</strong> 25%</td>
<td><strong>Refund</strong> 75%</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Last Date of Attendance</strong> Aug 30 - Sep 5</td>
<td><strong>Last Date of Attendance</strong> Oct 25 - Oct 31</td>
</tr>
<tr>
<td></td>
<td><strong>Session 2</strong> Oct 25 - Dec 16</td>
<td><strong>Charge</strong> 50%</td>
<td><strong>Refund</strong> 50%</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Last Date of Attendance</strong> Sep 6 - Sep 12</td>
<td><strong>Last Date of Attendance</strong> Nov 1 - Nov 7</td>
</tr>
<tr>
<td></td>
<td><strong>Session 3</strong> Jan 10 - Mar 3</td>
<td><strong>Charge</strong> 100%</td>
<td><strong>Refund</strong> 0%</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Last Date of Attendance</strong> After Sep 12</td>
<td><strong>Last Date of Attendance</strong> After Nov 7</td>
</tr>
<tr>
<td><strong>Spring Semester 2022</strong></td>
<td><strong>Session 4</strong> Mar 14 - May 5</td>
<td><strong>Charge</strong> 25%</td>
<td><strong>Refund</strong> 75%</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Last Date of Attendance</strong> Jan 10 - Jan 16</td>
<td><strong>Last Date of Attendance</strong> Mar 14 - Mar 20</td>
</tr>
<tr>
<td></td>
<td><strong>Session 5</strong> Mar 21 - Mar 27</td>
<td><strong>Charge</strong> 50%</td>
<td><strong>Refund</strong> 50%</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Last Date of Attendance</strong> Jan 17 - Jan 23</td>
<td><strong>Last Date of Attendance</strong> Mar 21 - Mar 27</td>
</tr>
<tr>
<td></td>
<td><strong>Session 6</strong> Mar 27 - Mar 27</td>
<td><strong>Charge</strong> 100%</td>
<td><strong>Refund</strong> 0%</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Last Date of Attendance</strong> After Jan 23</td>
<td><strong>Last Date of Attendance</strong> After Mar 27</td>
</tr>
<tr>
<td><strong>Summer Semester 2022</strong></td>
<td><strong>Session 7</strong> July 11 - Aug 18</td>
<td><strong>Charge</strong> 25%</td>
<td><strong>Refund</strong> 75%</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Last Date of Attendance</strong> May 16 - May 22</td>
<td><strong>Last Date of Attendance</strong> July 11 - July 17</td>
</tr>
<tr>
<td></td>
<td><strong>Session 8</strong> July 17 - July 17</td>
<td><strong>Charge</strong> 50%</td>
<td><strong>Refund</strong> 50%</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Last Date of Attendance</strong> May 23 - May 29</td>
<td><strong>Last Date of Attendance</strong> July 18 - July 24</td>
</tr>
<tr>
<td></td>
<td><strong>Session 9</strong> July 24 - July 24</td>
<td><strong>Charge</strong> 100%</td>
<td><strong>Refund</strong> 0%</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Last Date of Attendance</strong> After May 29</td>
<td><strong>Last Date of Attendance</strong> After July 24</td>
</tr>
</tbody>
</table>

Upper Iowa University is required to use a pro rata schedule to determine the amount of Title IV aid the student has earned at the time of withdrawal. If financial aid funds have been released to the student because of a credit balance on the student’s account at Upper Iowa University, the student may be required to repay some or all of the amount released to the student. This policy is subject to federal regulations. Contact the Financial Aid Office for details.

Withdrawing from a course in progress may result in significant student account charges. Consult an academic advisor before withdrawing. For more information on financial aid implications, visit [uiu.edu/withdraw-financial](http://uiu.edu/withdraw-financial).

#### Validation of Enrollment/Non-Attendance
Enrollment for each online course must be validated by attending class (attended by discussion post, reply to a post, quiz completion or assignment submission) during the first seven days of the session. Failure to validate enrollment will result in a grade of NA (never attended) and removal from the course. An NA will be recorded on the student's transcript and financial aid funding may be affected.

#### Withdrawal
If a student wishes to withdraw from an active course, the student must complete a course withdrawal form available through myUIU and submit the form to course withdrawals@uiu.edu prior to the published last day to drop a class, which is the last day of the fifth week of an eight-week session or last day of the fourth week in a six-week session. A grade of W will be recorded on the
transcript. Informing the course faculty member is not sufficient notice for a drop or withdrawal. A withdrawal calculation will be performed for any Title IV student who ceases attendance from the University during the semester. This includes those requesting a leave of absence.

**Administrative Withdrawal**

During weeks one through six of an eight-week session, students who have not yet posted (attended by discussion post, reply to a post, quiz completion or assignment submission) for 14 consecutive days will be administratively withdrawn from the course. A grade of **AW** will be recorded in the student’s permanent record. Students who post in week 5 or after will not be administratively withdrawn.

During weeks one through five of a six-week session, students who have not yet posted (attended) for 14 consecutive days will be administratively withdrawn from the course. A grade of **AW** will be recorded in the student’s permanent record. Students who post in week 4 or after will not be administratively withdrawn.

Administrative withdrawal will affect financial aid funding. If financial aid funds have been released to the student because of a credit balance on the student’s account at Upper Iowa University, then the student may be required to repay some or all of the amount released to the student. This policy is subject to federal regulations. Contact the Financial Aid Office for details.

**Online Program Guidelines**

**Course Attendance and Participation**

The Online Program course week begins on Monday and ends the following Sunday. Students will be given access to their classroom the first day of the course.

A student is expected to actively participate and contribute to the learning experience in the course at least four of each seven day academic week. Participation means providing substantive comments, questions and contributions that advance the learning process for the student and other learners in the course.

Attainment of the minimum expected participation is representative of an average learner. Participation in excess of the minimum is expected of superior learners. For grading purposes, the faculty member will determine the number and quality of postings for participation. If the student actively participates in the course, the student should not have an attendance issue.

If a student does not meet the minimum attendance requirement (attended by discussion post, reply to a post, quiz completion, or assignment submission) for 14 consecutive days, the student will receive an **AW** for the course which may affect financial aid funds for payment of the course. Financial aid and tuition adjustments will be calculated based on the day the student last posted to the online classroom. Merely logging into the online classroom website is not considered a posting for attendance or participation purposes.

**Collaborative Learning**

Online courses may incorporate one or more collaborative learning assignments that utilize “virtual teaming.” In collaborative assignments, a group of students works on and submits an assignment as a team. In general all members of the group will earn the same grade on the assignment. If the faculty member determines that one or more group members did not do a fair share of the assignment, those students may receive a lower grade. Some faculty members assign the members of groups while others allow students to self-select their group. A faculty member’s policy on this will be included in the course syllabus or online classroom.

**Technical Requirements**

It is UIU’s goal to make the student’s learning experience the best it can be. One way to achieve this goal is to ensure that certain essential tools are available when the student accesses their web-based course. Information related to technical requirements for the Upper Iowa University learning management system, uiuLearn, can be found under the browser information section on the uiuLearn Student Tutorials page.

**Learning Management System**

The UIU Online Program utilizes D2L Brightspace learning management system (LMS). UIU has branded the LMS with the name uiuLearn. All students who enroll in online classes are expected to complete the student orientation tutorial and have appropriate knowledge to use the system effectively. The system is supported by a 24/7 helpdesk chat as well as via email and phone at helpdesk@d2l.com or 877-325-7778.
Certificate Programs

Upper Iowa University offers a variety of certificate programs designed to provide students an additional method to learn new skills in a specific area. These certificate programs provide an opportunity for students to gain experience in a specific area by successfully completing a cluster of college credit courses. Students may also choose to use the courses as part of a degree program.

Certificate courses for credit: To pursue a certificate students must complete an application for admission as a non-degree seeking student.

Acceptance into a UIU Certificate Program:
- Students with no college experience must submit an Official High School Transcript or GED.
- Students with previous college experience must submit a copy of their Official High School Transcript/Diploma or GED, and copies of any previous college transcripts.

Students accepted into a UIU Certificate Program do not qualify for Federal/State/Institutional Aid. Acceptance into a UIU Certificate Program does not guarantee admission into an Associate’s, Bachelor’s, or Master’s Degree Program.

Current degree-seeking UIU students may seek a certificate while working on their degree program. An academic advisor can assist in coordinating certificate courses as part of the student's degree program. No additional application or paperwork is necessary to begin working on a certificate.

Upon successful completion of all required courses in the certificate, a Certificate Claim Form must be completed. There is a certificate claim fee of $30. Certificates are awarded on the same dates as the established graduation dates published by the Registrar’s Office (see page 5). Certificate completion will not be posted on the transcript.

Financial aid is only available to students who are degree-seeking with UIU and have gone through the standard application and award process. Financial aid is not available to non-degree seeking students pursuing certificates. Certificate courses must also apply to degree requirements to be eligible towards financial aid hours.

As with other course preparation, prerequisite courses represent foundational knowledge the student needs to be most successful. An academic advisor can assist in the selection of the most appropriate sequence of courses to match academic preparation.

Upper Iowa University will accept transfer credit towards the certificate, including courses taken at other accredited colleges/universities (see page 22), experiential learning portfolio credit through UIU, and CLEP (see policies listed on page 23). The amount transferred and applied to the certificate will not exceed nine of the 15 credits required. A minimum of six semester credits through Upper Iowa University must be completed to earn an Upper Iowa University certificate. If transfer credit is being used for the certificate, an official transcript must be provided.

The Certificate Programs available at the undergraduate level are listed here. The Certificate Programs available at the graduate...
level are listed in the graduate section of this catalog. See pages 158-166.

**Emergency and Disaster Management Certificate**
- **PA 306** Principles of Emergency Management 3
- **PA 320** Political and Policy Basis of Emergency Management 3
- **PA 332** Emergency Preparedness and Planning 3
- **PA 346** Disaster Response and Recovery 3
- One of the following: 3
  - **PA 404** Integrated Emergency Management
  - **PSY 409** Psychology of Disaster
  - **PA 414** Principles and Practice of Hazards Mitigation
  - **BA 449** Business and Industrial Crisis Management

**Geographic Information Systems (GIS) Certificate**
- **GEOG 100** Physical Geography OR
- **GEOG 200** World Regional Geography 3
- **GEOG 311** Cartography 3
- **GEOG 356** Introduction to Geographic Information Systems 3
- **GEOG 386** GIS Applications 3
- **GEOG 426** Principles of Remote Sensing OR
- **GEOG 456** GIS Automation and Customization 3

**Human Resources Management Certificate**
- **BA 210** Management Principles 3
- **BA 361** Human Resources Management 3
- Three of the following: 9
  - **BA 371** Training and Development
  - **BA 383** Compensation and Benefits Management
  - **BA 393** Personnel Selection and Evaluation
  - **BA 411** Labor Relations and Negotiation

**Psychology Certificate**
- **PSY 190** General Psychology 3
- **PSY 355** Skills and Strategies in the Helping Professions 3
- **PSY 360** Abnormal Psychology 3
- **PSY 454** Issues and Ethics in the Helping Professions 3
- Select one of the following: 3
  - **EDU 142** Human Growth, Development, and Guidance
  - **PSY 212** Developmental Psychology: Birth to Adolescence
  - **PSY 222** Developmental Psychology: Young Adulthood to Late Adulthood
  - **PSY 397** Social Gerontology

**Arts Administration Certificate**
- **ART 492** Senior Arts Administration Thesis 1
- Choose five of the following: 15
  - **PA 305** Grant Writing
  - **COMM 332** Writing for Media
  - **MKT 358** Consumer Behavior
  - **PA 364** Public Administration
  - **COMM 415** Communication and Media Ethics
  - **PA 440** Public Budgeting Process
  - **BA 474** Organizational Behavior

**Sustainability Certificate**
- **ES 161** Environmental Science 3
- **ES 321** Building an Eco-Economy 3
- **ES 340** Environmental Policy 3
- **ES 410** Regional Sustainability 3
- One of the following: 3
  - **PHIL 150** Introduction to Philosophy
  - **PHIL 202** Contemporary Ethics

**Associate of Arts Degree**

To receive an associate of arts degree, a candidate must meet the following requirements:

1. Complete a minimum of 60 semester credits. (UIU courses numbered below 100 will not count toward the 60 credits)
2. Meet the general education requirements listed on page 97.
3. Achieve a cumulative grade point average of at least 2.00.
4. Complete a minimum of 15 semester credits from Upper Iowa University.
5. Complete 12 of the last 15 semester credits required for graduation from Upper Iowa University.

**Graduation Requirements**

Students will normally have seven years after initial enrollment to complete the associate or baccalaureate program under the requirements in effect at the time of enrollment. If the program is not completed within seven years, the requirements in effect at the time of the next enrollment will be used to determine graduation requirements. The University reserves the right to make changes in its academic regulations and requirements when, in its judgment, the best interests of the institution are served. In addition, changes in licensure requirements of the Iowa Department of Education may affect requirements for students seeking licensure to teach. Financial aid guidelines may vary.

Please see pages 97-99 for General Education requirements.

A student may earn only one Associate of Arts degree from Upper Iowa University.
Students may not have an associate degree and bachelor’s degree conferred with the same conferral date. At least one session and one course must be completed after the associate degree is conferred in order to have both degrees conferred.

Associate of Arts - Criminal Justice Emphasis

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>CJ 224</td>
<td>Introduction to Criminal Justice</td>
<td>3</td>
</tr>
<tr>
<td>CJ 237</td>
<td>Criminal Law</td>
<td>3</td>
</tr>
<tr>
<td>CJ 362</td>
<td>Criminal Investigations</td>
<td>3</td>
</tr>
<tr>
<td>CJ 367</td>
<td>Ethics in Criminal Justice</td>
<td>3</td>
</tr>
<tr>
<td>CJ 380</td>
<td>Introduction to Corrections</td>
<td>3</td>
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<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Two of the following:</td>
<td>6</td>
<td></td>
</tr>
<tr>
<td>CJ 315</td>
<td>Juvenile Justice</td>
<td></td>
</tr>
<tr>
<td>CJ 321</td>
<td>Juvenile Delinquency</td>
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<tr>
<td>CJ 333</td>
<td>Criminology</td>
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</tr>
<tr>
<td>CJ 337</td>
<td>Victimization</td>
<td></td>
</tr>
<tr>
<td>SOC 347</td>
<td>Deviance and Social Control</td>
<td></td>
</tr>
<tr>
<td>CJ 353</td>
<td>Sociology of Law</td>
<td></td>
</tr>
<tr>
<td>CJ 365</td>
<td>Introduction to Policing</td>
<td></td>
</tr>
<tr>
<td>CJ 396</td>
<td>Community Corrections</td>
<td></td>
</tr>
<tr>
<td>CJ 398</td>
<td>Justice Administration</td>
<td></td>
</tr>
<tr>
<td>CJ 426</td>
<td>Institutional Corrections</td>
<td></td>
</tr>
<tr>
<td>CJ 428</td>
<td>Offender Treatment</td>
<td></td>
</tr>
<tr>
<td>CJ 299</td>
<td>Special Project</td>
<td>3</td>
</tr>
</tbody>
</table>

Associate of Arts - General Business Emphasis

The General Business Associate of Arts degree prepares the student to meet the challenges of entry level positions in a rapidly evolving and increasingly computer-dependent business environment. It provides the student with a broad-based preparation for business applications as well as for continued study towards a baccalaureate degree in business or other disciplines.

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ECON 160</td>
<td>Principles of Microeconomics</td>
<td>3</td>
</tr>
<tr>
<td>ACCT 201</td>
<td>Accounting Principles I</td>
<td>3</td>
</tr>
<tr>
<td>MKT 208</td>
<td>Marketing Principles</td>
<td>3</td>
</tr>
<tr>
<td>BA 210</td>
<td>Management Principles</td>
<td>3</td>
</tr>
<tr>
<td>BA 222</td>
<td>Management Information Systems</td>
<td>3</td>
</tr>
<tr>
<td>BA 302</td>
<td>Business Law and Ethics</td>
<td>3</td>
</tr>
</tbody>
</table>

General Electives

Credits: 6* 60

*9 credits needed if ECON 160 is used to satisfy general education social science requirement.

Associate of Arts - Liberal Arts Emphasis

The purpose of the Liberal Arts Associate of Arts degree is to prepare the student with a broad general education foundation coupled with courses of specific interest for personal, professional or educational growth. It prepares the student for continued study towards a baccalaureate degree.

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>LA 298</td>
<td>Associate of Arts Capstone</td>
<td>1</td>
</tr>
<tr>
<td>General Electives</td>
<td>23</td>
<td></td>
</tr>
</tbody>
</table>

Credits: 60

Associate of Arts - Psychology Emphasis

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>PSY 190</td>
<td>General Psychology</td>
<td></td>
</tr>
<tr>
<td>Learning and Cognition (choose one of the following):</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>PSY 323</td>
<td>Cognition</td>
<td></td>
</tr>
<tr>
<td>PSY 445</td>
<td>Learning and Memory</td>
<td></td>
</tr>
<tr>
<td>Individual Differences (choose one of the following):</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>PSY 310</td>
<td>Social Psychology</td>
<td></td>
</tr>
<tr>
<td>PSY 332</td>
<td>Personality</td>
<td></td>
</tr>
<tr>
<td>PSY 360</td>
<td>Abnormal Psychology</td>
<td></td>
</tr>
<tr>
<td>Biological Bases and Behavior (choose one of the following):</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>PSY 335</td>
<td>Biological Psychology</td>
<td></td>
</tr>
<tr>
<td>PSY 338</td>
<td>Motivation</td>
<td></td>
</tr>
<tr>
<td>Developmental Changes in Behavior (choose one of the following):</td>
<td>3</td>
<td></td>
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<tr>
<td>PSY 212</td>
<td>Developmental Psychology: Birth to Adolescence</td>
<td></td>
</tr>
<tr>
<td>PSY 222</td>
<td>Developmental Psychology: Young Adulthood to Late Adulthood</td>
<td></td>
</tr>
<tr>
<td>PSY 321</td>
<td>Death and Dying</td>
<td></td>
</tr>
<tr>
<td>PSY 397</td>
<td>Social Gerontology</td>
<td></td>
</tr>
<tr>
<td>Elective in Psychology (see full list of psychology offerings)</td>
<td>3</td>
<td></td>
</tr>
</tbody>
</table>

General Electives

Credits: 9* 60

*12 credits needed if PSY 212, 222 or 321 used to satisfy social science general education requirement.
Requirements for a Baccalaureate Degree

To receive a baccalaureate degree, a candidate must meet the following conditions:

1. Complete a minimum of 120 semester credits. (UIU courses numbered below 100 will not count toward the 120 credits). Of those credits, a minimum of 30 credits must be upper division credits. Credits evaluated by the American Council of Education as being upper division will meet this requirement as will Experiential Learning Portfolios based on 300-400 level course requirements.

2. Meet the general education requirements listed on page 97.

3. Achieve a cumulative grade point average of at least 2.00.

4. Complete the requirements for a major as stated on pages 53-96. A minimum of six semester credits in the major must be completed through Upper Iowa University. Center, online, self-paced and international students select a major upon acceptance to the university. Fayette campus students must declare a major by the end of the fourth semester (a stipulation that is consistent with NCAA requirements).

5. Achieve a minimum of a 2.00 grade point average in the major, and in the minor, if any. Transfer credits in the major or minor will contribute to these averages.

6. Complete a minimum of 30 semester credits from Upper Iowa University.

7. Complete 24 of the last 30 semester credits required for graduation from Upper Iowa University.

The same course may not be used in more than one major unless the course is a required course in both majors. If a course is required in one major and an option from a “select one or more of the following” area, the course is used only in the major in which it is required. Similarly, if a minor is chosen, the same course may not be used in a major and a minor unless the course is a required course (not part of a “select” area) in both the major and the minor. A student may not earn two Bachelor of Science or two Bachelor of Arts degrees at Upper Iowa University.

NOTE: A student may qualify for a second major (double major) if the student completes a minimum of 30 separate identifiable semester credits in the second major.

A minimum of 15 semester hours of separate identifiable semester credits must be earned for each minor that is declared. The same course may not be used in a major and a minor or among multiple minors unless the course is a required course (not part of a “select” area) in both the major and the minor or among multiple minors.

Students may not have an associate degree and bachelor’s degree conferred with the same conferral date. At least one session and one course must be completed after the associate degree is conferred in order to have both degrees conferred.
Graduation Requirements
Students will normally have seven years after initial enrollment to complete the baccalaureate program under the requirements in effect at the time of enrollment. If the program is not completed within seven years, the requirements in effect at the time of the next enrollment will be used to determine graduation requirements. The University reserves the right to make changes in its academic regulations and requirements when, in its judgment, the best interests of the institution are served. In addition, changes in certification requirements of the Iowa Department of Education may affect requirements for students seeking certification to teach. Financial aid guidelines may vary.

Please see pages 90-92 for General Education requirements.

Educational Programs
In keeping with our policy of flexibility, the Fayette Campus offers an exciting concept in curriculum planning: Design Your Own Major. This allows you to develop your own major course of study with a professor in your area of interest and provides an alternative to the required courses for majors and minors listed in the catalog. A self-created major will involve a minimum of 30 semester credits from the approved courses listed for each school. Once your individual plan is designed, it is sent to the school dean for approval, then filed in the Registrar’s Office.

Upper Iowa University offers an Education Abroad program through the Office of International Admissions. Studying abroad is a wonderful opportunity to earn credits toward your degree, gain cross-cultural knowledge, develop intercultural communication skills and become a global citizen while exploring destinations around the globe. If you are interested in studying abroad, please speak with your academic advisor to discuss how this experience will fit into your timeline toward graduation. The application process may take some time and must be completed many months before you leave. To find out more about the various programs offered visit the website at uiu.abroadoffice.net.

Yet another feature of our flexible, dynamic academic program is the opportunity for study through our Special Project, Special Topics and Internship programs. Special Project is a course designed by a student and his or her professor in an area the student is especially interested in exploring. Special Topics courses are those in-depth concentrations taught occasionally by a professor in response to student needs. An internship offers hands-on experience in a career setting directly related to the student’s major area of interest. As you glance through the majors listed in this catalog, you will see course numbers listed for Special Topics, Special Project and Internships.

For a listing of current Internship locations utilized by veterans, see uiu.edu/va-internship-locations.

School of Arts and Sciences
The School of Arts and Sciences offers majors in all science, art, biology, chemistry, communication studies, conservation management, criminal justice, human services, liberal arts, life science, psychology, public administration, social science, and sociology. Minors are offered in art, art history, biology, chemistry, creative writing, communication studies, criminal justice, earth systems science, forensic science, journalism, mortuary science, pre-law, psychology, and public administration. For students interested in pursuing teacher licensure, the School of Arts and Sciences works closely with the Andres School of Education in areas such as all science, American government, American history, art, English/language arts, journalism, life science, psychology, social studies, sociology, Spanish, and speech communication.

Teaching licensure is available in most of the liberal arts areas; check the listings under the Andres School of Education.

Associate of Arts degrees are available with emphasis areas of criminal justice, liberal arts or psychology. Certificates are available in arts administration, emergency and disaster management, geographic information systems, psychology and sustainability. See pages 49-50 for details.

Students have the opportunity to enroll in up to 12 credit hours of MPA coursework during their senior year. Contact an advisor for additional information regarding the application process and courses available.

Department of Biology and Chemistry
Biology
The biology major offers “Core Quality” structured around core classes that provide the foundation of the biological studies. From there, the biology major has four emphases: General Biology, Preprofessional/Health Science, Medical Laboratory Science, or Pre-Chiropractic Articulation. These emphases allow students to tailor their studies to individual career goals and provide them with “Choice Content.”

Students majoring in Biology must complete the 45-credit biological science core and the additional 14-25 credits in a specific area of emphasis.

<table>
<thead>
<tr>
<th>Biology Core</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>BIO 135</td>
<td>Principles of Biology I</td>
</tr>
<tr>
<td>BIO 140</td>
<td>Principles of Biology II</td>
</tr>
<tr>
<td>BIO 201</td>
<td>Scientific Literature Skills</td>
</tr>
<tr>
<td>BIO 283</td>
<td>General Genetics</td>
</tr>
<tr>
<td>BIO 340</td>
<td>Evolution</td>
</tr>
<tr>
<td>BIO 381</td>
<td>Cell and Molecular Biology</td>
</tr>
<tr>
<td>BIO 398</td>
<td>Thesis Research I</td>
</tr>
<tr>
<td>BIO 498</td>
<td>Thesis Research II</td>
</tr>
<tr>
<td>CHEM 151</td>
<td>General Chemistry I</td>
</tr>
<tr>
<td>CHEM 152</td>
<td>General Chemistry II</td>
</tr>
<tr>
<td>MATH 220</td>
<td>Elementary Statistics</td>
</tr>
</tbody>
</table>
Medical Laboratory Science Emphasis
Clinical or medical laboratory scientists collect and analyze samples to aid in the diagnosis and appropriate treatment of patients with disease. This emphasis prepares a student for entrance into programs certified by the National Accrediting Agency for Clinical Laboratory Sciences (NAACLS). For example, UIU graduates have furthered their careers through the Medical Laboratory Science Program at the Mayo Clinic.

Credits
BIO 210 Microbiology 4
BIO 268 Intro to Human Anatomy and Physiology 4
CHEM 330 Biochemistry I 3

One of the following: 3-4
BIO 330 Vertebrate Histology (4)
BIO 370/371 Pathophysiology and Lab (4)
BIO 375 Immunology (3)
BIO 396 Molecular Tools I (3)
BIO 397 Molecular Tools II (3)
BIO 420 Cancer Biology (3)

BIO 375 Immunology (3)
BIO 396 Molecular Tools I (3)
BIO 397 Molecular Tools II (3)
BIO 420 Cancer Biology (3)
BIO 428 Plant Pathology (4)
BIO 430 Wildlife Management (4)
BIO 435 Fisheries Management (3)

Survey Biology Electives: 12
BIO 210 Microbiology (4)
BIO 280 Plants of Iowa (4)
BIO 301 Individual Research in the Biological Sciences (1)
BIO 315 Ichthyology (4)
BIO 335 Ecology (4)
BIO 385 Ornithology (4)
BIO 391 Mammalogy (4)
BIO 393 Herpetology (4)
BIO 490 Entomology (4)

Pre-Chiropractic Articulation Emphasis
This emphasis allows students to take advantage of the articulation agreements with institutions offering a doctorate in chiropractic degree and enter the chiropractic institution after three years at Upper Iowa University. Students completing the emphasis will receive their degree in biology from Upper Iowa University after completion and transfer of first year coursework specific to the institution with which the articulation is held.

Credits
BIO 270 Human Anatomy and Physiology I 4
BIO 275 Human Anatomy and Physiology II 4
PHY 111/112 Introductory Physics I and Lab 4
PHY 113/114 Introductory Physics II and Lab 4

Note: Students must complete CHEM 251 and CHEM 252 in the core. First year at the chiropractic institution replaces BIO 398 and BIO 498 in the core.

Pre-Professional/Health Science Emphasis
This emphasis prepares a student for entrance into professional programs such as medicine, pharmacy, dentistry, optometry, chiropractic, physical therapy, occupational therapy, and veterinary medicine programs. The addition of a minor in chemistry can provide even more robust preparation for professional programs. Visit our webpages for pre-professional students for more information and a comparison of courses commonly required by professional programs.

Credits
BIO 210 Microbiology (4)
BIO 270 Human Anatomy and Physiology I (4)
BIO 275 Human Anatomy and Physiology II (4)
PHY 111/112 Introductory Physics I and Lab (4)
PHY 113/114 Introductory Physics II and Lab (4)

Note: Students must complete CHEM 251 and CHEM 252 in the core. First year at the chiropractic institution replaces BIO 398 and BIO 498 in the core.

Credits
Select electives from the following: 25
BIO 210 Microbiology (4)
BIO 270 Human Anatomy and Physiology I (4)
BIO 275 Human Anatomy and Physiology II (4)
BIO 301 Individual Research in the Biological Sciences (1)
BIO 303 Experience in Health Science Careers (3)
BIO 330 Vertebrate Histology (4)
BIO 370  Pathophysiology (3)
BIO 371  Pathophysiology Lab (1)
BIO 375  Immunology (3)
BIO 396  Molecular Tools I (3)
BIO 397  Molecular Tools II (3)
BIO 420  Cancer Biology (3)
CHEM 251  Organic Chemistry I (4)
CHEM 252  Organic Chemistry II (4)
CHEM 330  Biochemistry I (3)
CHEM 331  Biochemistry II (3)
CHEM 335  Biochemistry Lab (1)
PHY 111  Introductory Physics I (3)
PHY 112  Introductory Physics Lab I (1)
PHY 113  Introductory Physics II (3)
PHY 114  Introductory Physics Lab II (1)

Minor in Biology

Credits
BIO 135  Principles of Biology I  4
BIO 140  Principles of Biology II  4
BIO 283  General Genetics  4
BIO 340  Evolution  3
BIO 381  Cell and Molecular Biology  3

Biology electives – two courses must be 200 or above; must be at least 3 credit courses  6-8

Minor in Mortuary Science

Upper Iowa University offers a minor in Mortuary Science for students who are pursuing a Bachelor's degree prior to attending a Mortuary Science licensure program. The minor provides background science and psychology classes helpful as prerequisites for mortuary science training. The Mortuary Science minor is a good complement for students majoring in Business or Psychology in preparation for becoming a mortuary science professional. Please note UIU does not grant mortuary science licenses.

Credits
BIO 135  Principles of Biology I  4
BIO 210  Microbiology  4
BIO 268  Introduction to Human Anatomy and Physiology  4
CHEM 151  General Chemistry I  4
CHEM 152  General Chemistry II  4
PSY 190  General Psychology  3

One of the following  3
PSY 321  Death and Dying
PSY 355  Skills and Strategies in the Helping Profession

Minor in Chemistry

Credits
CHEM 151  General Chemistry I  4
CHEM 152  General Chemistry II  4
CHEM 220  Quantitative Analysis  4
CHEM 251  Organic Chemistry I  4
CHEM 252  Organic Chemistry II  4
Electives in chemistry numbered 300 or above  6

Chemistry

Students with education and training in chemistry can serve society in many ways. Chemistry is related to many of our most pressing social concerns, such as public health, environmental deterioration, the energy shortage, famine and overpopulation. Coupled with other disciplines such as biology, education, political science or business administration, chemistry provides preparation for many careers directly related to society’s needs.

Preprofessional Programs

The minor in chemistry can be paired with majors in biology or other disciplines to prepare students for entry into professional programs at schools of medicine, pharmacy, dentistry, optometry, chiropractic, physical therapy, occupational therapy, mortuary science, and veterinary medicine.

Minor in Conservation Management

Upper Iowa University has a highly respected Conservation Management program where students will experience academic and hands-on preparation for employment in the many areas of conservation management. Employment opportunities in conservation management exist in county, state, and federal government conservation agencies, as well as non-governmental organizations and with private consultants.

Credits
BIO 135  Principles of Biology I  4
BIO 220  Zoology  4
BIO 231  General Botany  4
BIO 280  Plants of Iowa  4
BIO 335  Ecology  4
<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>BIO 365</td>
<td>Conservation Biology</td>
<td>3</td>
</tr>
<tr>
<td>BIO 403</td>
<td>Field Internship</td>
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<tr>
<td>BIO 496</td>
<td>Senior Project</td>
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<tr>
<td>ES 220</td>
<td>Soil and Water Conservation</td>
<td>3</td>
</tr>
<tr>
<td>GEOG 356</td>
<td>Introduction to Geographic Information Systems</td>
<td>3</td>
</tr>
</tbody>
</table>

One of the following: 3-4
- BIO 430 Wildlife Management (4)
- BIO 435 Fisheries Management (3)

One of the following: 3
- MATH 105 College Mathematics with Applications (3)
- MATH 107 College Algebra (3)
- MATH 115 Trigonometry and Analytic Geometry (3)
- MATH 120 Calculus I (3)
- MATH 200 Calculus II (3)

Electives from the following: 11
- MATH 220 Elementary Statistics (3)
- BIO 301 Individual Research in the Biological Sciences (1)
- BIO 315 Ichthyology (4)
- BIO 323 Plant Nutrition (3)
- BIO 325 Plant Physiology (4)
- BIO 385 Ornithology (4)
- BIO 391 Mammalogy (4)
- BIO 393 Herpetology (4)
- BIO 490 Entomology (4)

**Life Science**

Students pursuing the life science major have three emphases to choose from which allow them to specialize in different ways.

### Life Science Core

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>BIO 135</td>
<td>Principles of Biology I</td>
<td>4</td>
</tr>
<tr>
<td>BIO 140</td>
<td>Principles of Biology II</td>
<td>4</td>
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<tr>
<td>BIO 201</td>
<td>Scientific Literature Skills</td>
<td>1</td>
</tr>
<tr>
<td>BIO 283</td>
<td>General Genetics</td>
<td>4</td>
</tr>
<tr>
<td>BIO 340</td>
<td>Evolution</td>
<td>3</td>
</tr>
<tr>
<td>BIO 381</td>
<td>Cell and Molecular Biology</td>
<td>3</td>
</tr>
<tr>
<td>BIO 496</td>
<td>Senior Project</td>
<td>2</td>
</tr>
<tr>
<td>CHEM 151</td>
<td>General Chemistry I</td>
<td>4</td>
</tr>
</tbody>
</table>

One of the following: 3
- MATH 105 College Mathematics with Applications (3)
- MATH 107 College Algebra (3)
- MATH 115 Trigonometry and Analytic Geometry (3)
- MATH 120 Calculus I (3)
- MATH 200 Calculus II (3)

**General Life Science Emphasis**

The life science major with a general emphasis is the major intended for preservice teachers hoping to teach biological science, those hoping to go into scientific industry, or those who are hoping to specialize their science classes more to suit their specific career needs.

**Credits**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>BIO 270</td>
<td>Human Anatomy and Physiology I</td>
<td>4</td>
</tr>
<tr>
<td>BIO 275</td>
<td>Human Anatomy and Physiology II</td>
<td>4</td>
</tr>
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</table>

**Life Science Electives**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>BIO 210</td>
<td>Microbiology (4)</td>
<td></td>
</tr>
<tr>
<td>BIO 280</td>
<td>Plants of Iowa (4)</td>
<td></td>
</tr>
<tr>
<td>BIO 301</td>
<td>Individual Research in the Biological Sciences (1)</td>
<td></td>
</tr>
<tr>
<td>BIO 315</td>
<td>Ichthyology (4)</td>
<td></td>
</tr>
<tr>
<td>BIO 325</td>
<td>Plant Physiology (4)</td>
<td></td>
</tr>
<tr>
<td>BIO 330</td>
<td>Vertebrate Histology (4)</td>
<td></td>
</tr>
<tr>
<td>BIO 335</td>
<td>Ecology (4)</td>
<td></td>
</tr>
<tr>
<td>BIO 385</td>
<td>Ornithology (4)</td>
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<td>BIO 391</td>
<td>Mammalogy (4)</td>
<td></td>
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<tr>
<td>BIO 393</td>
<td>Herpetology (4)</td>
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</tr>
<tr>
<td>BIO 490</td>
<td>Entomology (4)</td>
<td></td>
</tr>
</tbody>
</table>

**Plant Science Emphasis**

The life science major with the plant science emphasis allows students to prepare for plant based careers like turfgrass and golf course management or students could specialize their courses of study further to prepare for entry into graduate school.

**Credits**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>BIO 231</td>
<td>General Botany</td>
<td>4</td>
</tr>
<tr>
<td>BIO 325</td>
<td>Plant Physiology</td>
<td>4</td>
</tr>
</tbody>
</table>

**Plant Science Electives** (at least two courses must be 300 or above)

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>BIO 210</td>
<td>Microbiology (4)</td>
<td></td>
</tr>
<tr>
<td>BIO 223</td>
<td>Plant Propagation</td>
<td></td>
</tr>
<tr>
<td>BIO 280</td>
<td>Plants of Iowa (4)</td>
<td></td>
</tr>
<tr>
<td>BIO 323</td>
<td>Plant Nutrition (3)</td>
<td></td>
</tr>
<tr>
<td>BIO 335</td>
<td>Ecology (4)</td>
<td></td>
</tr>
<tr>
<td>BIO 428</td>
<td>Plant Pathology (4)</td>
<td></td>
</tr>
<tr>
<td>BIO 490</td>
<td>Entomology (4)</td>
<td></td>
</tr>
<tr>
<td>ES 220</td>
<td>Soil and Water Conservation (3)</td>
<td></td>
</tr>
<tr>
<td>ES 326</td>
<td>Soil Genesis, Classification, and Morphology (4)</td>
<td></td>
</tr>
</tbody>
</table>

**Pre-Nursing Emphasis**

After successfully completing 90 credits including the Life Science Core, the courses in this emphasis, and fulfilling all of UIU’s general education requirements, a student may matriculate at Allen College into the Accelerated BSN program and transfer 30 credits from their first year back to UIU to reach 120 credits and graduate from UIU, or complete the last 30 credits (including BIO 496) to reach 120 at UIU. In either case, the student will receive a B.S. degree with a major in Life Science from UIU.
Credit transferred from Allen College replaces BIO 496 in the core for 3+1 students, but BIO 496 must be taken at UIU if the student completes the entire major at UIU.

Note: In order to matriculate into the Accelerated BSN at Allen College, the student must have CNA certification.

Credits

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>BIO165</td>
<td>Human Biology and Nutrition</td>
<td>3</td>
</tr>
<tr>
<td>BIO 210</td>
<td>Microbiology</td>
<td>4</td>
</tr>
<tr>
<td>BIO 270</td>
<td>Human Anatomy and Physiology I</td>
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</tr>
<tr>
<td>BIO 275</td>
<td>Human Anatomy and Physiology II</td>
<td>4</td>
</tr>
<tr>
<td>EDU 142</td>
<td>Human Growth, Development, and Guidance</td>
<td>3</td>
</tr>
<tr>
<td>MATH 220</td>
<td>Elementary Statistics</td>
<td>3</td>
</tr>
<tr>
<td>PSY 190</td>
<td>General Psychology</td>
<td>3</td>
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<tr>
<td>PSY 360</td>
<td>Abnormal Psychology</td>
<td>3</td>
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<tr>
<td>SOC 110</td>
<td>Principles of Sociology</td>
<td>3</td>
</tr>
<tr>
<td>SOC 240</td>
<td>Diversity in the United States</td>
<td>3</td>
</tr>
<tr>
<td>EXSS 170</td>
<td>Medical Terminology (3)</td>
<td></td>
</tr>
<tr>
<td>NUR 331</td>
<td>Complementary and Alternative Health Care (1)</td>
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</tr>
<tr>
<td>NUR 352</td>
<td>Exploring Transcultural Nursing (4)</td>
<td></td>
</tr>
<tr>
<td>NUR 430</td>
<td>History of Nursing (3)</td>
<td></td>
</tr>
<tr>
<td>NUR 432</td>
<td>Honoring Self-Care: Balancing Mind, Body, and Spirit (2)</td>
<td></td>
</tr>
<tr>
<td>NUR 436</td>
<td>Understanding Nursing Theory (3)</td>
<td></td>
</tr>
<tr>
<td>Nursing Electives</td>
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<td>3-4</td>
</tr>
<tr>
<td>ART 101</td>
<td>Digital Tools</td>
<td>3</td>
</tr>
<tr>
<td>ART 109</td>
<td>2-D Foundations</td>
<td>3</td>
</tr>
<tr>
<td>ART 110</td>
<td>Drawing</td>
<td>3</td>
</tr>
<tr>
<td>ART 120</td>
<td>3-D Foundations</td>
<td>3</td>
</tr>
<tr>
<td>ART 211</td>
<td>Art History I</td>
<td></td>
</tr>
<tr>
<td>ART 212</td>
<td>Art History II</td>
<td></td>
</tr>
<tr>
<td>ART 252</td>
<td>Art and Architecture of Italy</td>
<td></td>
</tr>
<tr>
<td>ART 272</td>
<td>Non-Western Art Survey</td>
<td></td>
</tr>
<tr>
<td>ART 313</td>
<td>20th Century Art</td>
<td></td>
</tr>
<tr>
<td>ART 372</td>
<td>Survey of American Art</td>
<td></td>
</tr>
</tbody>
</table>

Two of the following: 6

ART 202  Painting
ART 204  Printmaking
ART 210  Intermediate Drawing
ART 222  Ceramics/Hand Building
ART 223  Ceramics/Wheel Throwing
ART 225  Sculpture
GRAF 218 Digital Photography and Editing

Three of the following: 9

ART 300  Human Figure Drawing I
ART 301  Human Figure Drawing II
ART 304  Printmaking: Screen Printing
ART 305  Environmental Art
ART 325  Intermediate Sculpture
ART 330  Watercolor/Water Media
ART 403  Internship
ART 404  Advanced Printmaking
ART 410  Advanced Drawing
ART 412  Advanced Painting
ART 423  Advanced Ceramics
ART 425  Advanced Sculpture
ART 430  Advanced Watercolor
ART 450  Special Topic
ART 499  Special Project
GRAF 319  Digital Video and Editing

Major in Art (Teacher Education)
The art education major prepares students for K-12 licensure.

Credits

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ART 101</td>
<td>Digital Tools</td>
<td>3</td>
</tr>
<tr>
<td>ART 109</td>
<td>2-D Foundations</td>
<td>3</td>
</tr>
<tr>
<td>ART 110</td>
<td>Drawing</td>
<td>3</td>
</tr>
<tr>
<td>ART 120</td>
<td>3-D Foundations</td>
<td>3</td>
</tr>
<tr>
<td>ART 202</td>
<td>Painting</td>
<td>3</td>
</tr>
<tr>
<td>ART 204</td>
<td>Printmaking</td>
<td>3</td>
</tr>
<tr>
<td>ART 225</td>
<td>Sculpture</td>
<td>3</td>
</tr>
<tr>
<td>ART 490</td>
<td>Senior Thesis (Portfolio)</td>
<td>1</td>
</tr>
</tbody>
</table>

Two of the following: 6

ART 211  Art History I
ART 212  Art History II
ART 252  Art and Architecture in Italy
ART 372  Survey of American Art

Department of Fine Arts, Communication Studies and Humanities

Art
The art program at Upper Iowa University challenges students to develop a personal approach to the arts while they strengthen their artistic skills and explore career opportunities. Creativity and independence are cornerstones of a program where faculty members actively lead, motivate, and support students in their education, personal lives, and careers. The natural beauty of Northeastern Iowa forms a backdrop that inspires students to better understand themselves and what it means to be human. This combination of personal expression, professional guidance, and stimulating natural environment contribute to a unique atmosphere of interaction and collaboration where students and their ideas can flourish.

Major in Art

<table>
<thead>
<tr>
<th>Studio Core Requirements</th>
</tr>
</thead>
<tbody>
<tr>
<td>ART 101  Digital Tools</td>
</tr>
<tr>
<td>ART 109  2-D Foundations</td>
</tr>
<tr>
<td>ART 110  Drawing</td>
</tr>
<tr>
<td>ART 120  3-D Foundations</td>
</tr>
</tbody>
</table>

Art History Requirement
Two of the following: 6

ART 211  Art History I
ART 212  Art History II
ART 252  Art and Architecture of Italy
ART 372  Survey of American Art

Art Studio 400 level course 3

Senior Capstone 4

ART 470  Senior Seminar (3)
ART 490  Senior Thesis (1) 30
One of the following:  
ART 222  Ceramics/Hand Building  
ART 223  Ceramics/Wheel Throwing

Electives in Art Studio:  
ART 210  Intermediate Drawing  
ART 300  Human Figure Drawing I  
ART 301  Human Figure Drawing II  
ART 304  Printmaking: Screen Printing  
ART 305  Environmental Art  
ART 325  Intermediate Sculpture  
ART 330  Watercolor/Water Media  
ART 404  Advanced Printmaking  
ART 410  Advanced Drawing  
ART 412  Advanced Painting  
ART 423  Advanced Ceramics  
ART 425  Advanced Sculpture  
ART 430  Advanced Watercolor  
GRAF 218  Digital Photography and Editing  
GRAF 319  Digital Video and Editing

Students must also complete the professional education core requirements to achieve licensure.

<table>
<thead>
<tr>
<th>Minor in Art</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Core Requirements</td>
<td></td>
</tr>
<tr>
<td>ART 101  Digital Tools</td>
<td>3</td>
</tr>
<tr>
<td>ART 109  2-D Foundations</td>
<td>3</td>
</tr>
<tr>
<td>ART 110  Drawing</td>
<td>3</td>
</tr>
<tr>
<td>ART 120  3-D Foundations</td>
<td>3</td>
</tr>
<tr>
<td>ART 470  Senior Seminar</td>
<td>3</td>
</tr>
</tbody>
</table>

Two of the following:  
ART 202  Painting  
ART 204  Printmaking  
ART 210  Intermediate Drawing  
ART 222  Ceramics/Hand Building  
ART 223  Ceramics/Wheel Throwing  
ART 225  Sculpture  
GRAF 218  Digital Photography and Editing

One of the following:  
ART 300  Human Figure Drawing I  
ART 304  Printmaking: Screen Printing  
ART 325  Intermediate Sculpture  
ART 330  Watercolor/Water Media  
ART 404  Advanced Printmaking  
ART 410  Advanced Drawing  
ART 412  Advanced Painting  
ART 423  Advanced Ceramics  
ART 425  Advanced Sculpture  
ART 430  Advanced Watercolor  
GRAF 319  Digital Video and Editing

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**Communication Studies**

The Communication Studies major provides students with the opportunity to learn about the central role communication has in our lives. Students learn to identify, analyze, and evaluate various communication goals and successfully adapt messages to the demands of complex situations. As global citizens, students learn to understand, value, and manage diverse communication behaviors associated with people from other groups, organizations, and cultures. As communication professionals, students gain competence in the theoretical and ethical foundations that drive research, organizational, and professional practices. A major in communication studies prepares students for a professional career in government, industry, academia, or graduate school. Students majoring in Communication Studies must complete the 12-credit communication studies core and the additional 33 hours in a specific area of emphasis.

**Communication Studies Core (12 credit hours)**

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>COMM 102</td>
<td>Introduction to Mass Media</td>
<td>3</td>
</tr>
<tr>
<td>COMM 105</td>
<td>Public Speaking</td>
<td>3</td>
</tr>
<tr>
<td>COMM 203</td>
<td>Communication Theory</td>
<td>3</td>
</tr>
<tr>
<td>COMM 415</td>
<td>Communication and Media Ethics</td>
<td>3</td>
</tr>
</tbody>
</table>

**Communication Studies Emphasis (33 credit hours)**

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>COMM 107</td>
<td>Human Communication</td>
<td>3</td>
</tr>
<tr>
<td>COMM 200</td>
<td>Interpersonal Communication</td>
<td>3</td>
</tr>
<tr>
<td>COMM 221</td>
<td>Intercultural Communication</td>
<td>3</td>
</tr>
<tr>
<td>COMM 326</td>
<td>New and Experimental Media</td>
<td>3</td>
</tr>
<tr>
<td>COMM 352</td>
<td>Rhetoric &amp; Public Culture</td>
<td>3</td>
</tr>
<tr>
<td>COMM 390</td>
<td>Research Methods in Communication</td>
<td>3</td>
</tr>
</tbody>
</table>

One of the following:  
THE 240  Oral Interpretation  
THE 260  Storytelling

Three of the following:  
BA 474  Organizational Behavior  
PSY/SOC 232  Group Dynamics  
PSY/SOC 260  Gender Roles  
PSY/SOC 310  Social Psychology  
COMM 276  TV Production  
COMM 286  Radio Production  
COMM 305  Organizational Communication  
COMM 307  Business and Professional Communication  
COMM 310  Feature Writing  
COMM 332  Writing for Media  
COMM 334  Public Relations

One of the following:  
COMM 403  Internship  
COMM 498  Senior Seminar  
COMM 499  Special Project

**Mass Media Emphasis (33 credit hours)**

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>COMM 220</td>
<td>Principles of Interviewing</td>
<td>3</td>
</tr>
<tr>
<td>COMM 320</td>
<td>News Editing</td>
<td>3</td>
</tr>
</tbody>
</table>

Note: Students must complete at least 18 credits in upper division courses.
COMM 326  New and Experimental Media 3
COMM 332  Writing for Media 3
COMM 334  Public Relations 3
GRAF 218  Digital Photography and Editing 3
GRAF 335  Publication Design 3

One of the following: 3
COMM 276  TV Production
COMM 286  Radio Production

Two of the following: 6*
COMM 241/341/441 Journalism Workshop (1/1/1)
COMM 261/361/461 Radio Workshop (1/1/1)
COMM 271/371/471 TV Workshop (1/1/1)
COMM 305  Organizational Communication
COMM 307  Business & Professional Communication
COMM 308  Sports Writing and Reporting
COMM 310  Feature Writing
GRAF 235  Advertising Design
GRAF 280  Web Publishing and Social Media
GRAF 319  Digital Video and Editing
GRAF 332  Digital Imaging

*Students may use credits from any of the three workshops.
Note: Only 3 total workshop credits may count toward satisfying this requirement.

One of the following: 3
COMM 403  Internship
COMM 498  Senior Seminar
COMM 499  Special Project

Note: Students must complete at least 18 credits in upper division courses.

Sports Communication Emphasis (33 credit hours)
COMM 220  Principles of Interviewing 3
COMM 276  TV Production 3
COMM 286  Radio Production 3
COMM 308  Sports Writing and Reporting 3
COMM 310  Feature Writing 3
COMM 320  News Editing 3
COMM 332  Writing for Media 3
SA 363  Sport Marketing 3
MKT 208  Principles of Marketing 3

One of the following: 3**
COMM 241/341/441 Journalism Workshop (1/1/1)
COMM 261/361/461 Radio Workshop (1/1/1)
COMM 271/371/471 TV Workshop (1/1/1)
COMM 305  Organizational Communication
COMM 307  Business and Professional Communication
COMM 326  New and Experimental Media
COMM 334  Public Relations
EXSS 334  Sport Law & Legal Issues
GRAF 218  Digital Photography and Editing
GRAF 235  Advertising Design
GRAF 280  Web Publishing and Social Media

**Students may use credits from any of the three workshops.

Note: Students must complete no less than 18 credit hours in upper division courses.

Minor in Communication Studies  Credits
COMM 105  Public Speaking 3
COMM 107  Human Communication 3
COMM 200  Interpersonal Communication 3
COMM 203  Communication Theory 3
COMM 221  Intercultural Communication 3
COMM 352  Rhetoric and Public Culture 3
COMM 415  Communication and Media Ethics 3

One of the following: 3
COMM 305  Organizational Communication
COMM 307  Business and Professional Communication
COMM 326  New and Experimental Media
THE 240  Oral Interpretation
THE 260  Storytelling

Note: Students must choose either the minor in Communication Studies or the minor in Mass Media.

Minor in Mass Media  Credits
Minor Core
COMM 102  Introduction to Mass Media 3
COMM 105  Public Speaking 3
COMM 203  Communication Theory 3
COMM 415  Communication and Media Ethics 3

Two of the following: 6
COMM 220  Principles of Interviewing
COMM 310  Feature Writing
COMM 320  News Editing
COMM 326  New and Experimental Media
COMM 332  Writing for Media

Two of the following: 6
COMM 276  TV Production
COMM 286  Radio Production
COMM 305  Organizational Communication
COMM 307  Business and Professional Communication
COMM 308  Sports Writing and Reporting
COMM 334  Public Relations

GRAF 218  Digital Photography and Editing
GRAF 280  Web Publishing and Social Media
GRAF 319  Digital Video and Editing
MKT 358  Consumer Behavior
MKT 363  Advertising and Integrated Marketing Communication

Note: Students must complete at least 18 credits in upper division courses.
English courses develop sound technical and creative writing skills. Literature courses are a foundation for an understanding of creativity and culture.

Graphic Design

Major in Graphic Design

A major in graphic design prepares students to be successful in a competitive and fast-paced occupation, where they will use technical skills and creative problem solving to produce traditional print publications, advertisements, web designs and social media using the latest digital technologies. The graphic design major is a portfolio-driven program. Students formulate unique responses to design problems and create original work in every course.

Online and self-paced students who are residents of Minnesota may be required to complete an additional general education course to meet Minnesota BA requirements.

Required Studio Courses

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>GRAF 112</td>
<td>Introduction to Graphic Design</td>
<td>3</td>
</tr>
<tr>
<td>GRAF 218</td>
<td>Digital Photography and Editing</td>
<td>3</td>
</tr>
<tr>
<td>GRAF 235</td>
<td>Advertising Design</td>
<td>3</td>
</tr>
<tr>
<td>GRAF 280</td>
<td>Web Publishing and Social Media</td>
<td>3</td>
</tr>
<tr>
<td>GRAF 319</td>
<td>Digital Video and Editing</td>
<td>3</td>
</tr>
<tr>
<td>GRAF 332</td>
<td>Digital Imaging</td>
<td>3</td>
</tr>
<tr>
<td>GRAF 334</td>
<td>Graphic Design History</td>
<td>3</td>
</tr>
<tr>
<td>GRAF 335</td>
<td>Publication Design</td>
<td>3</td>
</tr>
<tr>
<td>GRAF 355</td>
<td>Typography</td>
<td>3</td>
</tr>
<tr>
<td>GRAF 432</td>
<td>Digital Illustration</td>
<td>3</td>
</tr>
<tr>
<td>GRAF 480</td>
<td>Senior Portfolio/Graphic Design</td>
<td>3</td>
</tr>
</tbody>
</table>

Choose three of the following:

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>MKT 208</td>
<td>Marketing Principles</td>
</tr>
<tr>
<td>MKT 358</td>
<td>Consumer Behavior</td>
</tr>
<tr>
<td>MKT 363</td>
<td>Advertising</td>
</tr>
<tr>
<td>MKT 479</td>
<td>Branding</td>
</tr>
<tr>
<td>MKT 489</td>
<td>Social Media Marketing</td>
</tr>
</tbody>
</table>

Minor in Graphic Design

Required Studio Courses

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>GRAF 112</td>
<td>Introduction to Graphic Design</td>
<td>3</td>
</tr>
<tr>
<td>GRAF 235</td>
<td>Advertising Design</td>
<td>3</td>
</tr>
<tr>
<td>GRAF 280</td>
<td>Web Publishing and Social Media</td>
<td>3</td>
</tr>
<tr>
<td>GRAF 335</td>
<td>Publication Design</td>
<td>3</td>
</tr>
<tr>
<td>GRAF 355</td>
<td>Typography</td>
<td>3</td>
</tr>
<tr>
<td>GRAF 480</td>
<td>Senior Portfolio/Graphic Design</td>
<td>3</td>
</tr>
</tbody>
</table>

Choose one of the following:

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>GRAF 218</td>
<td>Digital Photography and Editing</td>
</tr>
<tr>
<td>GRAF 319</td>
<td>Digital Video and Editing</td>
</tr>
</tbody>
</table>

Choose one of the following:

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>GRAF 332</td>
<td>Digital Imaging</td>
</tr>
<tr>
<td>GRAF 432</td>
<td>Digital Illustration</td>
</tr>
</tbody>
</table>

Intensive English Program

The Intensive English Program (IEP) provides English language and cultural preparation for successful integration into Upper Iowa University’s undergraduate majors, campus life, and surrounding communities. The institute is a comprehensive program which includes the following courses: reading, grammar, writing, listening/speaking, and American culture. For the fall and spring semesters (16 weeks each), these five courses are equivalent to 20 hours of in-class studying per week. The 9-week summer semester is equivalent to 30 hours of in-class studying per week and covers the same material as the regular semesters. Upon arrival to Upper Iowa University, students take a placement exam that assesses which IEP courses they are required to take based on their English proficiency level.

Structure of the Intensive English Program

If placed in the beginner level, a student needs at least three semesters to complete the IEP program. If placed in the intermediate level, a student needs at least two semesters to complete the IEP program. If placed in the advanced level, a student needs at least one semester to complete the IEP program.

Beginner Level

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>ESL 011</td>
<td>Reading I</td>
</tr>
<tr>
<td>ESL 012</td>
<td>Grammar I</td>
</tr>
<tr>
<td>ESL 013</td>
<td>Writing I</td>
</tr>
<tr>
<td>ESL 014</td>
<td>Listening/Speaking I</td>
</tr>
<tr>
<td>ESL 015</td>
<td>American Culture I</td>
</tr>
</tbody>
</table>

Intermediate Level

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>ESL 021</td>
<td>Reading II</td>
</tr>
<tr>
<td>ESL 022</td>
<td>Grammar II</td>
</tr>
<tr>
<td>ESL 023</td>
<td>Writing II</td>
</tr>
<tr>
<td>ESL 024</td>
<td>Listening/Speaking II</td>
</tr>
<tr>
<td>ESL 025</td>
<td>American Culture II</td>
</tr>
</tbody>
</table>

Advanced Level

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>ESL 031</td>
<td>Reading III</td>
</tr>
<tr>
<td>ESL 032</td>
<td>Grammar III</td>
</tr>
<tr>
<td>ESL 033</td>
<td>Writing III</td>
</tr>
<tr>
<td>ESL 034</td>
<td>Listening/Speaking III</td>
</tr>
<tr>
<td>ESL 035</td>
<td>American Culture III</td>
</tr>
</tbody>
</table>

Matriculation into Undergraduate Studies

To be considered for completion of the Intensive English Program and matriculation into undergraduate or graduate studies at Upper Iowa University, a student must meet the following conditions:

1. Each level must be completed within two semesters. Students who are unable to complete a level in two semesters will not be allowed to continue enrollment at Upper Iowa University and will not complete the Intensive English Program.

2. Students must complete all required courses with a grade of ‘C’ or better to advance.

3. A student’s writing sample must demonstrate undergraduate writing ability.
Liberal Arts
The Bachelor of Arts in Liberal Arts degree program offers students an educational experience that is both flexible and dynamic while remaining firmly rooted in the liberal arts tradition. This program serves both the adult learner who has amassed a variety of credits over an extended period of time and the more traditional student whose academic interests are not rigidly defined.

For the nontraditional student with wider college exposure, the major permits the constructive utilization of more transfer credit than can usually be accommodated given the specific requirements of Upper Iowa’s more traditional majors.

For the traditional student, the curriculum provides a deeper immersion in the various liberal arts than does the common general education, and it can be expected to direct the student toward a defined curriculum in one or more of the identified emphasis areas.

Major in Liberal Arts:
The learning outcomes will be achieved in part through the successful completion of the following common core of courses:

<table>
<thead>
<tr>
<th>Credits</th>
<th>Requirements</th>
</tr>
</thead>
<tbody>
<tr>
<td>Two courses in Art or Graphic Design</td>
<td>6</td>
</tr>
<tr>
<td>Two courses in English (excluding courses in composition)</td>
<td>6</td>
</tr>
<tr>
<td>Two courses in History</td>
<td>6</td>
</tr>
<tr>
<td>Two courses in Political Science</td>
<td>6</td>
</tr>
<tr>
<td>Two courses from each of two of the following disciplines:</td>
<td>12</td>
</tr>
<tr>
<td>Psychology</td>
<td></td>
</tr>
<tr>
<td>Communication</td>
<td></td>
</tr>
<tr>
<td>Sociology/Criminal Justice</td>
<td></td>
</tr>
<tr>
<td>Foreign Language</td>
<td></td>
</tr>
<tr>
<td>Note: Some courses a student completes as part of the General Education may also serve as components of the common core.</td>
<td></td>
</tr>
<tr>
<td>A student’s area or areas of interest will be addressed through the successful completion of four courses at the 300- and 400-levels within a single Liberal Arts Discipline or two courses at the 300- and 400-levels within each of two Liberal Arts Disciplines.</td>
<td>12</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Credits</th>
<th>Courses</th>
</tr>
</thead>
<tbody>
<tr>
<td>LA 498</td>
<td>Liberal Arts Capstone</td>
</tr>
<tr>
<td>1</td>
<td></td>
</tr>
</tbody>
</table>

Religion
Religion courses describe, compare, interpret, and explain religion, emphasizing systematic, historically based, and cross-cultural perspectives.

Spanish
Spanish courses concentrate on building a vocabulary, understanding grammatical structure and developing reading and writing skills.

Theatre
The theatre courses are designed to enable students to develop personal and professional skills in communication and theatre.

Department of Geosciences, Geography and Mathematical Sciences (GeMS)

Major in All Science
This major is designed for students wishing to teach all sciences in grades 5-12.

<table>
<thead>
<tr>
<th>Credits</th>
<th>Courses</th>
</tr>
</thead>
<tbody>
<tr>
<td>ES 100</td>
<td>Introduction to Geology</td>
</tr>
<tr>
<td>3</td>
<td></td>
</tr>
<tr>
<td>ES 161</td>
<td>Environmental Science</td>
</tr>
<tr>
<td>3</td>
<td></td>
</tr>
<tr>
<td>BIO 135</td>
<td>Principles of Biology I</td>
</tr>
<tr>
<td>4</td>
<td></td>
</tr>
<tr>
<td>BIO 140</td>
<td>Principles of Biology II</td>
</tr>
<tr>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Elective in Biology (300 or above)</td>
<td>4</td>
</tr>
<tr>
<td>CHEM 151</td>
<td>General Chemistry I</td>
</tr>
<tr>
<td>4</td>
<td></td>
</tr>
<tr>
<td>CHEM 152</td>
<td>General Chemistry II</td>
</tr>
<tr>
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</tr>
<tr>
<td>Elective in Chemistry (200 or above)</td>
<td>3-4</td>
</tr>
<tr>
<td>PHY 109/110</td>
<td>Astronomy with lab</td>
</tr>
<tr>
<td>4</td>
<td></td>
</tr>
<tr>
<td>PHY 111/112</td>
<td>Physics I with lab*</td>
</tr>
<tr>
<td>4</td>
<td></td>
</tr>
<tr>
<td>PHY 113/114</td>
<td>Physics II with lab</td>
</tr>
<tr>
<td>4</td>
<td></td>
</tr>
<tr>
<td>BIO 496</td>
<td>Senior Seminar</td>
</tr>
<tr>
<td>2</td>
<td>43-44</td>
</tr>
</tbody>
</table>

*MATH 115 Trigonometry and Analytic Geometry is a prerequisite for this course.

Earth and Environmental Science
Study of the earth sciences is relevant to all inhabitants of our planet as we meet the environmental and resource challenges of the 21st century. Earth science informs wise decision making for sustainable development, including land use planning, water quality and resource enhancement, prevention of soil depletion and erosion, preservation of wetlands, waste management, pollution remediation, availability of energy and mineral resources, and mitigation of geological hazards.

Minor in Earth Systems Science

<table>
<thead>
<tr>
<th>Credits</th>
<th>Courses</th>
</tr>
</thead>
<tbody>
<tr>
<td>One of the following:</td>
<td>3</td>
</tr>
<tr>
<td>ES 100</td>
<td>Introduction to Geology</td>
</tr>
<tr>
<td>ES 161</td>
<td>Intro to Environmental Science</td>
</tr>
<tr>
<td>GEOG 100</td>
<td>Physical Geography</td>
</tr>
<tr>
<td>ES 175</td>
<td>Earth Systems Laboratory</td>
</tr>
<tr>
<td>ES 220</td>
<td>Soil and Water Conservation</td>
</tr>
<tr>
<td>ES 326</td>
<td>Soil Genesis, Classification, Morphology</td>
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<tr>
<td>Seven or more credits from the following</td>
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<tr>
<td>ES 295</td>
<td>Field Studies in Geosciences (1-3)</td>
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<tr>
<td>ES 316</td>
<td>Geomorphology (4)</td>
</tr>
<tr>
<td>ES 321</td>
<td>Building an Eco-Economy (3)</td>
</tr>
<tr>
<td>ES 340</td>
<td>Environmental Policy (3)</td>
</tr>
<tr>
<td>ES 410</td>
<td>Regional Sustainability (3)</td>
</tr>
<tr>
<td>ES 417</td>
<td>Hydrogeology (4)</td>
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<tr>
<td>18</td>
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</table>

Minor in Sustainability

<table>
<thead>
<tr>
<th>Credits</th>
<th>Courses</th>
</tr>
</thead>
<tbody>
<tr>
<td>ES 161</td>
<td>Environmental Science</td>
</tr>
<tr>
<td>3</td>
<td></td>
</tr>
<tr>
<td>ES 220</td>
<td>Soil and Water Conservation</td>
</tr>
<tr>
<td>3</td>
<td></td>
</tr>
<tr>
<td>ES 340</td>
<td>Environmental Policy</td>
</tr>
<tr>
<td>3</td>
<td></td>
</tr>
</tbody>
</table>
### Geography

Geography is a field of science focused on understanding Earth’s systems, landscapes, and features, and the interactions of humans with these. Geography provides a link between the social sciences and the natural sciences. Geography includes knowledge of naming and description of places, their locations, their origins, and how they have changed through time. Geographic Information Systems (GIS) adds the power of technology to local, regional, and global geography, through applications of mapping, spatial analysis, and remote sensing to resource management, economics, urban and regional planning, emergency response and management, transport and communication, distribution of populations, biogeography, landscape ecology and environmental quality.

### Mathematics

Offerings in mathematics are designed to provide an understanding of the discipline at various levels, ranging from the general to those leading to graduate study. The variety of courses include current and emerging applications of mathematics.

### Department of Psychology and Human Services

**Human Services**

An interdisciplinary major in human services is offered to those students who intend to pursue careers in the human services area after graduation. The major also provides excellent preparation for those wishing to continue their education in graduate school. At least 18 credits in this major must be earned in courses numbered 300 or above.

#### Specific General Education Requirements:

**Mathematics**

<table>
<thead>
<tr>
<th>Course</th>
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</tr>
</thead>
<tbody>
<tr>
<td>MATH 220</td>
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**Major in Human Services**

<table>
<thead>
<tr>
<th>Course</th>
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<tbody>
<tr>
<td>SOC 110</td>
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<tr>
<td>PSY 190</td>
<td>3</td>
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<td>SOC 220</td>
<td>3</td>
</tr>
<tr>
<td>SOC 240</td>
<td>3</td>
</tr>
<tr>
<td>SOC 361</td>
<td>3</td>
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<td>SOC 384</td>
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</tr>
<tr>
<td>PSY/SOC 375</td>
<td>3</td>
</tr>
<tr>
<td>PSY 454</td>
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One of the following:

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
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</thead>
<tbody>
<tr>
<td>BA 210</td>
<td>3</td>
</tr>
<tr>
<td>PS 230</td>
<td>3</td>
</tr>
</tbody>
</table>

### Human Services Major for Social Work Training Certification:

(Available only at Wisconsin Centers)

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>SOC 220</td>
<td>3</td>
</tr>
<tr>
<td>PSY 221</td>
<td>3</td>
</tr>
<tr>
<td>PSY 373</td>
<td>3</td>
</tr>
<tr>
<td>PSY/SOC 383</td>
<td>3</td>
</tr>
<tr>
<td>SOC 384</td>
<td>3</td>
</tr>
<tr>
<td>PSY 391</td>
<td>3</td>
</tr>
<tr>
<td>PSY 392</td>
<td>3</td>
</tr>
<tr>
<td>PSY 393</td>
<td>3</td>
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<td>PSY 454</td>
<td>3</td>
</tr>
<tr>
<td>PSY 403</td>
<td>9</td>
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</table>

One of the following:

<table>
<thead>
<tr>
<th>Course</th>
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<tbody>
<tr>
<td>BA 210</td>
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</tr>
<tr>
<td>PS 230</td>
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</tr>
<tr>
<td>PS 362</td>
<td>3</td>
</tr>
<tr>
<td>PA 364</td>
<td>3</td>
</tr>
<tr>
<td>PS 412</td>
<td>3</td>
</tr>
<tr>
<td>PA 445</td>
<td>3</td>
</tr>
</tbody>
</table>

One upper division elective selected from any psychology or sociology courses.

### Social Science

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>PSY 190</td>
<td>3</td>
</tr>
<tr>
<td>SOC 110</td>
<td>3</td>
</tr>
</tbody>
</table>

**Note:** To apply for a social work training certificate, the State of Wisconsin requires students to have grades of C or above in all social work equivalency courses (PSY/SOC 383, PSY 391,
PSY 392, PSY 393, and SOC 384) and at least a 2.5 GPA in the major. Students must meet specific standards and demonstrate identified competencies through an assessment process before they will be approved for an internship. This degree plan has been approved by the Wisconsin Department of Safety and Professional Services (DSPS). The social work equivalency courses may also be incorporated into UIU’s Psychology or Criminal Justice majors per DSPS rules. Completion of the major does not guarantee social work certification. For clarification of these and other state requirements, please contact the DSPS.

Psychology
The study of psychology offers the opportunity to learn about the origins and development of human behavior and mental processes and the factors that influence change. Psychology provides a valuable foundation of knowledge important in a wide variety of fields, including human services, business, law, education, communication and health. The program in psychology may also lead to graduate preparation for professional psychology.

At least 18 credits toward a major and nine credits toward a minor in psychology must be earned in courses numbered 300 or above.

**Major in Psychology**  
*Psychology*  
(see full list of psychology offerings)  

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>PSY 190</td>
<td>General Psychology</td>
<td>3</td>
</tr>
<tr>
<td>PSY 373</td>
<td>Research Methods</td>
<td>3</td>
</tr>
<tr>
<td>MATH 220</td>
<td>Elementary Statistics</td>
<td>3</td>
</tr>
<tr>
<td>PSY 323</td>
<td>Cognition</td>
<td>3</td>
</tr>
<tr>
<td>PSY 445</td>
<td>Learning and Memory</td>
<td>3</td>
</tr>
<tr>
<td>PSY 310</td>
<td>Social Psychology</td>
<td></td>
</tr>
<tr>
<td>PSY 332</td>
<td>Personality</td>
<td></td>
</tr>
<tr>
<td>PSY 360</td>
<td>Abnormal Psychology</td>
<td></td>
</tr>
<tr>
<td>PSY 335</td>
<td>Biological Psychology</td>
<td>3</td>
</tr>
<tr>
<td>PSY 338</td>
<td>Motivation</td>
<td></td>
</tr>
<tr>
<td>PSY 212</td>
<td>Developmental Psychology: Birth to Adolescence</td>
<td>3</td>
</tr>
<tr>
<td>PSY 222</td>
<td>Developmental Psychology: Young Adulthood to Late Adulthood</td>
<td>3</td>
</tr>
<tr>
<td>PSY 321</td>
<td>Death and Dying</td>
<td></td>
</tr>
<tr>
<td>PSY 397</td>
<td>Social Gerontology</td>
<td></td>
</tr>
<tr>
<td>PSY 40301</td>
<td>Internship</td>
<td></td>
</tr>
<tr>
<td>PSY 49801</td>
<td>Senior Project</td>
<td></td>
</tr>
<tr>
<td>PSY 49901</td>
<td>Special Project</td>
<td></td>
</tr>
</tbody>
</table>

At least 18 semester credits must be earned in courses numbered 300 or above.

**Minor in Psychology**  

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>PSY 190</td>
<td>General Psychology</td>
<td>3</td>
</tr>
<tr>
<td>PSY 323</td>
<td>Cognition</td>
<td>3</td>
</tr>
<tr>
<td>PSY 445</td>
<td>Learning and Memory</td>
<td></td>
</tr>
<tr>
<td>PSY 310</td>
<td>Social Psychology</td>
<td></td>
</tr>
<tr>
<td>PSY 332</td>
<td>Personality</td>
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</tr>
<tr>
<td>PSY 360</td>
<td>Abnormal Psychology</td>
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</tr>
<tr>
<td>PSY 335</td>
<td>Biological Psychology</td>
<td></td>
</tr>
<tr>
<td>PSY 338</td>
<td>Motivation</td>
<td></td>
</tr>
<tr>
<td>PSY 212</td>
<td>Developmental Psychology: Birth to Adolescence</td>
<td>3</td>
</tr>
<tr>
<td>PSY 222</td>
<td>Developmental Psychology: Young Adulthood to Late Adulthood</td>
<td>3</td>
</tr>
<tr>
<td>PSY 321</td>
<td>Death and Dying</td>
<td></td>
</tr>
<tr>
<td>PSY 397</td>
<td>Social Gerontology</td>
<td></td>
</tr>
</tbody>
</table>

Note: PSY 190 General Psychology is prerequisite to other courses in psychology with these exceptions: PSY 201 Adjustment may be taken with no prerequisite; courses cross-listed with sociology may be taken without PSY 190 if the student has completed SOC 110 Principles of Sociology; or by permission of the instructor.

Department of Criminal Justice and Social Science

Anthropology
Broadly conceived, anthropology is the study of humans. Cultural anthropology examines the variety of human cultures in the past and, especially, the present. Individual courses in anthropology may be taken to satisfy general education requirements in either cultures or social science. They may also be taken for elective credit.

Criminal Justice
The purpose of the criminal justice major is to prepare the student to understand the application of research-based theory, legal guidelines, and ethical principles to the practical functioning of the criminal justice system.

**Major in Criminal Justice**  

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>CJ 224</td>
<td>Introduction to Criminal Justice</td>
<td>3</td>
</tr>
<tr>
<td>CJ 333</td>
<td>Criminology</td>
<td>3</td>
</tr>
</tbody>
</table>
CJ 365  Introduction to Policing 3  
CJ 367  Ethics in Criminal Justice 3  
CJ 380  Introduction to Corrections 3  
CJ 388  Comparative Justice 3  
SOC 334  Sociological Justice Methods 3  

One of the following 3  
SOC 220  Social Problems  
SOC 240  Diversity in the United States  

One of the following – Law Enforcement 3  
CJ 237  Criminal Law  
CJ 291  Community Policing  
CJ 362  Criminal Investigations  

One of the following – Law Adjudication 3  
CJ 315  Juvenile Justice  
CJ 353  Sociology of Law  
CJ 398  Justice Administration  

One of the following – Corrections 3  
CJ 396  Community Corrections  
CJ 426  Institutional Corrections  
CJ 428  Offender Treatment  

Criminal Justice or Sociology Electives 6  

One of the following: 3  
CJ 403  Internship  
CJ 499  Special Project  

At least 18 credits in the major must be earned in courses numbered 300 or above.

Major in Criminal Justice with Homeland Security Emphasis

CJ 224  Introduction to Criminal Justice 3  
CJ 333  Criminology 3  
CJ 365  Introduction to Policing 3  
CJ 367  Ethics in Criminal Justice 3  
CJ 380  Introduction to Corrections 3  
CJ 388  Comparative Justice 3  
SOC 334  Sociological Research Methods 3  

One of the following 3  
SOC 220  Social Problems  
SOC 240  Diversity in the United States  

One of the following 3  
CJ 403  Internship  
CJ 499  Special Project  

Select five courses of the following in consultation with the Criminal Justice-Homeland Security advisor. Of the five courses, two courses must be upper level. 15  
PA 306  Principles of Emergency Management (3)  
PA 320  Political and Policy Basis of Emergency Management (3)  
PA 414  Principles and Practice of Hazards Mitigation (3)  
CJ 423  Introduction to Terrorism (3)  
CJ 425  Intelligence Analysis and Security Management (3)  
PSY 409  Psychology of Disaster (3)  
GEOG 356  Introduction to Geographic Information Systems (3)  
PS 211  International Relations (3)  
PS 230  State and Local Government (3)  
PS/HIST 342  The Development of American Foreign Policy (3)  
SOC 351  Sociology of 9/11 and The War on Terror (3)  

At least 18 credits in the major must be earned in courses numbered 300 or above.

Criminal Justice Minor

CJ 224  Introduction to Criminal Justice 3  
CJ 237  Criminal Law 3  
CJ 299  Special Project 3  
CJ 367  Ethics in Criminal Justice 3  

One of the following: 3  
SOC 220  Social Problems  
SOC 240  Diversity in the United States  

Two courses from any Criminal Justice or Sociology courses 300 level or higher 6  

Emergency and Disaster Management

The purpose of the emergency and disaster management major is to integrate theory with practice and prepare the student to understand, manage, and mitigate the physical and human consequences of natural, technological, civil, and human-caused hazards.

The emergency and disaster management major consists of 51 semester credits. In addition, students must complete the general education core outlined on pages 90-92, along with additional elective credits to complete the 120 semester credits required for the Bachelor of Science degree (see specific general education requirements listed below). At least 18 credits in this major must be earned in upper division coursework. A minimum 2.0 GPA in the major is required for graduation.

Specific General Education Requirements:

Mathematics

MATH 220  Elementary Statistics 3  

Psychology

PSY 190  General Psychology OR  
SOC 110  Principles of Sociology 3  

Emergency and Disaster Management Major  

Credits

PS 100  U.S. Government 3  
PS 230  State and Local Government 3  
PA 306  Principles of Emergency Management 3  
PA 320  Political and Policy Basis of
Electives*  9
SOC 384  Social Welfare Programs and Policy  3
PS 342  Development of Foreign Policy OR
PS 380  Congress and the President  3
PS 368  Political Parties and Interest Groups  3
PS 342  Development of Foreign Policy OR
SOC 384  Social Welfare Programs and Policy  3
Electives*  9
Policy/Politics Emphasis
PS 211  International Relations OR
PS 212  Comparative Politics  3
PS 222  Introduction to Political Society  3
PS 368  Political Parties and Interest Groups  3
PS 380  Congress and the President  3
PS 342  Development of Foreign Policy OR
SOC 384  Social Welfare Programs and Policy  3
Electives*  9
Note: The following prerequisites are required for this major: BA 210 Management Principles, BA 361 Human Resources Management, PSY 190 General Psychology, MATH 220 Elementary Statistics and PA 364 Public Administration.

History
History is the study of change over time and it covers all aspects of human society. Individual courses in history may be taken to satisfy general education courses in either cultures or social science. They may also be taken for elective credit.

Public Administration
The purpose of a public administration major is to prepare a student to understand public organizations and to utilize that knowledge to manage, plan and administer public policy. The Public Administration major consists of nine credits of specific general education requirements, 12 credits of core courses, and 24 credits in an emphasis area for a total of 45 credits.

Major in Public Administration
Specific General Education Requirements
PS 100  U.S. Government  3
COMM 105  Public Speaking  3
MATH 220  Elementary Statistics  3
Core Courses
PS 230  State and Local Government  3
PA 364  Public Administration  3
PA 430  Cases in Public Administration  3
PA 49801  Senior Project  3
Policy/Politics Emphasis
PS 211  International Relations OR
PS 212  Comparative Politics  3
PS 222  Introduction to Political Society  3
PS 368  Political Parties and Interest Groups  3
PS 380  Congress and the President  3
PS 342  Development of Foreign Policy OR
SOC 384  Social Welfare Programs and Policy  3
Electives*  9
General Emphasis
BA 210  Management Principles  3
PA 301  Grant Writing  3
PA 371  Urban Management  3
PA 440  Public Budgeting Process  3
Electives*  12
Emergency Management Emphasis
PA 306  Principles of Emergency Management  3
PA 320  Political and Policy Basis of Emergency Management  3
PA 332  Emergency Preparedness and Planning  3
PA 346  Disaster Response and Recovery  3
Electives*  12
* At least 6 must be in Public Administration or Political Science. Other acceptable electives, as approved by the Department of Social Sciences, from Business, Communication, Criminal Justice, History, and Sociology can be chosen in consultation with an advisor.

Law Enforcement or Fire Science Emphasis:
The public administration core of 27 credits and emphasis of nine credits must be completed for a total of 36 semester credits. These areas of emphasis are designed to build on relevant prior learning in law enforcement and fire science by adding management and social science perspectives to prepare a student to understand public organizations and to utilize that knowledge to manage, plan and administer public policy in the areas of police and fire science.

The public administration major with an emphasis in law enforcement or fire science is a unique program that is only available to those individuals who have completed related college courses, training in law enforcement or fire science, and/or who have extensive work experience in law enforcement or fire science. Eligibility for this emphasis is dependent upon documentation of completion of: an associate degree in a field related to law enforcement or fire science, a basic police recruit or fire science academy, or transfer or completion of 15 semester credits of related coursework. Eligibility may also be determined based on a combination of experiential learning and college credit. The minimum 15 semester credits of related credit count toward the 120 semester credits for degree completion as electives.

Required Courses
PS 100  U.S. Government  3
BA 210  Management Principles  3
PS 230  State & Local Government  3
PA 364  Public Administration  3
SOC 384  Social Welfare Programs/Policies  3
PA 440  Public Budgeting Process  3
PA 445  Administrative Law  3
PA 49801  Senior Project  3
Select one of the following:
PA 430  Cases in Public Administration  3
BA 454  Management Cases
Three of the following:
ECON 160    Principles of Microeconomics
MATH 220    Elementary Statistics
SOC 220    Social Problems
PSY 240    Conflict Resolution
SOC 240    Diversity in the United States
BA 302    Business Law and Ethics
PSY 302    Substance Abuse
CJ 333    Criminology
BA 361    Human Resources Management
SOC 361    Marriage and the Family
BA 362    Supervision
PS 362    The Legislative Process
BA 390    Complex Organizations
PS 403    Internship
PS 411    American Constitutional Law I

Public Administration Minor
This minor is available to all majors except the public administration and emergency and disaster management major.

<table>
<thead>
<tr>
<th>Credits</th>
<th>PHIL 202</th>
<th>Contemporary Ethics</th>
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Substantive Areas of Law and Legal Reasoning
Two of the following:

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<thead>
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<th></th>
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</thead>
<tbody>
<tr>
<td>6</td>
<td>BA 302</td>
</tr>
<tr>
<td>6</td>
<td>BA 303</td>
</tr>
<tr>
<td>6</td>
<td>PS 411</td>
</tr>
<tr>
<td>6</td>
<td>PS 412</td>
</tr>
<tr>
<td>6</td>
<td>PA 445</td>
</tr>
</tbody>
</table>

Electives from the above categories, communication, and/or business

<table>
<thead>
<tr>
<th>Credits</th>
<th></th>
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<tbody>
<tr>
<td>6</td>
<td>(In consultation with the pre-law advisor)</td>
</tr>
<tr>
<td>1</td>
<td>PS 298</td>
</tr>
</tbody>
</table>

Social Science
The purpose of a social science major is to prepare a student to understand the broad implications of the various social science disciplines and to utilize that knowledge as a foundation for personal, professional, and educational growth. The social science major with an emphasis in History, Political Science, Psychology, or Sociology prepares students for professional or graduate study in the social sciences or law, as well as an extensive variety of professions.

The social science major consists of 42 semester credits. A minimum of 18 semester credits must be selected from upper division coursework. In addition, students must complete the general education core outlined on pages 90-92, along with additional elective credits to complete the 120 semester credits required for the Bachelor of Science degree. A minimum 2.00 GPA in the major is required for graduation.

Students may select only one emphasis area with this major. Students may not double major in the area associated with the emphasis.

Social Science Core Courses (15 credits)

<table>
<thead>
<tr>
<th>Credits</th>
<th></th>
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</thead>
<tbody>
<tr>
<td>3</td>
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<tr>
<td>3</td>
<td>PS 100</td>
</tr>
<tr>
<td>3</td>
<td>SOC 110</td>
</tr>
<tr>
<td>3</td>
<td>PSY 190</td>
</tr>
</tbody>
</table>

At least one of the following:

<table>
<thead>
<tr>
<th>Credits</th>
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</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>HIST 100</td>
</tr>
<tr>
<td>3</td>
<td>HIST 101</td>
</tr>
<tr>
<td>3</td>
<td>HIST 110</td>
</tr>
<tr>
<td>3</td>
<td>HIST 111</td>
</tr>
</tbody>
</table>

Select one Emphasis Area (27 credits)

Emphasis in History
Courses in addition to at least one of the following in the core

<table>
<thead>
<tr>
<th>Credits</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>9</td>
<td>HIST 100</td>
</tr>
<tr>
<td>9</td>
<td>HIST 101</td>
</tr>
<tr>
<td>9</td>
<td>HIST 110</td>
</tr>
<tr>
<td>9</td>
<td>HIST 111</td>
</tr>
</tbody>
</table>
Note: One of these will count toward the social science core and the others toward the emphasis area.

### U.S. History (select two of the following) 6
- HIST 371 New Nation, 1787-1848
- HIST 372 Civil War and Reconstruction, 1848-1877
- HIST 373 Industrialization and Reform, 1877-1914
- HIST 374 Modern America, 1945-present

### World History (select two of the following) 6
- HIST 302 Modern East Asia
- HIST 355 Modern World
- HIST 367 Atlantic Revolutions

### Social Justice (select one of the following) 3
- HIST 330 African American History
- HIST 343 U.S. Women’s History

### Emphasis in Political Science

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>PS 212</td>
<td>Comparative Politics</td>
<td>3</td>
</tr>
<tr>
<td>PS 222</td>
<td>Introduction to Political Society</td>
<td>3</td>
</tr>
<tr>
<td>PS 230</td>
<td>State and Local Government</td>
<td>3</td>
</tr>
<tr>
<td>HIST/PS 342</td>
<td>Development of American Foreign Policy</td>
<td>3</td>
</tr>
<tr>
<td>PS 368</td>
<td>Political Parties and Interest Groups</td>
<td>3</td>
</tr>
</tbody>
</table>

### Legislation (select one of the following) 3
- PS 362 The Legislative Process
- PS 380 Congress and the Presidency

### Constitutional Law Area or Elective Area 6
Select both PS 411 and PS 412 or select two electives
- PS 411 American Constitutional Law I
- PS 412 American Constitutional Law II

### Biological Bases of Behavior (select one of the following) 3
- PSY 335 Biological Psychology
- PSY 338 Motivation

### Developmental Changes in Behavior (select one of the following) 3
- EDU 142 Human Growth, Development, and Guidance
- PSY 212 Developmental Psychology: Birth to Adolescence
- PSY 222 Developmental Psychology: Young Adulthood to Late Adulthood
- PSY 397 Social Gerontology

### Elective in Psychology (select any PSY course not already taken) 3
- PSY 40301 Internship
- PSY 49801 Senior Project
- PSY 49901 Special Project

### Emphasis in Sociology

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>SOC 220</td>
<td>Social Problems</td>
<td>3</td>
</tr>
<tr>
<td>MATH 220</td>
<td>Elementary Statistics</td>
<td>3</td>
</tr>
<tr>
<td>SOC 304</td>
<td>Globalization</td>
<td>3</td>
</tr>
<tr>
<td>SOC 334</td>
<td>Introduction to Sociological Research Methods</td>
<td>3</td>
</tr>
<tr>
<td>SOC 392</td>
<td>Sociological Theory</td>
<td>3</td>
</tr>
</tbody>
</table>

Select three of the following
- PSY/SOC 232 Group Dynamics
- SOC 240 Diversity in the United States
- PSY/SOC 260 Gender Roles
- SOC 347 Deviance and Social Control
- SOC 351 Sociology of 9/11 and The War on Terror
- SOC 361 Marriage and the Family
- SOC 363 Social Stratification
- SOC 381 Political Sociology
- SOC 384 Social Welfare Programs and Policies
- SOC 418 Applied Research Methods

### Emphasis in General Social Science

Select eight courses from the following social science areas (at least 15 semester credits must be at the 300 level or above)
- Anthropology (ANTH)
- Economics (ECON)
- Geography (GEOG)
- History (HIST)
Sociology

The purpose of the study of sociology is to develop an understanding of human relationships, and to acquire the ability to apply this knowledge in future career settings, as well as in any other situation in everyday life. Coursework focuses on two levels of analysis to give a balanced perspective on social action: first, from the perspective of the individual who must interact with others within the social structures of modern society; second, from the perspective of the social system with its institutionalized properties and elements. Further consideration is given to the social factors and groups which contribute to the creation, as well as the resolution, of current social problems.

Major in Sociology

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>SOC 110</td>
<td>Principles of Sociology</td>
<td>3</td>
</tr>
<tr>
<td>SOC 220</td>
<td>Social Problems</td>
<td>3</td>
</tr>
<tr>
<td>MATH 220</td>
<td>Elementary Statistics</td>
<td>3</td>
</tr>
<tr>
<td>SOC 240</td>
<td>Diversity in the United States</td>
<td>3</td>
</tr>
<tr>
<td>SOC 304</td>
<td>Globalization</td>
<td>3</td>
</tr>
<tr>
<td>SOC 334</td>
<td>Introduction to Sociological Research Methods</td>
<td>3</td>
</tr>
<tr>
<td>SOC 392</td>
<td>Sociological Theory</td>
<td>3</td>
</tr>
<tr>
<td>At least four of the following:</td>
<td></td>
<td>12</td>
</tr>
<tr>
<td>PSY/SOC 260</td>
<td>Gender Roles</td>
<td></td>
</tr>
<tr>
<td>CJ 321</td>
<td>Juvenile Delinquency</td>
<td></td>
</tr>
<tr>
<td>SOC 347</td>
<td>Deviance and Social Control</td>
<td></td>
</tr>
<tr>
<td>SOC 351</td>
<td>Sociology of 9/11 and the War on Terror</td>
<td></td>
</tr>
<tr>
<td>SOC 361</td>
<td>Marriage and the Family</td>
<td></td>
</tr>
<tr>
<td>SOC 363</td>
<td>Social Stratification</td>
<td></td>
</tr>
<tr>
<td>SOC 381</td>
<td>Political Sociology</td>
<td></td>
</tr>
<tr>
<td>SOC 418</td>
<td>Applied Research Methods</td>
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</tr>
</tbody>
</table>

Capstone Experience

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>SOC 498</td>
<td>Senior Project</td>
<td>3</td>
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</table>

Electives in Sociology and Criminal Justice

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>6</td>
</tr>
</tbody>
</table>

The major in Sociology is not available for online or self-paced students who are residents of the state of Minnesota.

Minor in Sociology

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>SOC 110</td>
<td>Principles of Sociology</td>
<td>3</td>
</tr>
<tr>
<td>SOC 220</td>
<td>Social Problems</td>
<td>3</td>
</tr>
<tr>
<td>SOC 304</td>
<td>Globalization</td>
<td>3</td>
</tr>
<tr>
<td>SOC 334</td>
<td>Introduction to Sociological Research Methods</td>
<td></td>
</tr>
</tbody>
</table>

School of Business

School of Business and Professional Studies

The School of Business and Professional Studies offers baccalaureate majors in accounting, agricultural business, business administration, financial management, health services administration, human resources management, information systems, information technology, management, marketing and RN-BSN nursing. Career flexibility is important with the shift toward business orientation in most professions. The School offers minors in several areas.

An Associate of Arts degree in General Business and a certificate in Human Resources Management is also available. See pages 49-50.

Students in the School of Business have the opportunity to enroll in up to 12 credit hours of MBA coursework during their senior year through the MBA Link program. Contact an advisor for more information.

A major in All Business is for students pursuing teacher licensure. See page 80.

Students completing degree requirements will earn a Bachelor of Science degree.

Business - With the Business Core

Students majoring in accounting, agricultural business, business administration, financial management, human resources management, management, or marketing must complete the 39-credit business core and the required credits in the major.

Business Core

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
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</thead>
<tbody>
<tr>
<td>ECON 160</td>
<td>Principles of Microeconomics</td>
<td>3</td>
</tr>
<tr>
<td>ECON 161</td>
<td>Principles of Macroeconomics</td>
<td>3</td>
</tr>
<tr>
<td>ACCT 201</td>
<td>Accounting Principles I</td>
<td>3</td>
</tr>
<tr>
<td>ACCT 202</td>
<td>Accounting Principles II</td>
<td>3</td>
</tr>
<tr>
<td>MKT 208</td>
<td>Marketing Principles</td>
<td>3</td>
</tr>
<tr>
<td>BA 210</td>
<td>Management Principles</td>
<td>3</td>
</tr>
<tr>
<td>BA 222</td>
<td>Management Information Systems</td>
<td>3</td>
</tr>
</tbody>
</table>
Major in Accounting
The major in accounting gives students exposure to areas of accounting in preparation for public, private or governmental accounting careers.

Credits

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACCT 321</td>
<td>Intermediate Financial Accounting I</td>
<td>3</td>
</tr>
<tr>
<td>ACCT 322</td>
<td>Intermediate Financial Accounting II</td>
<td>3</td>
</tr>
<tr>
<td>ACCT 323</td>
<td>Federal Taxation I</td>
<td>3</td>
</tr>
<tr>
<td>ACCT 324</td>
<td>Federal Taxation II</td>
<td>3</td>
</tr>
<tr>
<td>ACCT 422</td>
<td>Cost Accounting</td>
<td>3</td>
</tr>
<tr>
<td>ACCT 425</td>
<td>Auditing</td>
<td>3</td>
</tr>
<tr>
<td>ACCT 431*</td>
<td>Advanced Financial Accounting OR</td>
<td></td>
</tr>
<tr>
<td>ACCT 432*</td>
<td>Accounting for Not-For-Profit Organizations</td>
<td>3</td>
</tr>
<tr>
<td>ACCT 533**</td>
<td>Advanced Accounting Information Systems</td>
<td>2</td>
</tr>
</tbody>
</table>

Transfer students are required to complete a minimum of nine semester credits of upper division accounting coursework with Upper Iowa University or another four-year institution.

The Upper Iowa accounting major is designed to meet the current course requirements to sit for the Uniform Certified Public Accountant examination in Iowa. Since these requirements are subject to change at any time, contact the Iowa Accountancy Examining Board to ensure compliance.

For the CPA examination requirements in other states, contact the Board of Accountancy in that state.

Minor in Accounting

Credits

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACCT 202</td>
<td>Accounting Principles II</td>
<td>3</td>
</tr>
<tr>
<td>ACCT 422</td>
<td>Cost Accounting</td>
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Four of the following:

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<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACCT 321</td>
<td>Intermediate Financial Accounting I</td>
<td></td>
</tr>
<tr>
<td>ACCT 322</td>
<td>Intermediate Financial Accounting II</td>
<td></td>
</tr>
<tr>
<td>ACCT 323</td>
<td>Federal Taxation I</td>
<td></td>
</tr>
<tr>
<td>ACCT 324</td>
<td>Federal Taxation II</td>
<td></td>
</tr>
<tr>
<td>ACCT 425</td>
<td>Auditing</td>
<td></td>
</tr>
<tr>
<td>ACCT 431*</td>
<td>Advanced Financial Accounting</td>
<td></td>
</tr>
</tbody>
</table>

ACCT 432*   Accounting for Not-For-Profit Organizations 4

* Must be completed at UIU or another four-year institution.
** Graduate course for undergraduate credit through the MBA Link program.

Major in Agricultural Business
This major takes advantage of cross-divisional opportunities and a cooperative relationship with Northeast Iowa Community College (NICC) in Calmar. This major is offered only on the Fayette Campus.

NICC courses:

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
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</thead>
<tbody>
<tr>
<td>AGA 114</td>
<td>Principles of Agronomy</td>
<td>3</td>
</tr>
<tr>
<td>AGS 101</td>
<td>Working with Animals</td>
<td>2</td>
</tr>
<tr>
<td>AGS 114</td>
<td>Survey of the Animal Industry</td>
<td>2</td>
</tr>
<tr>
<td>AGB 235</td>
<td>Introduction to Ag Markets</td>
<td>3</td>
</tr>
</tbody>
</table>

UIU courses:

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ES 220</td>
<td>Soil and Water Conservation</td>
<td>3</td>
</tr>
<tr>
<td>FIN/ECON 310</td>
<td>Money and Capital Markets</td>
<td>3</td>
</tr>
<tr>
<td>ES 326</td>
<td>Soil Genesis, Classification &amp; Morphology</td>
<td>4</td>
</tr>
<tr>
<td>BA 370</td>
<td>Entrepreneurship and Small Business Management</td>
<td></td>
</tr>
<tr>
<td>AGB 330</td>
<td>Farm Business Management (NICC course)</td>
<td>3</td>
</tr>
<tr>
<td>BA 403</td>
<td>Internship</td>
<td>3</td>
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</table>

One of the following:

<table>
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<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
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</thead>
<tbody>
<tr>
<td>GEOG 356</td>
<td>Introduction to GIS</td>
<td></td>
</tr>
<tr>
<td>BIO 323</td>
<td>Plant Nutrition</td>
<td></td>
</tr>
<tr>
<td>BIO 428</td>
<td>Plant Pathology</td>
<td></td>
</tr>
<tr>
<td>BIO 490</td>
<td>Entomology</td>
<td></td>
</tr>
</tbody>
</table>

29/30

Major in Business Administration
The business administration major is designed for students to gain a broad-based understanding of business. May not be taken with any major or minor that would duplicate an emphasis or with the management major.

Credits

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>BA 325</td>
<td>New Venture Creation</td>
<td>3</td>
</tr>
<tr>
<td>BA 361</td>
<td>Human Resources Management</td>
<td>3</td>
</tr>
<tr>
<td>BA 423</td>
<td>Production and Operations Management</td>
<td>3</td>
</tr>
</tbody>
</table>

Complete one of the following emphases

(Only one emphasis area may be completed.)

Agricultural Management

Complete the following five courses

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ECON 212</td>
<td>Agricultural Economics</td>
<td></td>
</tr>
<tr>
<td>BA 352</td>
<td>Risk Management</td>
<td></td>
</tr>
<tr>
<td>ACCT 422</td>
<td>Cost Accounting</td>
<td></td>
</tr>
<tr>
<td>FIN 444</td>
<td>New Venture Finance</td>
<td></td>
</tr>
<tr>
<td>ECON 488</td>
<td>International Trade</td>
<td></td>
</tr>
</tbody>
</table>

Entrepreneurship

Choose five of the following; two must be at the 400-level

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>BA 334</td>
<td>Social Entrepreneurship</td>
<td></td>
</tr>
<tr>
<td>MKT 337</td>
<td>Personal Selling</td>
<td></td>
</tr>
<tr>
<td>BA 370</td>
<td>Entrepreneurship and Small Business Management</td>
<td></td>
</tr>
<tr>
<td>BA 403</td>
<td>Internship</td>
<td></td>
</tr>
<tr>
<td>BA 411</td>
<td>Labor Relations and Negotiation</td>
<td></td>
</tr>
<tr>
<td>MKT 414</td>
<td>New Product Development</td>
<td></td>
</tr>
<tr>
<td>FIN 444</td>
<td>New Venture Finance</td>
<td></td>
</tr>
</tbody>
</table>
Finance
Complete the following five courses
FIN/ECON 310 Money and Capital Markets
FIN 343 Investments
BA 352 Risk Management
ECON 493 Managerial Economics
BA 403 Internship OR
FIN 444 New Venture Finance

General Business
With academic advisor, choose five 300-400 level Business courses (ACCT, BA, ECON, FIN, HSA, MKT, SA), at least two at the 400-level.

Global
Choose five of the following; two must be at the 400-level
FIN/ECON 310 Money and Capital Markets
BA 317 International Management
BA 365 Leadership
BA 403 Internship
BA 411 Labor Relations and Negotiation
MKT 424 Global Marketing
ECON 488 International Trade

Health Services Administration
Complete the following five courses
HSA 205 Introduction to the American Health System
HSA 241 Healthcare Informatics
HSA 440 Health Services Administration
HSA 460 Health Services Policy and Regulation
HSA 490 Health Program Planning and Evaluation

Human Resources Management
Choose five of the following; one must be at the 400-level
BA 371 Training and Development
BA 383 Compensation and Benefits Management
BA 393 Personnel Selection and Evaluation
BA 403 Internship
BA 411 Labor Relations and Negotiation
BA 474 Organizational Behavior

Marketing
Choose five of the following; two must be at the 400-level
MKT 337 Personal Selling
MKT 358 Consumer Behavior
MKT 363 Advertising and Integrated Marketing Communication
MKT 403 Internship
MKT 414 New Product Development
MKT 424 Global Marketing

Sports Administration
Complete the following seven courses
SA 348 Sports Administration
SA 355 Administration of Intercollegiate Athletics
SA 363 Sport Marketing
SA 365 Ethical and Legal Issues in Sports Administration
SA 371 Planning Facilities for Physical Activity
SA 435 Governance and Policy in Sport Organizations
SA 401 International Sport Management
SA 403 Internship

Supply Chain Management
(SkillFlex Learning option only)
Complete the following courses
SCM 310 Sourcing Analysis
SCM 320 International, Domestic, Local and In-Sourcing
SCM 330 Transportation
SCM 331 Materials and Inventory Management
SCM 400 Product Development
SCM 410 Quality
SCM 420 Supplier Relationship Management

Major in Financial Management
This major prepares students to make effective financial decisions in the contemporary business world. May not be completed with a business administration major with a finance emphasis.

Credits
FIN/ECON 310 Money and Capital Markets 3
FIN 343 Investments 3
BA 352 Risk Management 3
ACCT 422 Cost Accounting 3
FIN 442 Intermediate Financial Management 3
FIN 446 Bank Management 3
FIN 448 Options, Futures and Derivatives 3
ECON 488 International Trade 3
One of the following: 3
FIN 444 New Venture Finance
BA 403 Internship
BA 499 Special Project

Minor in Financial Management
Credits
ECON 160 Principles of Microeconomics 3
ECON 161 Principles of Macroeconomics 3
FIN/ECON 310 Money and Capital Markets 3
FIN 341 Corporate Financial Management 3
FIN 343 Investments 3
FIN 442 Intermediate Financial Management 3
FIN 444 New Venture Finance 3

Major in Human Resources Management
The human resources management major builds on the foundation of the business core providing students the skills, knowledge and ethical standards for strategic planning, staffing, training and development, compensation and employee relations. May not be completed with a business administration major with a human resources management emphasis. (Available online and at some centers.)
The major is recognized by SHRM (Society of Human Resources Management).

**Credits**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>BA 317</td>
<td>International Management</td>
<td>3</td>
</tr>
<tr>
<td>BA 361</td>
<td>Human Resources Management</td>
<td>3</td>
</tr>
<tr>
<td>BA 371</td>
<td>Training and Development</td>
<td>3</td>
</tr>
<tr>
<td>BA 383</td>
<td>Compensation and Benefits Management</td>
<td>3</td>
</tr>
<tr>
<td>BA 393</td>
<td>Personnel Selection and Evaluation</td>
<td>3</td>
</tr>
<tr>
<td>BA 411</td>
<td>Labor Relations and Negotiation</td>
<td>3</td>
</tr>
</tbody>
</table>

Two of the following: 6

- PSY/SOC 232 Group Dynamics
- SOC 240 Diversity in the United States
- BA 362 Supervision
- BA 365 Leadership Theory
- BA 367 Cross-Cultural Leadership
- BA 415 Cross-Cultural Negotiations
- BA 474 Organizational Behavior
- ECON 466 Labor Economics
- PSY 340 Industrial Psychology

**Minor in Human Resources Management**

**Credits**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>BA 361</td>
<td>Human Resources Management</td>
<td>3</td>
</tr>
<tr>
<td>BA 362</td>
<td>Supervision</td>
<td>3</td>
</tr>
<tr>
<td>BA 411</td>
<td>Labor Relations and Negotiation</td>
<td>3</td>
</tr>
</tbody>
</table>

Three of the following: 9

- BA 303 Business Law II
- MKT 358 Consumer Behavior
- BA 390 Complex Organizations
- BA 403 Internship OR
- BA 499 Special Project
- BA 423 Production and Operations Management
- MKT 424 Global Marketing
- BA 454 Management Cases
- ECON 466 Labor Economics
- ECON 488 International Trade
- SOC 220 Social Problems
- PSY/SOC 232 Group Dynamics
- SOC 240 Diversity in the United States

**Major in Management**

The major in management provides students the knowledge and skills managers use to marshal the human, material and financial resources of organizations to achieve objectives. May not be taken with a business administration major.

**Credits**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>BA 317</td>
<td>International Management</td>
<td>3</td>
</tr>
<tr>
<td>BA 361</td>
<td>Human Resources Management</td>
<td>3</td>
</tr>
<tr>
<td>BA 403</td>
<td>Internship OR</td>
<td>3</td>
</tr>
<tr>
<td>BA 499</td>
<td>Special Project OR</td>
<td></td>
</tr>
<tr>
<td>BA 454</td>
<td>Management Cases</td>
<td>3</td>
</tr>
<tr>
<td>BA 423</td>
<td>Production and Operations Management</td>
<td>3</td>
</tr>
</tbody>
</table>

Two of the following: 6

- BA 362 Supervision
- BA 365 Leadership Theory
- BA 367 Cross-Cultural Leadership
- BA 370 Entrepreneurship and Small Business Management
- BA 411 Labor Relations and Negotiation
- BA 415 Cross-Cultural Negotiations
- ACCT 422 Cost Accounting
- PSY 338 Motivation
- BA 445 Contemporary Topics in Management
- BA 474 Organizational Behavior

**Minor in Management**

**Credits**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>BA 361</td>
<td>Human Resources Management</td>
<td>3</td>
</tr>
<tr>
<td>BA 423</td>
<td>Production and Operations Management</td>
<td>3</td>
</tr>
</tbody>
</table>

Four of the following: 12

- BA 303 Business Law II
- BA 362 Supervision
- BA 370 Entrepreneurship and Small Business Management
- BA 403 Internship OR
- BA 499 Special Project
- BA 411 Labor Relations and Negotiation
- ACCT 422 Cost Accounting
- BA 445 Contemporary Topics in Management
- BA 454 Management Cases

**Major in Marketing**

The marketing major includes both descriptive and analytical approaches to marketing. The major provides the student marketing skills for all areas of business. May not be completed with a business administration major with a marketing emphasis.

**Credits**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>MKT 358</td>
<td>Consumer Behavior</td>
<td>3</td>
</tr>
<tr>
<td>MKT 363</td>
<td>Advertising and Integrated Marketing Communications</td>
<td>3</td>
</tr>
<tr>
<td>MKT 414</td>
<td>New Product Development</td>
<td>3</td>
</tr>
<tr>
<td>MKT 424</td>
<td>Global Marketing</td>
<td>3</td>
</tr>
<tr>
<td>MKT 451</td>
<td>Marketing Research</td>
<td>3</td>
</tr>
<tr>
<td>MKT 479</td>
<td>Branding</td>
<td>3</td>
</tr>
<tr>
<td>MKT 489</td>
<td>Social Media Marketing</td>
<td>3</td>
</tr>
</tbody>
</table>

Two of the following: 6

- MKT 315 Sales Management
- MKT 337 Personal Selling
- MKT 403 Internship
- MKT 459 Contemporary Topics in Marketing

**Minor in Marketing**

**Credits**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>MKT 208</td>
<td>Marketing Principles</td>
<td>3</td>
</tr>
<tr>
<td>MKT 358</td>
<td>Consumer Behavior</td>
<td>3</td>
</tr>
<tr>
<td>MKT 363</td>
<td>Advertising and Integrated Marketing Communications</td>
<td>3</td>
</tr>
</tbody>
</table>
MKT 479  Branding 3

Two of the following: 6
MKT 315  Sales Management
MKT 337  Personal Selling
MKT 414  New Product Development
MKT 424  Global Marketing
MKT 451  Marketing Research
MKT 459  Contemporary Topics in Marketing
MKT 489  Social Media Marketing

General Leadership Emphasis:
HSA 306  Long Term Care Administration 3
HSA 312  Community & Public Health 3
ECON 455  Economics of Health and Health Care 3

Dental Hygiene Emphasis:
HSA 240  Interdisciplinary Service Learning 3
HSA 330  Teaching Methodology 3
HSA 475  Teaching Methodology Practicum 3

Pre-Nursing Emphasis
After successfully completing 90 credits including the Health Services Administration core, Health Services Administration business courses, the courses in this emphasis, and all of UIU’s general education requirements, a student may matriculate at Allen College into the Accelerated BSN program and transfer 30 credits from their first year back to UIU to reach 120 credits and graduate from UIU, or complete the last 30 credits (including HSA 490) to reach 120 at UIU. In either case, the student will receive a B.S. degree with a major in Health Services Administration from UIU.

Credit transferred from Allen College replaces HSA 490 in the core for 3+1 students, but HSA 490 must be taken at UIU if the student completes the entire major at UIU.

Note: In order to matriculate into the Accelerated BSN at Allen College, the student must have CNA certification.

Specific General Education Requirements:
COMM 105  Public Speaking 3
BIO 135  Principles of Biology 3
CHEM 151  General Chemistry 3
MATH 105  College Mathematics with Applications 3
SOC 110  Principles of Sociology 3
ECON 160  Principles of Microeconomics 3
SOC 240  Diversity in the U.S. 3

Emphasis Courses
HSA 360  Health Care Law & Ethics 3
HSA 362  Financial Management of Health Care Organizations 3
HSA 440  Health Services Administration 3
HSA 460  Health Services Policy & Regulation 3
HSA 490  Health Program Planning & Evaluation 3

Emphasis Courses: Select one of the emphases below 9-21
45-57

Minor in Economics
ECON 160  Principles of Microeconomics 3
ECON 161  Principles of Macroeconomics 3

Four of the following: 12
ECON/HIST 281  Western Economic History: 1600-Present
FIN/ECON 310  Money and Capital Markets
BA 450  Special Topics (Approved)
ECON 212  Agricultural Economics
ECON 433  Environmental Economics
ECON 455  Economics of Health and Health Care
ECON 466  Labor Economics
ECON 477  Public Finance
ECON 488  International Trade
ECON 493  Managerial Economics
ECON 499  Special Project

Majors - No Business Core
Major in Health Services Administration
The health services administration major prepares students to understand the health system, manage diverse groups and identify new markets. Health Services Administration majors do not complete the business core. May not be completed with a business administration major with a health services administration emphasis.

Health Services Administration courses are available online and at some center locations. Contact an advisor for availability.

Specific General Education Requirement:
ECON 160  Principles of Microeconomics 3

Business Courses:
ACCT 201  Accounting Principles I 3
BA 210  Management Principles 3
BA 361  Human Resources Management 3
BA 460  Strategic Management 3

HSA Courses:
HSA 205  Introduction to the American Health System 3
HSA 241  Healthcare Informatics 3
HSA 344  Population Health Management 3

71
**Health Services Administration Minor**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HSA 205</td>
<td>Introduction to the American Health System</td>
<td>3</td>
</tr>
<tr>
<td>HSA 241</td>
<td>Healthcare Informatics</td>
<td>3</td>
</tr>
<tr>
<td>HSA 360</td>
<td>Health Care Law &amp; Ethics</td>
<td>3</td>
</tr>
<tr>
<td>HSA 440</td>
<td>Health Services Administration</td>
<td>3</td>
</tr>
<tr>
<td>HSA 460</td>
<td>Health Services Policy and Regulation</td>
<td>3</td>
</tr>
</tbody>
</table>

**Non-IS Electives**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>SE 300</td>
<td>Data Structures and Algorithms</td>
<td></td>
</tr>
<tr>
<td>IT 311</td>
<td>Networking</td>
<td></td>
</tr>
<tr>
<td>SE 310</td>
<td>Software Application and Interface Design</td>
<td></td>
</tr>
<tr>
<td>IT 320</td>
<td>Web Systems and System Integration</td>
<td></td>
</tr>
<tr>
<td>IT 410</td>
<td>Information and System Security</td>
<td></td>
</tr>
<tr>
<td>SE 410</td>
<td>Software Testing, Validation and Verification</td>
<td></td>
</tr>
</tbody>
</table>

**Organization Information Systems and Technology Program (OISTP)**

**Major in Information Systems**

Technology is a powerful force in shaping the future and influences our lives in many ways. The Information Systems (IS) major provides a broad coverage of this emerging discipline. The Information Systems (IS) program is an undergraduate major for students who want to design and implement effective solutions to meet organizational and management needs for information and decision support. The discipline is ideal for those students interested in interfacing Information Technology tools and professions to the needs of an organization. General business minor is inherent in the major. Students who declare a double major in information systems and a major with a business core will not have the minor posted to their record. (Offered at Fayette Campus, online, select centers and through SkillFlex Learning)

**Credits**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>CS 102</td>
<td>Introduction to Computer Applications and Technology</td>
<td>3</td>
</tr>
<tr>
<td>MATH 107</td>
<td>College Algebra</td>
<td>3</td>
</tr>
<tr>
<td>CS 122</td>
<td>IT Infrastructure</td>
<td>4</td>
</tr>
<tr>
<td>CS 130</td>
<td>Foundations of Information Systems</td>
<td>3</td>
</tr>
<tr>
<td>ECON 160</td>
<td>Principles of Microeconomics</td>
<td>3</td>
</tr>
<tr>
<td>ACCT 201</td>
<td>Accounting Principles I</td>
<td>3</td>
</tr>
<tr>
<td>MKT 208</td>
<td>Marketing Principles</td>
<td>3</td>
</tr>
<tr>
<td>BA 210</td>
<td>Management Principles</td>
<td>3</td>
</tr>
<tr>
<td>MATH 220</td>
<td>Elementary Statistics</td>
<td>3</td>
</tr>
<tr>
<td>BA 222</td>
<td>Management Information Systems</td>
<td>3</td>
</tr>
<tr>
<td>BA 302</td>
<td>Business Law and Ethics</td>
<td>3</td>
</tr>
<tr>
<td>IS 310</td>
<td>Systems Analysis and Design</td>
<td>3</td>
</tr>
<tr>
<td>IS 320</td>
<td>Enterprise Architecture</td>
<td>3</td>
</tr>
<tr>
<td>CS 332</td>
<td>Databases and Information Management</td>
<td>3</td>
</tr>
<tr>
<td>CS 342</td>
<td>Human Computer Interaction</td>
<td>3</td>
</tr>
<tr>
<td>CS 400</td>
<td>Project Management and Integration</td>
<td>4</td>
</tr>
<tr>
<td>IS 410</td>
<td>IS Strategy, Management and Acquisition</td>
<td>3</td>
</tr>
<tr>
<td>IS 480</td>
<td>Senior Capstone I</td>
<td>1</td>
</tr>
<tr>
<td>IS 481</td>
<td>Senior Capstone II</td>
<td>2</td>
</tr>
<tr>
<td>Upper Level Electives</td>
<td></td>
<td>6*</td>
</tr>
</tbody>
</table>

**Elective Options:**

- Information Systems and Security and Integration (ISSI) Specialization
  - IS 360 IT Security and Risk Management
  - IS 420 Enterprise Systems and Integration

- Information Systems and Technology Management (ISTM) Specialization
  - IS 348 Business Process Management

**Minor in Information Systems**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>CS 122</td>
<td>IT Infrastructure*</td>
<td>4</td>
</tr>
<tr>
<td>CS 130</td>
<td>Foundations of Information Systems*</td>
<td>3</td>
</tr>
<tr>
<td>IS 310</td>
<td>Systems Analysis and Design**</td>
<td>3</td>
</tr>
<tr>
<td>IS 320</td>
<td>Enterprise Architecture</td>
<td>3</td>
</tr>
<tr>
<td>CS 332</td>
<td>Databases and Information Management</td>
<td>3</td>
</tr>
<tr>
<td>CS 342</td>
<td>Human Computer Interaction</td>
<td>3</td>
</tr>
</tbody>
</table>

* CS 102 is a prerequisite for CS 122 and CS 130
** BA 222 is a prerequisite for IS 310 and IS 320
Note: BA 210 is a prerequisite for BA 222.

**Major in Information Technology**

The Information Technology (IT) major provides a broad coverage of this emerging discipline. The major blends acquisition of fundamental knowledge in computer science with a practical hands-on approach. Students majoring in IT will gain the knowledge and skills necessary for employment as IT professionals, or the major can be customized for students wishing to pursue graduate studies. The degree program is aligned with nationally recognized standards in information technology. (Offered at Fayette Campus, online, select centers and through SkillFlex Learning.)

**Credits**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>CS 102</td>
<td>Introduction to Computer Applications and Technology</td>
<td>3</td>
</tr>
<tr>
<td>MATH 115</td>
<td>Trigonometry and Analytic Geometry</td>
<td>3</td>
</tr>
<tr>
<td>CS 122</td>
<td>IT Infrastructure</td>
<td>4</td>
</tr>
<tr>
<td>CS 130</td>
<td>Foundations of Information Systems</td>
<td>3</td>
</tr>
<tr>
<td>CS 140</td>
<td>Introduction to Programming</td>
<td>4</td>
</tr>
<tr>
<td>CS 206</td>
<td>Computer Architecture</td>
<td>4</td>
</tr>
<tr>
<td>CS 213</td>
<td>Operating Systems</td>
<td>4</td>
</tr>
<tr>
<td>MATH 220</td>
<td>Elementary Statistics</td>
<td>3</td>
</tr>
<tr>
<td>IT 311</td>
<td>Networking</td>
<td>4</td>
</tr>
<tr>
<td>IT 320</td>
<td>Web Systems and System Integration</td>
<td>4</td>
</tr>
<tr>
<td>CS 332</td>
<td>Databases and Information Management</td>
<td>3</td>
</tr>
<tr>
<td>CS 342</td>
<td>Human Computer Interaction</td>
<td>3</td>
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<tr>
<td>CS 400</td>
<td>Project Management and Integration</td>
<td>4</td>
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<tr>
<td>IT 410</td>
<td>Information and System Security</td>
<td>3</td>
</tr>
<tr>
<td>CS 480</td>
<td>Senior Capstone I</td>
<td>1</td>
</tr>
<tr>
<td>CS 481</td>
<td>Senior Capstone II</td>
<td>2</td>
</tr>
<tr>
<td>Upper Level Electives</td>
<td></td>
<td>6*</td>
</tr>
</tbody>
</table>
*Elective Options:
- Cyber Security and Computer Forensics (SEC) Specialization
- IT 360 Computer Forensics and Incident Response
- IT 420 System Security and Risks

Network Management (NET) Specialization
- IT 348 Advanced Networking
- IT 370 Network Management

Other IT Elective
- IT 499 Special Project

Non-IT Electives
- SE 300 Data Structures and Algorithms
- IS 310 Systems Analysis and Design
- SE 310 Software Application and Interface Design
- IS 320 Enterprise Architecture
- IS 410 IS Strategy, Management, and Acquisition
- SE 410 Software Testing, Validation and Verification

Minor in Information Technology

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
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<tbody>
<tr>
<td>CS 122</td>
<td>4</td>
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<tr>
<td>CS 140</td>
<td>4</td>
</tr>
<tr>
<td>CS 206</td>
<td>4</td>
</tr>
<tr>
<td>CS 213</td>
<td>4</td>
</tr>
<tr>
<td>IT 311</td>
<td>4</td>
</tr>
<tr>
<td>Additional course from IT required or IT elective courses</td>
<td>3-4</td>
</tr>
</tbody>
</table>

* CS 102 is a prerequisite for CS 122
** Math 115 is an additional prerequisite for CS 206, CS 213 and IT 311

Minor for Non-Business Majors
The following minor is designed for students in the School of Arts and Sciences or Andres School of Education.

Minor in General Business

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ECON 160</td>
<td>Principles of Microeconomics</td>
</tr>
<tr>
<td>ACCT 201</td>
<td>Accounting Principles I</td>
</tr>
<tr>
<td>MKT 208</td>
<td>Marketing Principles</td>
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<td>BA 302</td>
<td>Business Law and Ethics</td>
</tr>
<tr>
<td>MATH 220</td>
<td>Elementary Statistics</td>
</tr>
</tbody>
</table>

** Mission of the Department of Nursing**
The mission of the Upper Iowa University Department of Nursing is to provide a collaborative learning experience which develops transformative nurse leaders and global citizens. Program goals are listed below. By the end of the RN-BSN program the graduate will be able to:

**Goal 1.** Integrate theoretical knowledge and evidence-based practice in a collaborative healthcare delivery environment.

1. Outcome: Utilize health history and assessment to provide evidence-based and patient-centered care.
2. Outcome: Apply the principles of pathology in managing safe and effective patient-centered care.
3. Outcome: Promote optimal health, healing and disease prevention through effective utilization of teaching and learning principles.
4. Outcome: Demonstrate the ability to utilize research to advance nursing practice and improve patient outcomes.
5. Outcome: Collaborate with members of the health care team to improve care processes leading to enhanced patient outcomes.

**Goal 2.** Demonstrate leadership and teamwork to improve outcomes in a variety of settings.

1. Outcome: Utilize an understanding of health care organizations and the environment in which health care is provided to support quality health care delivery.
2. Outcome: Demonstrate the professional skills and personal qualities that characterize effective nurse leaders and managers.
3. Outcome: Investigate the multiple and varied roles of the nurse in issues of health care and nursing.
4. Outcome: Value different styles of communication used by patients, families, and health care providers.
5. Outcome: Recognize the unique and varied contributions of self and others in developing an effective health care team.

**Goal 3.** Manage technology and resources to communicate, support, and provide quality care across the health care continuum.

1. Outcome: Appreciate that information and technology skills are essential for safe patient care.
2. Outcome: Utilize technology to access information that supports decision making.
3. Outcome: Identify the application of technology and information management tools to coordinate and support the quality and safety of patient care.

**Goal 4.** Develop practices of lifelong learning through seeking knowledge and assimilating professional standards, ethical principles, and legal accountability in nursing practice.

1. Outcome: Demonstrate ethical principles, legal implications, and professional behaviors that guide nursing practice.
2. Outcome: Incorporate professional standards of practice while assuming personal responsibility for lifelong learning.

3. Outcome: Value the need for continuous improvement in clinical practice based on evolving knowledge, skills, and attitudes of the professional nurse.

Nursing faculty facilitate graduate attainment of these goals through active learning opportunities in both online and classroom environments. Students apply the knowledge, skills and attitudes through faculty guided learning experiences in the community. Nursing faculty are committed to the advancement of professional nursing through baccalaureate education. Upper Iowa University has been developing leaders in many fields since 1857 and the nursing program continues that tradition. The nursing program is approved by the Iowa Board of Nursing and accredited by the Commission on Collegiate Nursing Education.

Major in Nursing
Upper Iowa University offers an RN to BSN program at the Cedar Rapids Center, Mesa Center and Online. Prior to admission to the nursing program, students must show evidence of the following:

1. Licensure as a Registered Nurse in state of attendance or a compact state if applicable.

2. GPA of 2.5 or higher and maintained.

3. Evidence of current CPR certification.

4. Evidence of meeting current health and immunization requirements.

5. Completed Criminal Background Check.

The UIU nursing program requires the successful completion of 35 credit hours. The BSN degree requires the successful completion of a total of 120 semester hours, including transfer credit, and credit for coursework completed at UIU. All courses required for the nursing major must be completed with a grade of C- or above. If a grade below a C- is received, the course must be repeated. A course may only be repeated once.

The Iowa Board of Nursing (IBON) requires approved programs to document student achievement of all program goals and outcomes in a summative evaluation (IAC 655 ch. 2, § 2.12(5)). A portfolio shall serve as the summative evaluation and direct evidence of student achievement of individual program outcomes. As such, the BSN degree cannot be conferred without successful completion of the portfolio component. Upper Iowa University includes the portfolio component in the NUR 455 Nursing Concepts Capstone II course.

*Course includes a practicum component.

Nursing – Concurrent Enrollment Program (CEP)
The Concurrent Enrollment Program (CEP) is a partnership between Upper Iowa University and select Associate Degree prelicensure programs that allows qualifying students to enroll in both programs concurrently. The CEP allows students to enroll in specific BSN courses while concurrently enrolled in the Associate Degree in Nursing program, decreasing both time and cost to completion of the BSN. Applicants must complete the combined admission requirements and be accepted by the partnering Associate Degree program before applying to the Upper Iowa University CEP. NUR 301 Logic and Reasoning in Nursing is a requirement for all concurrent enrollment program (CEP) nursing students unless they have earned a prior bachelor’s degree or have successfully completed an approved equivalent course. While enrolled in the CEP, students must follow the designated plan of progression and remain in good standing with both institutions at all times. For more information about the CEP program, students can contact a partnering institution or the Upper Iowa University Department of Nursing.

Andres School of Education
The Andres School of Education offers programs in early childhood, elementary, middle level and secondary education, instructional strategist, English as a Second Language (ESL), and exercise and sport studies with emphases in fitness and wellness or exercise science.

Through the cooperation of the School of Arts and Sciences, teaching licensure is available in social science, art, language arts, biology, chemistry, and general science. Through cooperation with the School of Business and Professional Studies, licensure is available in business and economics. Through a unique partnership with Northeast Iowa Community College, Upper Iowa offers a program which can lead to a teaching career in secondary industrial technology. Through a unique partnership with Eastern Iowa Community College, Upper Iowa offers programs which can lead to a teaching career in American sign language and industrial technology.

Department of Teacher Education
Teacher Education
The Upper Iowa University Teacher Education Program seeks to develop within their students the skills, beliefs, and dispositions of pedagogically effective, technologically literate, culturally responsive, and reflective educators. The Upper Iowa University Teacher Education Program considers the following statements fundamental to the development of future educators:

- Students use reflection to deepen understanding, examine practices and improve effectiveness.
- Students recognize the many aspects of diversity and
actively promote social justice.

- Students acknowledge the backgrounds and experiences of others and respond in culturally responsible and developmentally appropriate ways.
- Students effectively navigate technology as a way/tool/method of teaching and learning in multiple modalities.
- Student fully understand their discipline to deliver lessons using content specific instructional strategies in alignment with standards.
- Students understand how dispositions relate to professionalism and being an effective teacher.
- Students apply skills, knowledge and strategies in authentic field-based experiences.

Teacher preparation at Upper Iowa University includes performance-based assessment and practical teaching experience. The education curriculum is designed to meet changing educational demands of curriculum including literacy development, integrated instruction, higher order thinking skills and practical skills (flexible management, technology and early teaching experiences). A practicum in Foundations of American Education provides students with an opportunity to observe and participate in a classroom to determine if they wish to continue in teacher education. Each student then follows a sequenced series of courses to acquire the theoretical background, instructional techniques, management strategies, and practical skills needed to be a competent educator.

To obtain desired endorsements and licensure, students need to plan their program early in their college experience and work closely with the academic advisors to ensure that coursework and performance requirements leading to state licensure are being met in a timely manner. Students must also maintain an adequate grade point in their major, in all education courses, and cumulatively.

A Department of Criminal Investigation (DCI) background check is required before students are allowed to participate in experiences in the field. Upper Iowa University does not discriminate in acceptance or in placement for field experience and student teaching on the basis of gender, age, race, color, creed, disability or national/ethnic origin.

Students seeking initial licensure are strongly advised to retake education methods courses if these courses were completed prior to ten years from initial enrollment at Upper Iowa. Students must complete their program requirements within seven years of initial enrollment or be subject to current program requirements. In addition, changes in licensure requirements of the Iowa Department of Education may affect requirements for students.

Upper Iowa University’s Teacher Education Program is approved by the Iowa State Board of Education. Individuals seeking teacher licensure must complete the approved requirements of the Teacher Education Program to be recommended for teacher licensure.

Endorsements

Students may prepare for a teaching license with an elementary classroom endorsement (grades K-6) by completing an elementary education major and a specific K-8 or prekindergarten endorsement. Students may prepare for secondary classroom licensure (grades 5-12) in a specific content area by completing the professional education requirements (the professional education core, see page 83) and required content area courses in the content major as listed in Upper Iowa’s approved programs on file with the Iowa Department of Education. Those who hold a license to teach may add an additional endorsement or endorsements at the PreK, K-8 and 5-12 levels. Contact the Teacher Education Program office, Andres School of Education for specific requirements of the PreK, K-8 and 5-12 endorsements and to learn the requirements for obtaining licensure to teach additional grade levels or subject matter. Students must have a grade point average (GPA) of 2.70 or above for each endorsement.

The endorsement areas and grade levels in which a student may be prepared at Upper Iowa University are as follows:

<table>
<thead>
<tr>
<th>Endorsement Number</th>
<th>Endorsement Description</th>
<th>Grade Levels</th>
</tr>
</thead>
<tbody>
<tr>
<td>1001</td>
<td>Teacher—Birth - Grade 3: Inclusive</td>
<td>Prek-3</td>
</tr>
<tr>
<td>101</td>
<td>Athletic Coach</td>
<td>K-12</td>
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<tr>
<td>102</td>
<td>Teacher—Elementary Classroom</td>
<td>K-6</td>
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<td>103</td>
<td>Teacher—Prekindergarten-Kindergarten</td>
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<td>104</td>
<td>ESL</td>
<td>K-12</td>
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<tr>
<td>107</td>
<td>Talented and Gifted</td>
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<tr>
<td>113/114</td>
<td>Art</td>
<td>K-8 5-12</td>
</tr>
<tr>
<td>1171</td>
<td>Business - All</td>
<td>5-12</td>
</tr>
<tr>
<td>119/120</td>
<td>English/Language Arts</td>
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</tr>
<tr>
<td>1201</td>
<td>All Language Arts</td>
<td>5-12</td>
</tr>
<tr>
<td>137/138</td>
<td>Health</td>
<td>K-8 5-12</td>
</tr>
<tr>
<td>140</td>
<td>Industrial Technology</td>
<td>5-12</td>
</tr>
<tr>
<td>141</td>
<td>Journalism</td>
<td>5-12</td>
</tr>
<tr>
<td>1421</td>
<td>Algebra for High School Credit</td>
<td>5-8</td>
</tr>
<tr>
<td>148/149</td>
<td>Reading</td>
<td>K-8 5-12</td>
</tr>
<tr>
<td>150</td>
<td>Basic Science</td>
<td>K-8</td>
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<tr>
<td>151</td>
<td>Biological Science</td>
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<td>152</td>
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<td>Earth Science</td>
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<tr>
<td>1541</td>
<td>Basic Science</td>
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<tr>
<td>157</td>
<td>American Government</td>
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<td>164</td>
<td>Social Studies</td>
<td>K-8</td>
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<tr>
<td>165</td>
<td>Sociology</td>
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<td>172/173</td>
<td>Professional School Counseling</td>
<td>K-8 5-12</td>
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<tr>
<td>176</td>
<td>Reading Specialist</td>
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<tr>
<td>181</td>
<td>ASL</td>
<td>K-12</td>
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<tr>
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<td>1822</td>
<td>Middle School Math</td>
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<td>185</td>
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</tr>
<tr>
<td>186</td>
<td>All Social Science</td>
<td>5-12</td>
</tr>
</tbody>
</table>
Overview of Teacher Education Program

The assessment of the Teacher Education Program (TEP) system has four major “checkpoints:” (1) admission to the Teacher Education Program; (2) completion of Field Experience; (3) admission to student teaching; and (4) completion of student teaching. At each checkpoint, information relevant to the student’s performance in the Teacher Education Program (TEP) is collected and evaluated. Although the assessment system focuses on student performance at four “checkpoints,” the student continues to provide evidence of knowledge and skills in the other aspects of the TEP by completing all EDU, ECE, SPED and ST courses with a grade of “C” or higher and by demonstrating acceptable levels of performance on all critical elements of courses as indicated by course syllabi.

Completion of the UIU Teacher Education Program requires successful passage through four checkpoints:

Checkpoint 1 - Admission to the Teacher Education Program
All students seeking initial licensure to teach must be admitted to the Upper Iowa University Teacher Education Program.

Requirements for admission into the Teacher Education Program:

1. Student must successfully complete EDU 110 Foundations of American Education with a grade of “C” or above and successfully complete the Foundations practicum (completed 20 hours, was prompt, scored “Fair” or better on personal attributes).
2. Student must earn an Upper Iowa University cumulative grade point average (GPA) of 2.70 or above.
3. From two student-selected instructional staff members, student must have acceptable ratings on the Assessment of Dispositional Professional Qualities in Teacher Education Program Preservice Educator: Admittance to Teacher Education Program.

Students need to be admitted into the Teacher Education Program to register for Field Experience and to register for many of the EDU, ECE, SPED and ST courses required in their programs.

Checkpoint 2 - Field Experience
A student admitted to the Teacher Education Program will complete 40 hours of field experience at the same time he/she takes the appropriate methods course and will complete a second 40-hour field experience when he/she takes an appropriate advanced methods class.

In addition to helping the student to “see into the daily life of the classroom teacher” through the activities completed at the field experience site, the student engages in classroom activities, completes various assignments to understand more deeply the Iowa Teaching Standards and Criteria, and learns how to write lesson plans. At the end of each 40-hour placement the student is assessed on his/her knowledge of these standards and criteria.

Checkpoint 3 - Admission to Student Teaching
Student teaching, the teacher education capstone experience, takes place at the end of the student’s program. Application for student teaching must be filed according to the deadlines established by the Teacher Education Program. Failure to adhere to deadlines may delay student teaching placements. Placements are made by the teacher education coordinator. Students will not be allowed to register for any courses during the sessions in which their student teaching will take place.

Teachers already licensed at a particular level (i.e., K-8) and seeking an endorsement at a new level (i.e., 5-12) need to complete student teaching at the new level. Other requirements may also apply.

Requirements for Student Teaching:

1. Student must be admitted to the Teacher Education Program.
2. Student must successfully complete appropriate field experience(s) with a grade of “C” or better.
3. Student must have met all competencies required within standards set by the University and Iowa Department of Education.
4. From two student-selected instructional staff members, student must have acceptable ratings on the Assessment of Dispositional Professional Qualities in Teacher Education Program Preservice Educator: Admittance to Student Teaching.
5. Student must complete the general education requirements listed on page 97 with these specific qualifications:
   a. The following courses must be completed with a grade of “C” or better:
      Basic Composition or an approved composition course
      English Composition II or an approved composition course
   Note: If a student possesses a BA or BS degree for which only one composition course was required and the student earned a “C” or better in the composition course or if the student possesses a BA or BS degree and had a composition course requirement waived because of high test scores, no additional composition course will be required. If a student who has not yet earned a degree tests into a second writing course and completes it with a “C” or better, no additional composition course will be required.
   Public Speaking or an approved speech course
Teacher Education Program standards:

and Support Consortium (InTASC) by meeting the following dispositions aligned with the Interstate Teacher Assessment and Support Consortium (InTASC) by meeting the following dispositions aligned with the Interstate Teacher Assessment and Support Consortium (InTASC). Through this performance assessment, the student teacher builds on each student's strengths, needs, and prior experiences. The Teacher Work Sample will be assessed by two readers using standardized rubrics. The Teacher Education Program collects and evaluates the following information at this checkpoint:

- Considers Contextual Factors: The teacher uses information about the learning-teaching context and individual student differences to set learning outcomes and plan instruction and assessment.
- Identifies Learning Outcomes: The teacher sets significant, challenging, varied and appropriate learning outcomes.
- Establishes Assessment Plan: The teacher uses multiple assessment modes and approaches, aligned with learning outcomes, to assess student learning before, during, and after instruction.
- Creates Design for Instruction: The teacher designs instruction for student characteristics and needs, and learning outcomes.
- Makes Instructional Decisions: The teacher uses ongoing analysis of student learning to make instructional decisions.
- Analyzes Student Learning: The teacher uses assessment data to profile student learning, and communicate information about student progress and achievement.
- Reflects and Evaluates Professional Practices: The teacher analyzes the relationship between his or her instruction and student learning in order to improve teaching practices.

The Teacher Work Sample will be assessed by two readers using standardized rubrics. The Teacher Education Program collects and evaluates the following information at this checkpoint:

- Rating on Work Sample Rubric for Contextual Factors
- Rating on Work Sample Rubric for Learning Outcomes
- Rating on Work Sample Rubric for Design for Instruction
- Rating on Work Sample Rubric for Instructional Decision Making
- Rating on Work Sample Rubric for Assessment Plan
- Rating on Work Sample Rubric for Analysis of Student Learning
- Rating on Work Sample Rubric for Reflection and Self Evaluation
- Rating on Work Sample Rubric for Written Communication

(This will not be in overall score.)

Professional Education Core Requirements
Candidates for an initial teaching license must complete a major in Birth-Grade 3: Inclusive Settings, a major in Elementary Education, a major in Instructional Strategist II: Behavior Disorders/Learning Disabilities/Intellectual Disabilities, or a major in a secondary teaching subject area. Candidates must complete the following approved professional education courses:

Core Requirements for All Majors

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDU 110</td>
<td>Foundations of American Education</td>
<td>3</td>
</tr>
<tr>
<td>EDU 142</td>
<td>Human Growth, Development and Guidance</td>
<td>3</td>
</tr>
<tr>
<td>EDU 152</td>
<td>Assessment and Psychology</td>
<td>3</td>
</tr>
</tbody>
</table>
Studies. EDU 321 Field Experience II: Elementary or ECE 335 be taken concurrently with EDU 315 Teaching Elementary Social abilities majors, EDU 306 Field Experience I: Elementary must II: Behavior Disorders/Learning Disabilities/Intellectual Dis

Birth–Grade 3: Inclusive Settings majors, Instructional Strategist concurrently with methods courses. For Elementary Education, *Professional Education Core Field Experiences must be taken concurrently with EDU 305 Teaching Elementary Science, EDU 352 Teaching Math Prekindergarten-Grade 3 and EDU 353 Teaching Math Intermediate -Middle School, or EDU 335 Teaching Elementary Language Arts. Secondary majors complete EDU 307 Field Experience I: Secondary concurrently with EDU 428. EDU 322 Field Experience II: Secondary is to be taken concurrently with EDU 300. K-12 Art majors must complete EDU 308 Field Experience I: Elementary/Secondary concurrently with EDU 428. EDU 323 Field Experience II: Elementary/Secondary is to be taken concurrently with EDU 339.

Early Childhood Education Majors

Major in Birth–Grade 3: Inclusive Settings (Unified Endorsement 1001)

This major consists of 92-93 semester credits and authorizes the holder of this endorsement to teach children from birth through grade three in general and inclusive settings.

Credits

Certification in Mental Health First Aid
Current certification to include infant/child CPR/First Aid or EXSS 102 First Aid/CPR/AED (certification must be current upon licensure) 0-1

EDU 110 Foundations of American Education 3
EDU 142 Human Growth, Development, and Guidance 3
EDU 152 Assessment and Psychology 3
EDU 162 Diversity for Teachers 3
EDU 306 Field Experience I: Elementary 3
ECE 223 Health, Safety and Nutrition in Early Childhood 3
ECE 334 Field Experience: Infant/Toddler 1
ECE 335 Field Experience: Prekindergarten 2
ECE 451 Introduction to Early Childhood 3
ECE 452 Observation and Assessment in Early Childhood 3
ECE 455 Methods and Curriculum in Early Childhood 3
ECE 456 Administration and Supervision in Early Childhood 3
EDU 252 Computers and Instructional Technology 3
EDU 305 Teaching Elementary Science 3
EDU 309 Teaching Elementary Movement and Wellness 1
EDU 310 Teaching Elementary Visual Arts 1
EDU 315 Teaching Elementary Social Studies 3
EDU 326 Developmental Reading/Language Arts 3
EDU 333 Literature: Birth-Adolescence 3
EDU 335 Teaching Elementary Language Arts 3
EDU 352 Teaching Math Prekindergarten-Grade 3 3
EDU 407 Diagnostic Assessment Practices in Reading and Language Arts 3
SPED 304 Exceptional Persons 3
SPED 459 Home, School and Community Relations 3
SPED 462 Individual Behavior and Classroom

Plus

**Elementary Education Major**

EDU 306 Field Experience I: Elementary* 3
EDU 321 Field Experience II: Elementary* 2

**Birth–Grade 3: Inclusive Settings**

ECE 334 Field Experience: Infant-Toddler 1
ECE 335 Field Experience: Prekindergarten 2
EDU 306 Field Experience I: Elementary 3

**Secondary Education Majors**

EDU 300 Secondary majors must have methods course in each area of endorsement 3
EDU 307 Field Experience I: Secondary* 3
EDU 322 Field Experience II: Secondary* 2
EDU 425 Content Area Literacy 3
EDU 428 Middle School Curriculum, Design and Strategies 3

**K-12 Art Majors**

EDU 308 Field Experience I: Elem/Sec 3*
EDU 323 Field Experience II: Elem/Sec 2*
EDU 338 Teaching Art K-12 3
EDU 425 Content Area Literacy 3
EDU 428 Middle School Curriculum, Design and Strategies 3

**K-12 Instructional Strategist II BD/LD/ID Majors**

EDU 308 Field Experience I: Elementary/Secondary 3*
EDU 323 Field Experience II: Elementary/Secondary 2*
SPED 465 Meth/Curr: Behavior Disorders PK-12 3
SPED 469 Meth/Curr: Learning Disabilities K-12 3
SPED 473 Meth/Curr: Intellectual Disabilities 3

**K-12 ASL Majors**

EDU 308 Field Experience I: Elem/Sec 3*
EDU 323 Field Experience II: Elem/Sec 2*
EDU 339 Teaching World Languages K-12 3
EDU 425 Content Area Literacy 3
EDU 428 Middle School Curriculum, Design and Strategies 3

**Major in K-12 ASL Majors**

EDU 308 Field Experience I: Elem/Sec 3*
EDU 323 Field Experience II: Elem/Sec 2*
EDU 339 Teaching World Languages K-12 3
EDU 425 Content Area Literacy 3
EDU 428 Middle School Curriculum, Design and Strategies 3
39-50
Management Prek-12  3
SPED 465 Methods/Curriculum: Behavior Disorders Prek-12  3
SPED 467 Fundamentals of Special Education  3
SPED 478 Methods Curriculum: Mild/Moderate Disabilities Prek-8  3
ST 4xx Student Teaching  16
(See pages 139-140)

K-8 Elementary Education Majors
Major in Elementary Education
This major consists of 86 semester credits (including professional education core requirements). In addition, to qualify for licensure, preservice educators must also meet the requirements of a prekindergarten, middle level or K-8 endorsement in a specific area. The courses in the major are as follows:

Credits
Certification in Mental Health First Aid
EDU 110 Foundations of American Education  3
EDU 142 Human Growth, Development and Guidance  3
EDU 152 Assessment and Psychology  3
EDU 162 Diversity for Teachers  3
EDU 306 Field Experience I: Elementary School  3
EDU 252 Computers and Instructional Technology  3
EDU 305 Teaching Elementary Science  3
EDU 309 Teaching Elementary Movement and Wellness  1
EDU 310 Teaching Elementary Visual Arts  1
EDU 315 Teaching Elementary Social Studies  3
EDU 321 Field Experience II: Elementary School  2
EDU 326 Developmental Reading and Language Arts  3
EDU 333 Literature: Birth-Adolescence  3
EDU 335 Teaching Elementary Language Arts  3
EDU 352 Teaching Math Prekindergarten-Grade 3  3
EDU 353 Teaching Math Intermediate - Middle School  3
SPED 304 Exceptional Persons  3
SPED 462 Individual Behavior and Classroom Management  3
ST 4xx Student Teaching  16
(See pages 139-140)

One of the following:  3
HIST 100 World History to 1500
HIST 101 World History since 1500
HIST 110 American History to 1877
HIST 111 American History since 1877
An approved history course

One of the following:  3
PS 100 U.S. Government
PS 230 State and Local Government
An approved political science course

K-12 Education Majors
Major in American Sign Language (ASL)
This major consists of 48 semester credits. An innovative partnership is available between Upper Iowa University and Eastern Iowa Community College. An associate of science degree and a Deaf Studies Certificate is earned from EICC and a bachelor of science degree with a major in American Sign Language from Upper Iowa. In addition to the major requirements, the professional education core must be completed.

Credits
ASL 141 Sign Language I (EICC)  4
ASL 142 Sign Language I Lab (EICC)  1
ASL 171 American Sign Language II (EICC)  4
ASL 172 American Sign Language II Lab (EICC)  1
ASL 245 American Sign Language III (EICC)  4
ASL 246 American Sign Language III Lab (EICC)  1
ASL 281 American Sign Language IV (EICC)  4
ASL 296 American Sign Language V (EICC)  4
ASL 297 American Sign Language VI (EICC)  4
ITP 129 Deaf Studies (EICC)  4
ITP 131 Social Aspects of Deaf Culture (EICC)  4
ITP 135 Introduction to Language (EICC)  3
ITP 141 English Vocabulary/Grammar for Interpreters (EICC)  4
ITP 142 Comparative Discourse Analysis (EICC)  3
EDU 445 Language Acquisition (UIU)  3

SPED 465 Methods/Curriculum: Behavior Disorders Prek-12  3
SPED 467 Fundamentals of Special Education  3
SPED 478 Methods Curriculum: Mild/Moderate Disabilities Prek-8  3
ST 4xx Student Teaching  16
(See pages 139-140)
Major in Art (for Teacher Licensure)
The art education emphasis prepares preservice educators for K-12 licensure.

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
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<tr>
<td>ART 101</td>
<td>Digital Tools</td>
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<tr>
<td>ART 109</td>
<td>2-D Foundations</td>
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<tr>
<td>ART 110</td>
<td>Drawing</td>
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<tr>
<td>ART 120</td>
<td>3-D Foundations</td>
<td>3</td>
</tr>
<tr>
<td>ART 202</td>
<td>Painting</td>
<td>3</td>
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<tr>
<td>ART 204</td>
<td>Printmaking</td>
<td>3</td>
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<tr>
<td>ART 225</td>
<td>Sculpture</td>
<td>3</td>
</tr>
</tbody>
</table>

Two of the following: 6
- ART 211 Art History I
- ART 212 Art History II
- ART 252 Art and Architecture in Italy
- ART 372 Survey of American Art

One of the following: 3
- ART 222 Ceramics/Hand Building
- ART 223 Ceramics/Wheel Throwing

Electives in Art Studio (Select two): 6
- ART 210 Intermediate Drawing
- ART 300 Human Figure Drawing I
- ART 301 Human Figure Drawing II
- ART 304 Printmaking: Screen Printing
- ART 305 Environmental Art
- ART 325 Intermediate Sculpture
- ART 330 Watercolor / Water Media
- ART 404 Advanced Printmaking
- ART 410 Advanced Drawing
- ART 412 Advanced Painting
- ART 423 Advanced Ceramics
- ART 425 Advanced Sculpture
- ART 430 Advanced Watercolor
- GRAF 218 Digital Photography and Editing
- GRAF 319 Digital Video and Editing

ART 490 Senior Thesis (Portfolio) 1
EDU 338 Teaching Art K-12 3

40

5-12 Secondary Majors
The Teacher Education core requirement on page 77 must be completed.

Major in Business (for Teacher Licensure)
This major corresponds to endorsement 1171 Business All 5-12.

<table>
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<tr>
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<th>Title</th>
<th>Credits</th>
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<tr>
<td>ECON 160</td>
<td>Principles of Microeconomics</td>
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<td>ECON 161</td>
<td>Principles of Macroeconomics</td>
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<tr>
<td>ACCT 201</td>
<td>Accounting Principles I</td>
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<tr>
<td>ACCT 202</td>
<td>Accounting Principles II</td>
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<td>MKT 208</td>
<td>Marketing Principles</td>
<td>3</td>
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<td>BA 210</td>
<td>Management Principles</td>
<td>3</td>
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<td>BA 222</td>
<td>Management Information Systems</td>
<td>3</td>
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<td>FIN 288</td>
<td>Personal Financial Management</td>
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<tr>
<td>BA 302</td>
<td>Business Law and Ethics</td>
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<tr>
<td>MKT 358</td>
<td>Consumer Behavior</td>
<td>3</td>
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<tr>
<td>BA 374</td>
<td>Business Communication</td>
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</table>

One of the following: 3
- BA 325 New Venture Creation
- BA 370 Entrepreneurship and Small Business Management 36

Major in Instructional Strategist BD/LD/ID
Certification in Mental Health First Aid
Current certification to include infant/child CPR/first aid or EXSS 102 First Aid/CPR/AED (certification must be current upon licensure) 0-1

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
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</thead>
<tbody>
<tr>
<td>EDU 110</td>
<td>Foundations of American Education</td>
<td>3</td>
</tr>
<tr>
<td>EDU 142</td>
<td>Human Growth Dev/Guidance</td>
<td>3</td>
</tr>
<tr>
<td>EDU 152</td>
<td>Assessment &amp; Psychology</td>
<td>3</td>
</tr>
<tr>
<td>EDU 162</td>
<td>Diversity for Teachers</td>
<td>3</td>
</tr>
<tr>
<td>EDU 252</td>
<td>Computers &amp; Instructional Technology</td>
<td>3</td>
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<tr>
<td>EDU 308</td>
<td>Field Experience I: Elem/Sec</td>
<td>3</td>
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<tr>
<td>EDU 323</td>
<td>Field Experience II: Elem/Sec</td>
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<tr>
<td>EDU 326</td>
<td>Developmental Reading/LA</td>
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</table>

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All Language Arts Major
This major prepares preservice educators to teach grades 5-12 in all areas of language arts such as English, drama, theater, media, etc.

<table>
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<th>Course</th>
<th>Title</th>
<th>Credits</th>
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<tr>
<td>COMM 102</td>
<td>Introduction to Mass Media</td>
<td>3</td>
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<tr>
<td>COMM 107</td>
<td>Human Communication</td>
<td>3</td>
</tr>
</tbody>
</table>
Major in All Social Science (for 5-12 Teacher Licensure)

The All Social Science major prepares preservice educators to teach grades 5-12 in all areas of social science: American History, World History, American Government, Psychology, Sociology, Geography, and/or Economics.

**Economics**

<table>
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<tbody>
<tr>
<td>ECON 160</td>
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<td>ECON 161</td>
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**Government**

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<td>PS 100</td>
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<td>PS 230</td>
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<td>PS 368</td>
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<td>PS 380</td>
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**Psychology**

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<td>PSY 190</td>
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<td>PSY 302</td>
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**World History**

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<td>HIST 100</td>
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<td>HIST 101</td>
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<td>HIST 214</td>
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<td>HIST 355</td>
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**American History**

<table>
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<td>HIST 110</td>
<td>3</td>
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<tr>
<td>HIST 111</td>
<td>3</td>
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</tbody>
</table>
Major in Industrial Technology (NICC)
This major consists of 37-39 semester credits. An innovative 2+2 program is available through a partnership between Upper Iowa University and Northeast Iowa Community College. An associate of science degree is earned from NICC and a bachelor of science degree with a major in industrial technology is earned from Upper Iowa. In addition to the major requirements, the professional education core must be completed.

Manufacturing
One of the following:
- AGM 504  John Deere Welding
- AUT 191  Automotive Metal Repair/Hybrid Vehicles Introduction

Construction
- CON 111  Basic Drafting
- CON 113  Construction Print Reading
- CON 391  Construction II
- CON 393  Construction III

Energy and Power
- ELE 113  AC/DC Fundamentals

Graphic Communications
One of the following:
- CIS 197  Fundamentals of Web Design
- NET 266  Routing & Switching: Introduction To Networks
- CAD 104  Computer Aided Drafting
- CAD 172  Introduction to CAD: Auto CAD

Transportation
Certificate in 10-hour OSHA (General Industry)

Other
Minimum of 10 semester hours in one of the following areas: Manufacturing, Energy/Power, Graphic Communication, Construction, Transportation

Major in Industrial Technology (EICC)
This major consists of 38-40 semester credits. An innovative 2+2 program is available through a partnership between UIU and Eastern Iowa Community College. A diploma in Automotive Technology and an Associate of Applied Science (AAS) degree in Technical Studies is earned from EICC and a bachelor of science degree with a major in Industrial Technology from Upper Iowa. In addition to the major requirements, the professional education core must be completed.

EICC Courses

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
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<tbody>
<tr>
<td>AUT 115</td>
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</tr>
<tr>
<td>AUT 404</td>
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<tr>
<td>AUT 524</td>
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<tr>
<td>DRF 131</td>
<td>3</td>
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<tr>
<td>MFG 192</td>
<td>3</td>
</tr>
<tr>
<td>CON 170</td>
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<tr>
<td>ELE 115</td>
<td>2</td>
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<td>WEL 124</td>
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<td>AUT 331</td>
<td>2</td>
</tr>
<tr>
<td>CAD 286</td>
<td>3</td>
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<tr>
<td>CIS 210</td>
<td>3</td>
</tr>
<tr>
<td>NET 167</td>
<td>4</td>
</tr>
<tr>
<td>NET 305</td>
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<tr>
<td>Minimum of 10 semester hours in one of the following areas: Manufacturing, Energy/Power, Graphic Communication, Construction, Transportation</td>
<td>38-40</td>
</tr>
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</table>

Major in Life Science (for Teacher Licensure)
This major is designed for preservice educators seeking a career teaching high school biology.

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
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<tbody>
<tr>
<td>BIO 135</td>
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<tr>
<td>BIO 140</td>
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<tr>
<td>BIO 201</td>
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<td>BIO 270</td>
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<tr>
<td>BIO 275</td>
<td>4</td>
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<tr>
<td>BIO 283</td>
<td>4</td>
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<tr>
<td>BIO 340</td>
<td>3</td>
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<tr>
<td>BIO 381</td>
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<td>BIO 496</td>
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<td>CHEM 151</td>
<td>4</td>
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<td>Electives in Biology (300 or above)</td>
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82
Major in Reading

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
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<tbody>
<tr>
<td>SPED 304</td>
<td>Exceptional Persons</td>
<td>3</td>
</tr>
<tr>
<td>EDU 326</td>
<td>Developmental Reading/Language Arts</td>
<td>3</td>
</tr>
<tr>
<td>EDU 333</td>
<td>Literature: Birth-Adolescence</td>
<td>3</td>
</tr>
<tr>
<td>EDU 407</td>
<td>Diagnostic Assessment Practices in Reading and Language Arts</td>
<td>3</td>
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<tr>
<td>EDU 410</td>
<td>Practicum: Secondary Reading</td>
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<tr>
<td>EDU 425</td>
<td>Content Area Literacy</td>
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<tr>
<td>EDU 445</td>
<td>Language Acquisition</td>
<td>3</td>
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<tr>
<td>EDU 485</td>
<td>Advanced Instructional Issues and Methods in Reading and Language Arts</td>
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<td></td>
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<td></td>
<td>One of the following:</td>
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<tr>
<td>ENG 102</td>
<td>English Composition II</td>
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<tr>
<td></td>
<td>An equivalent composition course</td>
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<td><strong>Total Credits</strong></td>
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Major in Social Science Basic

<table>
<thead>
<tr>
<th>World History</th>
</tr>
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<tbody>
<tr>
<td>HIST 100</td>
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<tr>
<td>HIST 101</td>
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<td>An approved elective in World History</td>
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<table>
<thead>
<tr>
<th>American History</th>
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<tbody>
<tr>
<td>HIST 110</td>
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<tr>
<td>HIST 111</td>
</tr>
<tr>
<td>An approved elective in American History</td>
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<table>
<thead>
<tr>
<th>American Government</th>
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<tbody>
<tr>
<td>PS 100</td>
</tr>
<tr>
<td>PS 230</td>
</tr>
<tr>
<td>An approved elective in American Government</td>
</tr>
<tr>
<td>Elective in sociology, psychology (other than educational psychology), geography, or economics</td>
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<table>
<thead>
<tr>
<th>Holders of the 5 – 12 Social Sciences – Basic endorsement may add the following endorsements with 6 semester hours per endorsement area: 5 – 12 Economics, 5 – 12 Geography, 5 – 12 Psychology, and 5 – 12 Sociology.</th>
</tr>
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<table>
<thead>
<tr>
<th>Prekindergarten-Kindergarten Endorsement #103 (34 credits)</th>
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<tbody>
<tr>
<td>ECE 223</td>
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<tr>
<td>ECE 335</td>
</tr>
<tr>
<td>ECE 451</td>
</tr>
<tr>
<td>ECE 452</td>
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<td>ECE 455</td>
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<tr>
<td>ECE 456</td>
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<tr>
<td>EDU 142</td>
</tr>
<tr>
<td>EDU 326</td>
</tr>
<tr>
<td>SPED 459</td>
</tr>
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</table>

Note: If not endorsed in elementary education or prekindergarten - grade 3, please contact an advisor for additional requirements.
**K-8 Endorsements**

### K-8 Health Endorsement #137 (27 credits)

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
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</thead>
<tbody>
<tr>
<td>EXSS 280</td>
<td>Personal, School &amp; Community Health</td>
<td>3</td>
</tr>
<tr>
<td>PSY 302</td>
<td>Substance Abuse</td>
<td>3</td>
</tr>
<tr>
<td>PSY 270</td>
<td>Human Sexuality</td>
<td>3</td>
</tr>
<tr>
<td>SOC 361</td>
<td>Marriage and Family</td>
<td>3</td>
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</tbody>
</table>

Select one of the following:

- PSY 270 Human Sexuality
- SOC 361 Marriage and Family

Select one of the following:

- EXSS 283 Sport Nutrition
- BIO 165 Human Biology and Nutrition

Electives in health-related courses with consent of advisor: 12 credits

- EDU 337 Teaching Health K-12: 3 credits

### K-8 Instructional Strategist I Endorsement #260 (25-29 credits)

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>SPED 304</td>
<td>Exceptional Persons</td>
<td>3</td>
</tr>
<tr>
<td>EDU 407</td>
<td>Diagnostic Assessment Practices in Reading and Language Arts</td>
<td>3</td>
</tr>
<tr>
<td>SPED 459</td>
<td>Home, School and Community Relations</td>
<td>3</td>
</tr>
<tr>
<td>SPED 462</td>
<td>Individual Behavior and Classroom Management K-12</td>
<td>3</td>
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<tr>
<td>SPED 465</td>
<td>Methods/Curriculum: Behavior Disorders Prek-12</td>
<td>3</td>
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<tr>
<td>SPED 467</td>
<td>Methods/Curriculum: Mild/Moderate Disabilities Prek-8</td>
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One of the following:

- SPED 479 Student Teaching: Instructional Strategist: 4 credits
- SPED 482 Student Teaching: Instructional Strategist: 8 credits

### K-8 Reading/Language Arts Endorsement #148 (27 credits)

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
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</thead>
<tbody>
<tr>
<td>EDU 232</td>
<td>Grammar Content for Teachers</td>
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<tr>
<td>EDU 326</td>
<td>Developmental Reading and Language Arts</td>
<td>3</td>
</tr>
<tr>
<td>EDU 333</td>
<td>Literature: Birth-Adolescence</td>
<td>3</td>
</tr>
<tr>
<td>EDU 335</td>
<td>Teaching Elementary Language Arts</td>
<td>3</td>
</tr>
</tbody>
</table>

One of the following:

- ENG 209 American Literature I: 3 credits
- ENG 210 American Literature II: 3 credits

One of the following:

- COMM 105 Public Speaking: 3 credits
- An approved oral communication course

One of the following:

- ENG 102 English Composition II: 3 credits
- An approved composition course

Electives in English, Language Arts, Speech, Drama, Theatre, ESL, and/or Reading: 9 credits

### K-8 Art Endorsement #113 (27 credits)

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ART 110</td>
<td>Drawing</td>
<td>3</td>
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<tr>
<td>ART 202</td>
<td>Painting</td>
<td>3</td>
</tr>
<tr>
<td>ART 204</td>
<td>Printmaking</td>
<td>3</td>
</tr>
<tr>
<td>EDU 338</td>
<td>Teaching K-12 Art</td>
<td>3</td>
</tr>
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</table>

One of the following: 3 credits

- ART 222 Ceramics/Hand Building
- ART 223 Ceramics/Wheel Throwing

### K-8 English/Language Arts Endorsement #119 (28 credits)

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDU 232</td>
<td>Grammar Content for Teachers</td>
<td>1</td>
</tr>
<tr>
<td>EDU 326</td>
<td>Developmental Reading and Language Arts</td>
<td>3</td>
</tr>
<tr>
<td>EDU 333</td>
<td>Literature: Birth-Adolescence</td>
<td>3</td>
</tr>
<tr>
<td>EDU 335</td>
<td>Teaching Elementary Language Arts</td>
<td>3</td>
</tr>
</tbody>
</table>

One of the following: 3 credits

- ENG 209 American Literature I
- ENG 210 American Literature II

One of the following: 3 credits

- COMM 105 Public Speaking
- An approved oral communication course

One of the following: 3 credits

- ENG 102 English Composition II
- An approved composition course

Electives in English, Language Arts, Speech, Drama, Theatre, ESL, and/or Reading: 9 credits

### K-8 Basic Science Endorsement #150 (29 credits)

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>BIO 135</td>
<td>Principles of Biology I</td>
<td>4</td>
</tr>
<tr>
<td>BIO 140</td>
<td>Principles of Biology II</td>
<td>4</td>
</tr>
<tr>
<td>CHEM 151</td>
<td>General Chemistry I</td>
<td>4</td>
</tr>
<tr>
<td>PHY 111</td>
<td>Introduction to Physics I*</td>
<td>3</td>
</tr>
<tr>
<td>PHY 112</td>
<td>Introduction to Physics I Lab</td>
<td>1</td>
</tr>
</tbody>
</table>

One of the following: 4 credits

- CHEM 152 General Chemistry II (4)
- PHY 109/110 Intro to Astronomy and Lab (3/1)
- PHY 113/114 Intro to Physics II and Lab (3/1)
Choose two of the following: 6
ES 100 Intro to Geology
ES 114 Conservation of Natural Resources
ES 117 Natural Disasters
ES 121 Dinosaurs
ES 161 Introduction to Environmental Science
ES 220 Soil and Water Conservation
EDU 305 Teaching Elementary Science 3

*MATH 115 Trigonometry and Analytic Geometry is a prerequisite for this course.

**K-8 Social Science #164 (27 credits) Credits**
HIST 110 American History to 1877 3
HIST 111 American History since 1877 3
World History Elective 3
One of the following: 3
PS 100 U.S. Government
PS 230 State and Local Government
Electives from history, political science, psychology, geography, economics, or sociology (must include at least one course in an area other than history and political science). 12
EDU 315 Teaching Elementary Social Studies 3

**5-12 Endorsements**

**5 – 12 Art #114**
ART 110 Drawing
ART 202 Painting
ART 204 Printmaking
EDU 338 Teaching Art K-12

Choose one of the following (3 Credits)
ART 222 Ceramics/Hand Building
ART 223 Ceramics/Wheel Throwing

Choose one of the following (3 Credits)
ART 100 Introduction to Art
ART 211 Art History I
ART 212 Art History II
ART 252 Art & Architecture in Italy

Choose electives in Studio Art from the following (9 Credits)
ART 210 Intermediate Drawing
ART 225 Sculpture
ART 300 Human Figure Drawing I
ART 301 Human Figure Drawing II
ART 304 Printmaking
ART 305 Environmental Art
ART 325 Intermediate Sculpture
ART 330 Watercolor/Water Media
ART 404 Advanced Printmaking
ART 410 Advanced Drawing
ART 412 Advanced Painting
ART 423 Advanced Ceramics
ART 425 Advanced Sculpture
ART 430 Advanced Watercolor
GRAF 218 Digital Photography
GRAF 319 Digital Video & Editing

**5 – 12 Basic Science #1541 Credits**
EDU 30005 Teaching Secondary School Science 3
BIO 135 Principles of Biology I 4
BIO 140 Principles of Biology II 4
CHEM 151 General Chemistry I 4
CHEM 152 General Chemistry II 4
ES 161 Introduction to Environmental Science 3
PHY 110 Introduction to Astronomy 3
PHY 111 Introductory Physics I 3
PHY 112 Introductory Physics I Lab 1

**5 – 12 Biology #151 Credits**
EDU 300-05 Teaching Secondary School Science 3
BIO 135 Principles of Biology I 4
BIO 140 Principles of Biology II 4
BIO 270 Human Anatomy & Physiology I 4
BIO 275 Human Anatomy & Physiology II 4
Electives in Biology (300 and above) 8

**5 – 12 Chemistry #153 Credits**
EDU 300-05 Teaching Secondary School Science 3
CHEM 151 General Chemistry I 4
CHEM 152 General Chemistry II 4
Two of the following: 8
CHEM 220 Quantitative Analysis
CHEM 251 Organic Chemistry I
CHEM 252 Organic Chemistry II
Electives in Chemistry (200-400 level) 8

**5-12 Earth Science Endorsement #153 Credits**
EDU 300-05 Teaching Secondary School Science 3
ES 100 Introduction to Geology 3
ES 175 Earth Systems Laboratory 1
ES 161 Environmental Science 3
ES 220 Soil and Water Conservation 3
ES 326 Soil Genesis, Classification & Morphology 4
ES 340 Environmental Policy 3
Electives in Earth Science (200-400 level) 7

**5-12 Economics Endorsement #160 Credits**
ECON 160 Microeconomics 3
ECON 161 Macroeconomics 3

Select two of the following: 6
ECON/HIST 281 Western Economic History 1600-Present
FIN/ECON 310 Money and Capital Markets
ECON 433 Environmental Economics
ECON 466 Labor Economics
ECON 477 Public Finance
ECON 488 International Trade
Electives in Economics 12
EDU 300-6 Teaching Secondary Social Science 3

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDU 300-05</td>
<td>Teaching Secondary School Science</td>
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</tr>
<tr>
<td>BIO 135</td>
<td>Principles of Biology I</td>
<td>4</td>
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<tr>
<td>BIO 140</td>
<td>Principles of Biology II</td>
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<tr>
<td>CHEM 151</td>
<td>General Chemistry I</td>
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<tr>
<td>CHEM 152</td>
<td>General Chemistry II</td>
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<td>ES 161</td>
<td>Introduction to Environmental Science</td>
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<td>PHY 110</td>
<td>Introduction to Astronomy</td>
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<td>PHY 111</td>
<td>Introductory Physics I</td>
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<tr>
<td>PHY 112</td>
<td>Introductory Physics I Lab</td>
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<thead>
<tr>
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<th>Credits</th>
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<td>EDU 300-05</td>
<td>Teaching Secondary School Science</td>
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<tr>
<td>BIO 135</td>
<td>Principles of Biology I</td>
<td>4</td>
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<tr>
<td>BIO 140</td>
<td>Principles of Biology II</td>
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<tr>
<td>BIO 270</td>
<td>Human Anatomy &amp; Physiology I</td>
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<td>BIO 275</td>
<td>Human Anatomy &amp; Physiology II</td>
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<tr>
<th>Course</th>
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<tr>
<td>EDU 300-05</td>
<td>Teaching Secondary School Science</td>
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<tr>
<td>CHEM 151</td>
<td>General Chemistry I</td>
<td>4</td>
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<td>CHEM 152</td>
<td>General Chemistry II</td>
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<tr>
<td>CHEM 220</td>
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<td>CHEM 251</td>
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<td>Introduction to Geology</td>
<td>3</td>
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<tr>
<td>ES 175</td>
<td>Earth Systems Laboratory</td>
<td>1</td>
</tr>
<tr>
<td>ES 161</td>
<td>Environmental Science</td>
<td>3</td>
</tr>
<tr>
<td>ES 220</td>
<td>Soil and Water Conservation</td>
<td>3</td>
</tr>
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<td>ES 326</td>
<td>Soil Genesis, Classification &amp; Morphology</td>
<td>4</td>
</tr>
<tr>
<td>ES 340</td>
<td>Environmental Policy</td>
<td>3</td>
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<tr>
<td>Electives in Earth Science (200-400 level)</td>
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<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
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</thead>
<tbody>
<tr>
<td>EDU 300-6</td>
<td>Teaching Secondary Social Science</td>
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### 5-12 English/Language Arts Endorsement

<table>
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<th>Credits</th>
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<tbody>
<tr>
<td>EDU 30002</td>
<td>3</td>
</tr>
<tr>
<td>EDU 326</td>
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<tr>
<td>EDU 333</td>
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<td>ENG 101</td>
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<td>ENG 330</td>
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<tr>
<td>One of the following:</td>
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<tr>
<td>ENG 209</td>
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<tr>
<td>ENG 210</td>
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<td>COMM 105</td>
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<tr>
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<tr>
<td>ENG 102</td>
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<tr>
<td>An approved composition course</td>
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</table>

Elective in English, Language Arts, Speech, Drama Theatre, English as a Second Language, and/or Reading  

### 5-12 Health #138

Upper Iowa offers the health endorsement for a student who has an original endorsement in another subject area.

<table>
<thead>
<tr>
<th>Course</th>
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<td>SOC 361</td>
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<td>One of the following:</td>
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<td>EXSS 283</td>
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<tr>
<td>BIO 165</td>
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</tr>
</tbody>
</table>

Electives in health-related courses with consent of advisor  

### 5 – 12 Industrial Technology #140

EDU 30010 Teaching Secondary Industrial Technology

Six credits in three of the following areas: Construction; Energy and Power; Transportation; Graphic Communication; or Manufacturing (18 credits)  

Six (6) additional elective credits from the remaining areas above (6 hours)  

Overall, preservice educators must complete at least one course in each of the five areas listed above to complete this endorsement  

### 5-12 Instructional Strategist I #261

This endorsement consists of 28-32 semester credits. A person seeking this endorsement must already be the holder of a valid Iowa teaching license to teach students without disabilities or be concurrently seeking licensure to teach students without disabilities.

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>SPED 304</td>
<td>3</td>
</tr>
<tr>
<td>EDU 407</td>
<td>3</td>
</tr>
<tr>
<td>SPED 459</td>
<td>3</td>
</tr>
<tr>
<td>SPED 462</td>
<td>3</td>
</tr>
<tr>
<td>SPED 465</td>
<td>3</td>
</tr>
<tr>
<td>SPED 467</td>
<td>3</td>
</tr>
<tr>
<td>One of the following:</td>
<td>4</td>
</tr>
<tr>
<td>SPED 479</td>
<td></td>
</tr>
<tr>
<td>SPED 482</td>
<td>8</td>
</tr>
</tbody>
</table>

### 5 – 12 Journalism #141

COMM 310 Feature Writing  
COMM 320 News Editing  
COMM 332 Writing for Media  
COMM 415 Comm & Media Ethics  
GRAF 218 Digital Photography & Editing  
EDU 30002 Teaching Secondary English/Language Arts

Choose three of the following:  

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>COMM 276</td>
<td></td>
</tr>
<tr>
<td>COMM 307</td>
<td></td>
</tr>
<tr>
<td>COMM 403</td>
<td></td>
</tr>
<tr>
<td>COMM 450</td>
<td></td>
</tr>
<tr>
<td>COMM 499</td>
<td></td>
</tr>
<tr>
<td>GRAF 235</td>
<td></td>
</tr>
</tbody>
</table>

### 5 – 12 Reading/Language Arts #149

SPED 304 Exceptional Persons  
EDU 326 Developmental Reading/Lang Arts  
EDU 333 Literature: Birth-Adolescence  
EDU 407/507 Diagnostic Assessment Practices in Reading/Language Arts  
EDU 410/510 Practicum: Secondary Reading  
EDU 425/525 Content Area Literacy  
EDU 445/545 Language Acquisition  
EDU 485/585 Advanced Instructional Issues & Methods in Reading/Language Arts

One of the following:  

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENG 102</td>
<td></td>
</tr>
</tbody>
</table>

An equivalent composition course

### 5-12 Work Experience Coordinator (Endorsement #234)

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>SPED 468</td>
<td>3</td>
</tr>
<tr>
<td>SPED 477</td>
<td>3</td>
</tr>
</tbody>
</table>
K-12 Endorsements

K-12 Coaching Endorsement (#101)

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>EXSS 102</td>
<td>1</td>
</tr>
<tr>
<td>EDU 142</td>
<td>3</td>
</tr>
<tr>
<td>AT 166</td>
<td>2</td>
</tr>
<tr>
<td>EXSS 226</td>
<td>2</td>
</tr>
<tr>
<td>EXSS 243</td>
<td>3</td>
</tr>
</tbody>
</table>

Credit of Concussion Training

Individuals who are licensed teachers or are in an education preparation program may complete coursework to add the coaching endorsement to their teaching license.

K-12 English as a Second Language (ESL) Endorsement #104 (19 credits)

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDU 443</td>
<td>3</td>
</tr>
<tr>
<td>EDU 444</td>
<td>3</td>
</tr>
<tr>
<td>EDU 445</td>
<td>3</td>
</tr>
<tr>
<td>EDU 446</td>
<td>3</td>
</tr>
<tr>
<td>EDU 447</td>
<td>3</td>
</tr>
<tr>
<td>EDU 448</td>
<td>3</td>
</tr>
<tr>
<td>EDU 449</td>
<td>1</td>
</tr>
</tbody>
</table>

K-12 Instructional Strategist II: Behavior Disorders/Learning Disabilities #263

This endorsement consists of 28-32 semester credits. A person seeking this endorsement must already be the holder of a valid Iowa teaching license to teach students without disabilities or be concurrently seeking licensure to teach students without disabilities.

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>SPED 304</td>
<td>3</td>
</tr>
<tr>
<td>EDU 407</td>
<td>3</td>
</tr>
<tr>
<td>SPED 459</td>
<td>3</td>
</tr>
<tr>
<td>SPED 462</td>
<td>3</td>
</tr>
<tr>
<td>SPED 465</td>
<td>3</td>
</tr>
<tr>
<td>SPED 467</td>
<td>3</td>
</tr>
<tr>
<td>SPED 469</td>
<td>3</td>
</tr>
<tr>
<td>SPED 477</td>
<td>3</td>
</tr>
</tbody>
</table>

One of the following:

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>SPED 479</td>
<td>4</td>
</tr>
<tr>
<td>SPED 482</td>
<td>8</td>
</tr>
</tbody>
</table>

K-12 Instructional Strategist II: Intellectual Disabilities #264

This endorsement consists of 25-29 semester credits. A person seeking this endorsement must already be the holder of a valid Iowa teaching license to teach students without disabilities or be concurrently seeking licensure to teach students without disabilities.

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDU 407</td>
<td>3</td>
</tr>
<tr>
<td>SPED 459</td>
<td>3</td>
</tr>
<tr>
<td>SPED 462</td>
<td>3</td>
</tr>
<tr>
<td>SPED 465</td>
<td>3</td>
</tr>
<tr>
<td>SPED 467</td>
<td>3</td>
</tr>
<tr>
<td>SPED 477</td>
<td>3</td>
</tr>
</tbody>
</table>

Credit of Concussion Training

Individuals who are licensed teachers or are in an education preparation program may complete coursework to add the coaching endorsement to their teaching license.

Prek-12 Talented and Gifted Education (TAG) Endorsement #107

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDU 439</td>
<td>3</td>
</tr>
<tr>
<td>EDU 440</td>
<td>3</td>
</tr>
<tr>
<td>EDU 441</td>
<td>3</td>
</tr>
<tr>
<td>EDU 442</td>
<td>3</td>
</tr>
</tbody>
</table>

Middle School Endorsements

5-8 Algebra For High School #1421

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>MATH 107</td>
<td>3</td>
</tr>
</tbody>
</table>

Individual must hold either the K-8 Mathematics or Middle School Mathematics endorsement.

5-8 Middle School Endorsement #1821, #1822, #1823, #1824 (no major offered)

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDU 425</td>
<td>3</td>
</tr>
<tr>
<td>EDU 428</td>
<td>3</td>
</tr>
<tr>
<td>EDU 435</td>
<td>3</td>
</tr>
</tbody>
</table>

Completion of coursework in TWO of the following content areas:

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDU 232</td>
<td>1</td>
</tr>
<tr>
<td>EDU 333</td>
<td>3</td>
</tr>
</tbody>
</table>

One of the following:

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENG 101</td>
<td>3</td>
</tr>
</tbody>
</table>

An equivalent composition course
One of the following:  
COMM 105  Public Speaking  
COMM 107  Human Communication  
An approved oral communication course  

One of the following:  
ENG 265  African American Literature  
ENG 365  Women and Literature  
An approved literature across cultures course  

#1822 Middle School Math (12 credits)  
MATH 107  College Algebra  3  
EDU 142  Human Growth, Development and Guidance  3  
AT 166  Care and Prevention of Athletic Injuries  2  
EXSS 226  Foundations of Physical Fitness  2  
EXSS 243  Ethics and Coaching Theory  3  

#1823 Middle School Science (12 credits)  
One of the following:  
BIO 135  Principles of Biology I  4  
An approved biology course  

One of the following:  
ES 100  Introduction to Geology  
ES 175  Earth Systems Lab I  
An approved earth science course  

One of the following:  
CHEM 151  General Chemistry I  4  
PHY 111/112  Introduction to Physics and Lab*  
An approved physical science course  

*MATH 115 Trigonometry and Analytic Geometry is a prerequisite for this course.  

#1824 Middle School Social Studies (12 credits)  
One of the following:  
HIST 110  American History to 1877  3  
HIST 111  American History since 1877  
An approved American history course  

One of the following:  
HIST 100  World History to 1500  3  
HIST 101  World History since 1500  
An approved world history course  

One of the following:  
PS 100  U.S. Government  3  
PS 230  State and Local Government  
An approved political science course  

One of the following:  
GEOG 100  Introduction to Physical Geography  3  

EXSS 102  First Aid/CPR/AED Programs  1  
EDU 142  Human Growth, Development and Guidance  3  
AT 166  Care and Prevention of Athletic Injuries  2  
EXSS 226  Foundations of Physical Fitness  2  
EXSS 243  Ethics and Coaching Theory  3  

Certificate of Concussion Training  
This is for a non-teacher, retiring teacher, or college student who does not yet hold a teaching license. Pre-service educators who want to coach before they have a teaching license need to obtain a coaching authorization as well. Upon obtaining a teaching license, the coaching authorization can be converted to a coaching endorsement.  

Major in Exercise and Sport Studies  
The major in exercise and sport studies is designed for students who want to prepare for a career related to physical activity. The core classes give students a solid foundation in exercise and sport studies, while the emphases allow students to focus on an area of interest. All the emphases are designed to prepare students to continue studies at the graduate level.
Fitness and Wellness Emphasis
The emphasis in fitness and wellness is designed for those students who want to pursue a career in the fitness industry. Students who complete the fitness and wellness emphasis will be prepared to seek certification as a personal trainer or strength and conditioning specialist.

Credits
EXSS 100  Activity Course  1
EXSS 125  Recreational Sport Programming  3
EXSS 130  Teaching Team & Individual Sports  2
EXSS 240  Adapted Physical Education  2
EXSS 290  Introduction to Personal Training  3
BIO 268  Intro to Human Anatomy and Physiology  4
EXSS 280  Personal, School and Community Health  3
PSY 338  Motivation  3
EXSS 354  Methods of Strength and Conditioning  3

Choose one of the following:  3
PSY 232  Group Dynamics
PSY 270  Human Sexuality
PSY 310  Social Psychology
EXSS 403  Internship in EXSS  6

Exercise Science Emphasis
The emphasis in exercise science is designed for those students who want to pursue a career in exercise physiology, kinesiology, or other fields related to physical activity. The exercise science emphasis also prepares students to attend graduate school in athletic training, physical therapy, chiropractic, or occupational therapy.

Credits
BIO 270  Human Anatomy and Physiology I**  4
BIO 275  Human Anatomy and Physiology II  4
CHEM 151  General Chemistry I  4
CHEM 152  General Chemistry II  4
PHY 111  Introductory Physics I*  3
PHY 112  Introductory Physics I Lab  1
PHY 113  Introductory Physics II  3
PHY 114  Introductory Physics II Lab  1
MATH 220  Elementary Statistics  3
EXSS 170  Medical Terminology  3

Choose one of the following:  3
PSY 302  Substance Abuse
PSY/SOC 310  Social Psychology
PSY 335  Biological Psychology
PSY 360  Abnormal Psychology
PSY 373  Research Methods
PSY 394  Psychology of Aging

Choose one of the following:  4**
BIO 140  Principles of Biology II (4)
BIO 210  Microbiology (4)
BIO 370  Pathophysiology (3) and
General Education Requirements

General Education Program Philosophy
The Upper Iowa University General Education program is guided by the Peacock Pillars and promotes foundational learning in multiple disciplines. The Peacock Pillars are student learning outcomes achieved by all Upper Iowa University graduates and represent critical skills necessary for meaningful participation in society. Four of the Peacock Pillars are assessed as part of the General Education Program:

- Demonstrate technological literacy;
- Exercise critical thinking across disciplines;
- Communicate effectively; and
- Engage as members of a diverse community.

Students will accomplish these objectives through various perspectives as they successfully complete coursework in the general education curriculum.

The 36 semester credits required in general education are as follows:

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>English Composition I</td>
<td>3</td>
</tr>
<tr>
<td>English Composition II</td>
<td>3</td>
</tr>
<tr>
<td>A speech course</td>
<td>3</td>
</tr>
<tr>
<td>A computer skills course</td>
<td>3</td>
</tr>
<tr>
<td>A mathematics course</td>
<td>3</td>
</tr>
<tr>
<td>A cultures course</td>
<td>3</td>
</tr>
<tr>
<td>Two nonperformance courses within</td>
<td></td>
</tr>
<tr>
<td>the arts and humanities</td>
<td>6</td>
</tr>
<tr>
<td>Two courses within the natural sciences</td>
<td>6</td>
</tr>
<tr>
<td>Total</td>
<td>36</td>
</tr>
</tbody>
</table>

Upper Iowa University will accept AA or AS degrees with a liberal arts core as fulfillment of the general education requirements for a baccalaureate program. Upper Iowa University will also accept associate degrees with a major in nursing from registered nurses (must have current license) as fulfillment of its general education requirements for the BSN program. Prerequisites are not waived.

ARTS AND HUMANITIES (6 credits)

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ART 100           Intro to Art</td>
<td></td>
</tr>
<tr>
<td>ART 101           Digital Tools</td>
<td></td>
</tr>
<tr>
<td>ART 109           2-D Foundations</td>
<td></td>
</tr>
<tr>
<td>ART 110           Drawing</td>
<td></td>
</tr>
<tr>
<td>ART 120           3-D Foundations</td>
<td></td>
</tr>
<tr>
<td>ART 202           Painting</td>
<td></td>
</tr>
<tr>
<td>ART 210           Intermediate Drawing</td>
<td></td>
</tr>
<tr>
<td>ART 211           Art History I</td>
<td></td>
</tr>
<tr>
<td>ART 212           Art History II</td>
<td></td>
</tr>
<tr>
<td>ART 222           Ceramics/Hand Building</td>
<td></td>
</tr>
<tr>
<td>ART 223           Ceramics/Wheel Throwing</td>
<td></td>
</tr>
<tr>
<td>ART 225           Sculpture</td>
<td></td>
</tr>
<tr>
<td>ART 252           Art and Architecture in Italy</td>
<td></td>
</tr>
<tr>
<td>ART 272           World Art</td>
<td></td>
</tr>
<tr>
<td>ART 305           Environmental Art</td>
<td></td>
</tr>
<tr>
<td>ART 330           Watercolor/Water Media</td>
<td></td>
</tr>
<tr>
<td>ART 372           Survey of American Art</td>
<td></td>
</tr>
<tr>
<td>ENG 125           Intro to Literature</td>
<td></td>
</tr>
<tr>
<td>ENG 130           Intro to Creative Writing</td>
<td></td>
</tr>
<tr>
<td>ENG 209           American Literature I</td>
<td></td>
</tr>
<tr>
<td>Course Code</td>
<td>Course Title</td>
</tr>
<tr>
<td>-------------</td>
<td>--------------------------------------------------</td>
</tr>
<tr>
<td>ENG 210</td>
<td>American Literature II</td>
</tr>
<tr>
<td>ENG 211</td>
<td>British Literature I</td>
</tr>
<tr>
<td>ENG 212</td>
<td>British Literature II</td>
</tr>
<tr>
<td>ENG 214</td>
<td>World Literature Survey</td>
</tr>
<tr>
<td>ENG 216</td>
<td>Mythology</td>
</tr>
<tr>
<td>ENG 224</td>
<td>Modern Poetry</td>
</tr>
<tr>
<td>ENG 248</td>
<td>Survey of the Mystery Story</td>
</tr>
<tr>
<td>ENG 265</td>
<td>African American Literature</td>
</tr>
<tr>
<td>ENG 275</td>
<td>Television</td>
</tr>
<tr>
<td>ENG 290</td>
<td>Movies</td>
</tr>
<tr>
<td>ENG 311</td>
<td>Urban Cinema</td>
</tr>
<tr>
<td>ENG 330</td>
<td>Shakespeare</td>
</tr>
<tr>
<td>ENG 335</td>
<td>Tolkien</td>
</tr>
<tr>
<td>ENG 352</td>
<td>Best Sellers</td>
</tr>
<tr>
<td>ENG 365</td>
<td>Women and Literature</td>
</tr>
<tr>
<td>ENG 375</td>
<td>Literature of the American Midwest</td>
</tr>
<tr>
<td>GRAF 112</td>
<td>Introduction to Graphic Design</td>
</tr>
<tr>
<td>GRAF 218</td>
<td>Digital Photography &amp; Editing</td>
</tr>
<tr>
<td>GRAF 235</td>
<td>Advertising Design</td>
</tr>
<tr>
<td>GRAF 280</td>
<td>Web Publishing and Social Media</td>
</tr>
<tr>
<td>GRAF 319</td>
<td>Digital Video and Editing</td>
</tr>
<tr>
<td>GRAF 355</td>
<td>Typography</td>
</tr>
<tr>
<td>HON 110</td>
<td>Honors Arts and Humanities</td>
</tr>
<tr>
<td>MUS 100</td>
<td>Intro to Music</td>
</tr>
<tr>
<td>MUS 200</td>
<td>American Jazz Styles</td>
</tr>
<tr>
<td>MUS 202</td>
<td>American Popular Music</td>
</tr>
<tr>
<td>PHIL 150</td>
<td>Intro to Philosophy</td>
</tr>
<tr>
<td>PHIL 202</td>
<td>Contemporary Ethics</td>
</tr>
<tr>
<td>REL 120</td>
<td>Intro to Religion</td>
</tr>
<tr>
<td>REL 125</td>
<td>Intro to the Old Testament</td>
</tr>
<tr>
<td>REL 126</td>
<td>Intro to the New Testament</td>
</tr>
<tr>
<td>REL 205</td>
<td>Religions of Asia</td>
</tr>
<tr>
<td>SPN 101</td>
<td>Beginning Spanish I</td>
</tr>
<tr>
<td>SPN 102</td>
<td>Beginning Spanish II</td>
</tr>
<tr>
<td>SPN 201</td>
<td>Intermediate Spanish I</td>
</tr>
<tr>
<td>SPN 202</td>
<td>Intermediate Spanish II</td>
</tr>
<tr>
<td>SPN 301</td>
<td>Advanced Spanish I</td>
</tr>
<tr>
<td>SPN 302</td>
<td>Advanced Spanish II</td>
</tr>
<tr>
<td>THE 110</td>
<td>Introduction to Theatre</td>
</tr>
</tbody>
</table>

**COMMUNICATION (9 credits)**

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENG 101</td>
<td>English Composition I (prerequisite to ENG 102)</td>
</tr>
<tr>
<td>ENG 102</td>
<td>English Composition II</td>
</tr>
</tbody>
</table>

One of the following:

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>COMM 105</td>
<td>Public Speaking</td>
</tr>
<tr>
<td>COMM 200</td>
<td>Interpersonal Communication</td>
</tr>
<tr>
<td>THE 240</td>
<td>Oral Interpretation</td>
</tr>
<tr>
<td>THE 260</td>
<td>Storytelling</td>
</tr>
</tbody>
</table>

**COMPUTER SKILLS (3 credits)**

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>CS 102</td>
<td>Introduction to Computer Applications and Technology</td>
</tr>
<tr>
<td>EDU 252</td>
<td>Computers and Instructional Technology</td>
</tr>
</tbody>
</table>

**CULTURES (3 credits)**

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>ANTH 110</td>
<td>Cultural Anthropology</td>
</tr>
<tr>
<td>ANTH 120</td>
<td>Culture &amp; Difference</td>
</tr>
<tr>
<td>ANTH 206</td>
<td>Intro to Hmong Culture and Language</td>
</tr>
</tbody>
</table>

**MATH (3 credits)**

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>MATH 105</td>
<td>College Mathematics with Applications</td>
</tr>
<tr>
<td>MATH 107</td>
<td>College Algebra</td>
</tr>
<tr>
<td>MATH 109</td>
<td>Quantitative Methods</td>
</tr>
<tr>
<td>MATH 115</td>
<td>Trigonometry and Analytic Geometry</td>
</tr>
<tr>
<td>MATH 120</td>
<td>Calculus I</td>
</tr>
<tr>
<td>MATH 220</td>
<td>Elementary Statistics</td>
</tr>
</tbody>
</table>

**NATURAL SCIENCES (6 credits)**

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>BIO 100</td>
<td>General Biological Science</td>
</tr>
<tr>
<td>BIO 135</td>
<td>Principles of Biology I</td>
</tr>
<tr>
<td>BIO 140</td>
<td>Principles of Biology II</td>
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<td>BIO 165</td>
<td>Human Biology and Nutrition</td>
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<td>BIO 190</td>
<td>Intro to Biological Evolution</td>
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<td>BIO 210</td>
<td>Microbiology</td>
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<td>BIO 215</td>
<td>Local Field Science</td>
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<td>BIO 220</td>
<td>Zoology</td>
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<td>BIO 231</td>
<td>General Botany</td>
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<td>BIO 268</td>
<td>Intro Human Anatomy/Physiology</td>
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<td>BIO 270</td>
<td>Human Anatomy/Physiology I</td>
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<td>BIO 311</td>
<td>Evolution for Everyone</td>
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<td>CHEM 102</td>
<td>Introduction to Forensic Science</td>
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<td>CHEM 140</td>
<td>Chemistry for Everyday Life</td>
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<td>General Chemistry II</td>
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<td>ES 100</td>
<td>Intro to Geology</td>
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<td>ES 114</td>
<td>Conservation of Natural Resources</td>
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<td>Natural Disasters</td>
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<td>ES 121</td>
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<td>ES 161</td>
<td>Environmental Science</td>
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<td>ES 220</td>
<td>Soil and Water Conservation</td>
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<td>ES 251</td>
<td>Extinctions</td>
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<td>ES 321</td>
<td>Building an Eco-Economy</td>
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<td>GEOG 100</td>
<td>Physical Geography</td>
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<td>HON 130</td>
<td>Honors Natural Science</td>
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<td>PHY 105</td>
<td>Conceptual Physics</td>
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<td>PHY 110</td>
<td>Astronomy</td>
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<td>PHY 111</td>
<td>Introductory Physics I</td>
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<td>PHY 113</td>
<td>Introductory Physics II</td>
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SOCIAL SCIENCES (6 credits)
ANTH 110   Cultural Anthropology
ANTH 120   Culture & Difference
ANTH 214   Visual Anthropology
ANTH 310   Political Anthropology
ECON 160   Principles of Microeconomics
ECON 161   Principles of Macroeconomics
ECON/HIST 281 American Economic History
CJ 224   Introduction to Criminal Justice
EDU 142   Human Growth, Development and Guidance
GEOG 100   Physical Geography
GEOG 200   World Regional Geography
HIST 100   World History to 1500
HIST 101   World History since 1500
HIST 110   American History to 1877
HIST 111   American History since 1877
HIST 214   World at War, 1914-1945
HIST 220   History of Wisconsin
HIST 222   History of Iowa
HIST 240   Your Community History
HIST 330   African American History
HON 120   Honors Behavioral Science
PS 100   US Government
PS 211   International Relations
PS 212   Comparative Politics
PS 222   Introduction to Political Society
PS 230   State & Local Government
PSY 190   General Psychology
PSY 201   Adjustment
PSY 212   Dev Psych: Birth-Adolescence
PSY 222   Dev Psych: Young Adulthood to Late Adulthood
PSY/SOC 232 Group Dynamics
PSY 240   Conflict Resolution
PSY/SOC 260 Gender Roles
PSY 270   Human Sexuality
PSY 311   Psychology of Women
PSY 321   Death and Dying
SOC 110   Principles of Sociology
SOC 220   Social Problems
SOC 240   Diversity in the United States
SPN 125   Introduction to Hispanic Culture & Society
SPN 306   Culture & Society of Spain
Accounting

ACCT 201  Accounting Principles I  3 credits
A study of accounting theory, record keeping, and the accounting cycle, with emphasis on accounting for the assets and related revenues and expenses reported on financial statements of a business organization.

ACCT 202  Accounting Principles II  3 credits
A continuation of ACCT 201, with emphasis on accounting for the liabilities, owners’ equity and related revenues and expenses reported in financial statements of a business organization; and preparation and analysis of financial statements and an introduction to managerial accounting including product costing using job orders and process costing systems and cost-volume-profit relationships. Prerequisite: ACCT 201.

ACCT 321  Intermediate Financial Accounting I  3 credits
An extension of the theory and principles of financial accounting, with emphasis on FASB pronouncements applicable to accounting for assets. Prerequisite: ACCT 202.

ACCT 322  Intermediate Financial Accounting II  3 credits
An extension of the theory and principles of financial accounting, with emphasis on FASB pronouncements applicable to liabilities and owners’ equity, and Cash Flow Statements; as well as analysis and interpretation of financial position and results of operations of a business organization. Prerequisite: ACCT 321.

ACCT 323  Federal Taxation I  3 credits
A study of the theory and application of federal tax law, with emphasis on income tax law applicable to individuals. Prerequisite: ACCT 202.

ACCT 324  Federal Taxation II  3 credits
A continuation of ACCT 323, with emphasis on income tax law applicable to corporations, partnerships and fiduciaries; and transfer (gift and estate) taxes. Prerequisite: ACCT 323.

ACCT 325  Cost Accounting  3 credits
A survey of the principles and practices of accounting for and accumulation of costs to manufacture products, with emphasis on job-order and process cost systems; methods of overhead cost distribution, standard cost systems, and departmentalization for cost control. Prerequisite: ACCT 202.

ACCT 431  Advanced Financial Accounting  3 credits
An extension of the theory and principles of financial accounting, with emphasis on FASB pronouncements applicable to accounting for business combinations, international operations and partnerships. Prerequisite: ACCT 322.

ACCT 432  Accounting for Not-For-Profit Organizations  3 credits
An overview of the theory and application of FASB and other authoritative pronouncements related to accounting for governmental, fiduciary and other not-for-profit organizations. Prerequisite: ACCT 202 or substantial experience in accounting is recommended.
Anthropology

**ANTH 101, 102 World Cultures/World Cinema I and II** 1 credit each

These courses both present a number of films from different countries, for the most part from within mainstream cinema. The films all have one thing in common: they examine the lives of people and peoples in different circumstances, and see how people and peoples in question understand those circumstances and make sense of their own lives.

**ANTH 110 Introduction to Cultural Anthropology** 3 credits

This course provides an introduction to cultural anthropology: in particular, the concept of culture and how it interpenetrates various domains of organization and activity—such as adaptation, subsistence, economy, politics, and kinship—in a wide variety of societies and groups. Changing theoretical approaches, fieldwork, ethnography, cross-cultural analysis and comparisons, complex society, and local-regional-global perspectives will all be addressed. Meets the cultures or social science general education requirement, but not both.

**ANTH 120 Culture and Difference** 3 credits

This course pursues themes in cultural anthropology from a variety of domains to focus on how these compare and, especially, contrast in different cultures. Some of the topics to be addressed will include political systems, gender practices, religious beliefs, artistic performance and expression, and reactions to globalization. The main goals are for students to develop an appreciation of diversity among cultures and cultural groups, and understand differences in life conditions. Meets the cultures or social science general education requirement, but not both.

**ANTH 206 Introduction to the Hmong Culture and Language** 3 credits

A multidisciplinary study of the Hmong culture utilizing the contributions of anthropology, history, sociology, art and religion including a rudimentary study of the Hmong language.

**ANTH 214 Visual Anthropology** 3 credits

This course will explore the worlds of different cultures, and how they have been portrayed, primarily through the medium of ethnographic film. The films will be about different cultures and situations, by different filmmakers, and stylistically different. A wide variety of topics will be covered, including: the ways that anthropologists and filmmakers have collaborated, how cultures are represented on film, what happens when anthropology comes to television, and changes filmmakers have collaborated, how cultures are represented on film, what happens when anthropology comes to television, and changes in who is represented, by whom, and how. Examples of themes that could be dealt with in the films include: hunting and gathering, migration, music, refugees, and gender issues. Meets the cultures or social science general education requirement, but not both.

**ANTH 310 Political Anthropology** 3 credits

This course will focus on the variety of political understandings, processes, and systems that have existed and exist in non-state societies, and state societies at both the centers and the margins of power. Agents, structures, and institutions of power will be looked at to highlight cultural variability in the practice of politics. Meets the cultures or social science general education requirement, but not both.

Art

**ART 100 Introduction to Art** 3 credits

An introduction to the visual arts through study of the elements of art, the various art forms and a chronological study of art history.

**ART 101 Digital Tools** 3 credits

This course is an introduction to technology as a tool and digital culture as a medium for creative expression and communication in studio art. Students will gain a hands-on understanding of graphic software and hardware in both object- and pixel-oriented programs. The class will consider the impact of computer technology on visual art and culture by means of research and discussion. Using the computer as an art-making tool, students undertake projects that incorporate their own artistic expression.

**ART 109 Two Dimensional Foundations** 3 credits

This course introduces the elements, principles and factors of two dimensional design. A sequenced investigation into the dynamics of various organizing principles using traditional and contemporary media. Development of visual awareness, analytical thinking, craftsmanship, and use of media and techniques will be addressed.

**ART 110 Drawing** 3 credits

A foundation course in drawing media and techniques; focusing on the study of objects and natural forms in problems of analysis and composition.

**ART 120 Three Dimensional Foundations** 3 credits

A foundation course to introduce basic three dimensional process and materials as well as develop the students’ ability to analyze form and space relationships. The course emphasizes the utilization of a variety of basic materials such as 3D software and printing, wood, plaster, wire and found objects.

**ART 202 Painting** 3 credits

This course focuses on the technical aspects of oil painting, such as stretching canvases, mixing and applying paint, composition and idea development. Prerequisite: ART 110.

**ART 204 Printmaking** 3 credits

An introduction to printmaking with a view to mastering the fundamental procedures and design problems of relief, intaglio, and serigraphy. Prerequisite: ART 110.

**ART 210 Intermediate Drawing** 3 credits

Expanded concepts of drawing as related to the realization of form on a two-dimensional surface. The focus of this course is the rendering of objects and natural forms in problems of analysis and composition. Visual information and practice will be derived from: still life, landscape, interiors and the human figure. Prerequisite: ART 110.

**ART 211 Art History I** 3 credits

This course studies the development of Western art from the prehistoric period to the Renaissance.

**ART 212 Art History II** 3 credits

An exploration of the history of art from the Renaissance to the present. Concern is given to the major movements and artists and the various influences that affected their development.

**ART 222 Ceramics/Hand Building** 3 credits

This course teaches the techniques of hand-building, glazing and firing of non-functional ceramic sculpture.

**ART 223 Ceramics/Wheel Throwing** 3 credits

This course teaches the basic techniques of wheel throwing, glazing and firing functional and nonfunctional ceramics.

**ART 225 Sculpture** 3 credits

In this course, students use various techniques and media such as plaster, piece molds, wood and metal to produce three-dimensional art forms. Prerequisite: ART 120

**ART 250 Special Topics** 3 credits

Special Topics courses are studies of selected problems, periods or movements in the subject area not otherwise included in the curriculum. They are typically chosen from a faculty member’s particular expertise and field of scholarly inquiry, and offered to a student or group of students forming an interest in the particular subject matter. The 250 designation denotes a General Education level of instruction and may include an appropriate General Education task to be completed. The 450 designation denotes a senior level degree of sophistication expected in both learning and instruction. A single course may be offered at both levels simultaneously.
equipment and the ideation process as it pertains to the sculpted object.

ART 272 World Art: Survey of Non-Western Art 3 credits
Studies in the visual arts of cultures other than the United States and Western Europe. Particular attention will be given to cultural contexts from which these forms emerge.

ART 299 Special Project 1-3 credits
A Special Project allows the student to expand on work already completed in previous coursework. It is undertaken with the guidance of one or more faculty members and is intended to encourage the student into original investigation of a defined problem within the discipline. Examples include theses and themed portfolios or exhibitions.

ART 300 Human Figure Drawing I 3 credits
This course consists of drawing the human figure from direct observation. This course will focus on anatomical structure, pictorial structure, and the expressive capacity of the human form. Prerequisite: ART 110.

ART 301 Human Figure Drawing II 3 credits
Human Figure Drawing II allows for further skill development of drawing the human figure from direct observation. This course will focus on anatomical structure, pictorial structure, and the expressive capacity of the human form and will include the use of color media. Prerequisite: ART 300.

ART 304 Printmaking: Screen Printing 3 credits
This course will focus on planographic printmaking techniques including screen printing, plastic plate lithography, and digital imaging techniques. This course will emphasize combining traditional and digital imaging techniques. Students are expected to work toward a body of images unified by subject and form. Prerequisite: ART 110.

ART 305 Environmental Art 3 credits
The natural environment is the medium through which students will explore the concepts of natural beauty and form. Students will collaborate with nature to form outdoor site-specific works of art. This course is an investigation of sculptural site activation, exploring the practice of how work gets redefined through its placement within a larger social, political, and environmental sphere of meaning.

ART 313 20th Century Art 3 credits
Studies in the visual arts of the 20th century: topics in modernism, late modernism, postmodernism, and contemporary art will be covered. Particular attention will be given to cultural contexts from which these forms emerge. Prerequisites: ART 100, ART 211, ART 212 or GRAF 112.

ART 323 Ceramics Mold Making 3 credits
Students will learn basic and advanced techniques in ceramic mold making. Students will learn how to make basic press molds, multi part slip molds plus more advanced techniques in firing and glazing work. Prerequisite: ART 222.

ART 325 Intermediate Sculpture 3 credits
An in depth study of different materials to create three-dimensional form. Students will gain access to a more in depth study of technical equipment and the ideation process as it pertains to the sculpted object and installation. Students will learn more advanced techniques in metal, plastics, wood, and alternative materials. Prerequisite: ART 225.

ART 330 Watercolor/Water Media 3 credits
An exploration of the transparent watercolor medium and its materials and techniques. Prerequisite: ART 110.

ART 372 Survey of American Art 3 credits
This course is a study in the development of American art from first colonization to the present. ART 372 is a survey of painting, sculpture, and architecture with particular attention given to the historical and cultural contexts from which these forms emerged. The significance of these works from an artistic perspective will be the overarching concern of this course. Prerequisite: ART 100 or ART 211 or ART 212 or GRAF 112.

ART 375 Art and Material Culture 3 credits
This course explores three cultural case studies to understand the relationship between art, aesthetics, and material culture production. The case studies will be drawn from prehistoric, historic, and contemporary cultures to give a broad understanding of the way in which a culture’s unique needs and environment shape the kinds of art objects it produces. Development of visual awareness, analytical thinking, connoisseurship, and theoretical foundations will be addressed.

ART 403 Internship 3 credits
ART 404 Advanced Printmaking 3 credits
This course is focused on concentrated study, usually in one print process area chosen by the student, with problems set by the instructor with a view toward idea and technique complexity. Prerequisite: ART 204 or ART 304.

ART 410 Advanced Drawing 3 credits
Specialized problems in drawing are presented in this course, designed to extend the range of each student’s technical and expressive capability. Prerequisite: ART 210.

ART 412 Advanced Painting 3 credits
Intensive work in technical and conceptual development in oils is the focus of this course. Prerequisite: ART 202.

ART 423 Advanced Ceramics 3 credits
This course involves focused development of specific skills and concepts in ceramics. Prerequisites: ART 222 and ART 223.

ART 425 Advanced Sculpture 3 credits
Specialized problems in sculpture are studied in this course. Prerequisite: ART 325.

ART 430 Advanced Watercolor/Water Media 3 credits
A specialized study of techniques, problems and expression with water media. Prerequisite: ART 330.

ART 450 Special Topics 3 credits
Special Topics courses are studies of selected problems, periods or movements in the subject area not otherwise included in the curriculum. They are typically chosen from a faculty member’s particular expertise and field of scholarly inquiry, and offered to a student or group of students forming an interest in the particular subject matter. The 250 designation denotes a General Education level of instruction and may include an appropriate General Education task to be completed. The 450 designation denotes a senior level degree of sophistication expected in both learning and instruction. A single course may be offered at both levels simultaneously, in which case the syllabus will clearly differentiate the course expectations and assessment measures for students enrolled at each of the two levels. A Special Topics course must be approved by the School of Arts and Sciences Curriculum Committee before it is offered, and it must address one or more Major Outcomes within the discipline.
ART 470 Senior Seminar 3 credits
Readings, discussion, presentation and writing on historic and contemporary art that emphasizes analysis of the observed tendencies concerning materials, presentation and concept in the field of art and other related fields. Through this examination, students will complete a senior thesis paper that functions as a framework for their portfolio. Students will also engage in learning best professional practices in the art field. Prerequisite: Senior Art Major or Minor.

ART 490 Senior Thesis 1 credit
Senior Thesis documentation and evaluation, revision, and editing of student work as well as the exhibition itself. Prerequisite: Senior Art major, minor or major in Art (Teacher Education).

ART 492 Senior Arts Administration Thesis 1 credit
A thesis intended to integrate the arts administration electives completed. It is undertaken with guidance of one or more faculty members and is intended to encourage the student into original investigation to define a problem. Prerequisite: Completion of at least four of the five courses for the Arts Administration certificate.

ART 499 Special Project 1-3 credits
A Special Project allows the student to expand on work already completed in previous coursework. It is undertaken with the guidance of one or more faculty members and is intended to encourage the student into original investigation of a defined problem within the discipline. Examples include theses and themed portfolios or exhibitions.

Athletic Training
AT 166 Care and Prevention of Athletic Injuries 2 credits
An overview of taping and care and prevention of athletic injuries.

Biology
BIO 100 General Biological Science 3 credits
This course presents the basic concepts of biology; it is intended for non-science majors. Recommended to satisfy the general education requirement for science.

BIO 135 Principles of Biology I 4 credits
This course introduces students to fundamental concepts in biomolecular structure, cell biology, and genetics. This course is the first part of a two-course introductory biology sequence for majors in the biological sciences.

BIO 140 Principles of Biology II 4 credits
This course introduces students to fundamental concepts in evolution, systematics, and ecology. It will also introduce students to the diversity of life. This course is the second part of a two-course introductory biology sequence for majors in the biological sciences. Prerequisite: BIO 135.

BIO 165 Human Biology and Nutrition 3 credits
This course provides learners with a fundamental understanding of how the human body works at the molecular, cellular and organ levels, as well as with a practical knowledge of how important nutritional and dietary needs help to maintain healthy body function.

BIO 190 Introduction to Biological Evolution 3 credits
This course will introduce students to the theory of evolution by natural selection. Emphasis will be placed on examples of evolution observed in nature, in the lab and the breeding of domestic plants and animals. The course will also compare and contrast evolution with religious and philosophical perspectives.

BIO 201 Scientific Literature Skills 1 credit
This course introduces students to critical analysis of biological literature. Students will learn methods for carrying out scientific literature searches, reading biological literature and preparation of scientific writing. Additionally, the course will provide guidance for career preparation in the biological sciences. Prerequisites: ENG 101, Sophomore status. Same as CHEM 201.

BIO 210 Microbiology 4 credits
This course examines the basic structure, taxonomy, growth, genetics and control of microorganisms, with emphasis on pathogenic species. The course concentrates on bacteria; however, fungi, protists, helminths and viruses also are discussed. The laboratory emphasizes aseptic technique, as well as common staining and biochemical testing procedures used in the identification of bacterial species. Prerequisite: BIO 135. Recommended: CHEM 151.

BIO 215 Local Field Science 3 credits
This course is designed as an exploration of biological, physical and plant sciences of the local area.

BIO 220 Zoology 4 credits
This course surveys the animal phyla. The emphasis is on evolution and systematics, anatomy and physiology, as well as animal development. Prerequisite: BIO 135.

BIO 223 Plant Propagation 3 credits
This course covers the theory and practice of economically reproducing plant materials, both sexually and asexually. Emphasis is placed on seed production, rooted cuttings, grafting, layering and tissue culture techniques. Prerequisite: BIO 135.

BIO 230 Invertebrate Zoology 4 credits
This course examines the taxonomy, anatomy, physiology, ecology and evolutionary biology of invertebrate animals. Prerequisite: BIO 140 or BIO 220.

BIO 231 General Botany 4 credits
This course surveys the phyla of photosynthetic organisms, as well as some fungi. The emphasis is on angiosperm plant anatomy and development, as well as on organismal diversity and reproductive cycles. Prerequisite: BIO 135.

BIO 250 Special Topics 3-4 credits

BIO 268 Introduction to Human Anatomy and Physiology 4 credits
This course provides an introduction to the structure and function of the human body. Prerequisite: BIO 135.

BIO 270 Human Anatomy and Physiology I 4 credits
This course examines the relationships between the structure and function of the human body. Topics covered include cells, tissues, integument, skeletal system, muscular system, nervous system and sensory organs. This course is the first part of a two-course sequence in anatomy and physiology. Prerequisite: BIO 135.

BIO 275 Human Anatomy and Physiology II 4 credits
This course covers the structure and function of the endocrine system, circulatory system, respiratory system, digestive system, urinary system and reproductive systems. This course is the second part of a two-course sequence in anatomy and physiology. Prerequisite: BIO 270.

BIO 280 Plants of Iowa 4 credits
This course surveys the common plant species, including graminoids, herbaceous forbs, and woody trees and shrubs, currently found in Iowa’s natural areas. Emphasis is placed on the identification of native and introduced angiosperm species. Recognition of key vegetative and reproductive features of these plants will be covered. Some attention also will be given to recognizing species considered invasive, endangered or threatened in Iowa. Prerequisite: BIO 140 or BIO 231.

BIO 283 General Genetics 4 credits
This course presents fundamental principles of classical genetics as well as an introduction to modern molecular genetics; emphasis will be placed on Mendelian genetics, linkage, gene expression and regulation, and mutation. The laboratory will emphasize the use of...
statistics and probability to generate and test genetic hypotheses, as well as provide an introduction to molecular genetic techniques and tools. Prerequisite: BIO 135.

BIO 299 **Special Project** 1-3 credits
A Special Project allows the student to expand on work already completed in previous coursework. It is undertaken with the guidance of one or more faculty members and is intended to encourage the student into original investigation of a defined problem within the discipline.

BIO 301 **Individual Research in the Biological Sciences** 1 credit
Field and/or laboratory research in an area of biological sciences involving participation in the scientific process with a faculty member from the Department of Biological Sciences. Each participant will write a progress report at the end of each semester and be expected to maintain a detailed laboratory notebook. Students are expected to work (on average) a minimum of 3 hours per week over two sessions (one semester) for one hour of credit. The course may be repeated for a maximum of three credit hours if both student and faculty member agree. Prerequisite: Sophomore status and approval of the supervising faculty member along with project acceptance.

BIO 303 **Experience in Health Science Careers** 3 credits
This course gives students first-hand exposure to the work environment in a specialized field of the health sciences, such as medicine, chiropractic medicine, physical therapy, pharmacy, dentistry, optometry, or veterinary medicine. It is conducted in an off-campus, independent study setting, where students observe or assist health care professionals in hospitals, clinics, or laboratories. Prerequisites: BIO 140 and junior status.

BIO 311 **Evolution for Everyone** 3 credits
This course provides an introduction to evolutionary theory as well as a perspective on how scientists view evolutionary theory today by reading and discussing recently published books on the subject. Prerequisite: Junior status.

BIO 315 **Ichthyology** 4 credits
This course examines the taxonomy, anatomy, physiology, ecology and evolutionary biology of fish. The laboratory emphasizes identification of fish native to Iowa. Prerequisite: BIO 140 or BIO 220.

BIO 323 **Plant Nutrition** 3 credits
This course provides an in-depth understanding of the nutritional requirements of plants and the diagnosis of plant nutritional deficiencies and toxicities. The course will concentrate on the essential elements and their physiological role in plant growth and development. Soil nutrient availability, nutrient uptake and nutrient assimilation also will be discussed. Prerequisite: BIO 140 or BIO 231. Recommended: CHEM 115 or CHEM 151.

BIO 325 **Plant Physiology** 4 credits
This course examines functions that impact plant growth and development. Emphasis is placed on water relations, basic mineral nutrition, transport phenomena, photosynthesis, and hormone action. Prerequisite: BIO 140 or BIO 231. Recommended: CHEM 151.

BIO 330 **Vertebrate Histology** 4 credits
This course provides an extensive study of the structure and organization of vertebrate tissues. Emphasis is placed on the relationships between the structure and function of these tissues. The laboratory stresses identification of cell and tissue types. Prerequisite: BIO 140 or BIO 220.

BIO 335 **Ecology** 4 credits
This course examines the relationships between organisms and their environment, with practical applications to field biology. The course includes units that utilize techniques of ecological analysis. Prerequisite: BIO 140 or BIO 220 or BIO 231.

BIO 340 **Evolution** 3 credits
This course provides a detailed study of the theories and processes of biological evolution. Prerequisites: BIO 283 and one of the following: BIO 140 or BIO 220 or BIO 231.

BIO 352 **Parasitology** 4 credits
This course provides a detailed study of parasites, with emphasis on those infecting humans and domestic animals. The course covers life cycles, disease syndromes and host-parasite interactions. The laboratory emphasizes the identification of animal parasites. Prerequisite: BIO 140 or BIO 220.

BIO 356 **Conservation Biology** 3 credits
This course provides a comprehensive examination of the biological, societal, ethical, economic, and political basis of modern conservation. This course is not only about discussing conservation problems, but also about applying quantitative methods in a rigorous scientific manner to identify solutions to these problems. Prerequisite: BIO 335.

BIO 370 **Pathophysiology** 3 credits
This course involves the study of the abnormal functioning of diseased organs with application to medical procedures and patient care. This course examines the etiology, symptoms, pathogenesis, diagnosis and therapy of disease. Prerequisite: BIO 140 or BIO 220 or BIO 268 or BIO 270.

BIO 371 **Pathophysiology Lab** 1 credit
This course involves the microscopic study of diseased tissue, including preparation of sample tissue. Corequisite: BIO 370.

BIO 375 **Immunology** 3 credits
This course covers humoral and cellular immunity. The topics include but are not limited to antibodies, membrane receptors for antigen, regulation of the immune response, and antigen-antibody interactions. Topics in applied immunology include hyper-sensitivity, tumor immunity, autoimmunity, transplant rejection and immunological tests. Prerequisite: BIO 283.

BIO 381 **Cell and Molecular Biology** 3 credits
This course provides an in-depth overview of the living cell and highlights the molecular and biochemical aspects impacting cell structure and function. Emphasis is placed on the structure and function of various cellular organelles and membranes, along with their roles in metabolism, transport, and cell communication. Prerequisite: BIO 283. Recommended: CHEM 151.

BIO 385 **Ornithology** 4 credits
This course introduces students to avian evolution, flight, anatomy, physiology, ecology, and conservation. In addition, students will actively survey birds in the field to conduct estimates of avian diversity and density. Prerequisite: BIO 140 or BIO 220.

BIO 391 **Mammalogy** 4 credits
This course will provide a conceptual understanding of many aspects of mammalian biology and will provide a detailed understanding of mammalian anatomy, diversity, and natural history (especially of local forms), as well as some of the techniques that mammalogists use to acquire such knowledge. Prerequisite: BIO 140 or BIO 220.

BIO 393 **Herpetology** 4 credits
This course examines the taxonomy, anatomy, physiology, ecology and evolutionary biology of amphibians and reptiles. Prerequisite: BIO 140 or BIO 220.

BIO 396 **Molecular Tools I - DNA Techniques** 3 credits
In this lab-based course, students will learn modern molecular techniques for purification, modification and analysis of DNA. This includes genomic DNA extraction, plasmid purification, polymerase chain reaction, cloning, restriction digestion and DNA sequencing. The course serves as an introduction to DNA laboratory techniques that may be especially useful for students interested in pursuing...
carnivores in research or in attending graduate or professional school. Prerequisites: Successful completion with a B+ or higher of BIO 135 or successful completion with a C or better of BIO 283 AND successful completion with a C or higher of CHEM 152, OR permission of the instructor.

**BIO 397 Molecular Tools II - Cell Biology and Protein Techniques** 3 credits
Practical and theoretical laboratory based training on current molecular tools and techniques used in the field of cell biology and protein research. Topics ranging from bacterial and eukaryotic cell culture, cloning and protein expression, to methods of protein purification and immunological detection will be covered. Students will be expected to read and analyze primary literature to help them solve problems within the laboratory. Prerequisites: Successful completion (with a “C” or higher) of both BIO 283 and CHEM 152, OR permission of the instructor.

**BIO 398 Thesis Research I** 2 credits
Students will complete the literature review portion of their project under the supervision of a science faculty member. The literature review will culminate in the completion of a paper reviewed by the students’ project advisor. This course is the first part of a two-course capstone experience for several majors in the natural sciences. Prerequisite: Junior status.

**BIO 403 Field Internship** 3 credits
Students will complete 120 hours working under the supervision of a professional in the field of conservation. The field experience is designed to give students opportunities for growth through active participation. Prerequisite: Junior status.

**BIO 420 Cancer Biology** 3 credits
This course describes the biology of cancer, including the molecular changes of cancer initiation and progression, the dysfunctional cellular and tissue processes that make cancer difficult to treat, and the clinical implications for cancer as a disease. This course is intended for upper-level students of biology and pre-professional interests. It builds significantly from concepts learned in Genetics and Cell and Molecular Biology. Prerequisites: BIO 381.

**BIO 428 Plant Pathology** 4 credits
This course provides an in-depth overview of the principles underlying plant disease, including causes of disease, as well as the mechanisms of dissemination, pathogenicity, and control of disease. The course also will cover the disease cycle, the physiological effects of disease and the methods of plant defense against disease. Prerequisites: BIO 140 or BIO 231.

**BIO 430 Wildlife Management** 4 credits
Wildlife management can range from protecting and conserving endangered species, to increasing the number of trophy game species, to controlling pest species. In this course we will discuss how the understanding of wildlife ecology, history, policy, public wants, and math help shape the decisions a wildlife manager makes in the real world. Prerequisites: BIO 335 and MATH 105 or MATH 107.

**BIO 435 Fisheries Management** 3 credits
This course examines the philosophy of managing fish populations and introduces students to techniques used to manage various species and the ecosystems they inhabit. Prerequisites: BIO 335 and MATH 105 or MATH 107.

**BIO 450 Special Topics** 3-4 credits
**BIO 470 Wildlife Forensics** 3 credits
The protection of the wildlife resource (including threatened and endangered species and game species) is not possible without wildlife law enforcement. This course covers techniques for determining time of death, species identification, data collection and preservation of evidence for wildlife law enforcement cases, as well as advanced technologies available for identification and individualization of evidence. Fulfills an upper division Biology or Forensics Science elective. Prerequisite: A 300-level biology laboratory course.

**BIO 480 Stream Ecology** 4 credits
Stream ecology involves the study of streams, rivers and their watersheds. This course examines the physical environment of streams, the organisms occupying streams, and the interactions between these organisms and their environment. Prerequisite: BIO 335. Corequisite: GEOG 356.

**BIO 490 Entomology** 4 credits
This course is an in-depth study of the insects emphasizing anatomy, physiology, ecology, evolution and taxonomy. Prerequisite: BIO 140 or BIO 220.

**BIO 496 Senior Project** 2 credits
Students will complete an independent project under the supervision of a science faculty member. This will include a paper reviewed by the student’s project advisor and an oral presentation presented to the science faculty. Prerequisite: Senior status.

**BIO 498 Thesis Research II** 2 credits
Students will complete an independent project under the supervision of a science faculty member. This will include a paper reviewed by the student’s project advisor and an oral presentation presented to the science faculty. This course is the second part of a two-course capstone experience for several majors in the natural sciences. Prerequisite: BIO 398.

**Business**

**BA 210 Management Principles** 3 credits
A look at modern management theory, including both functional and behavioral approaches to the administration of business enterprises.

**BA 222 Management Information Systems** 3 credits
A study of the procedures involved in the accumulation, processing and dissemination of various types of information within an organization. Typical business problems will be solved from a management perspective, using popular spreadsheet and database software packages as problem-solving tools. Prerequisites: BA 210.

**BA 250 Special Topics** 3 credits
This course is designed to examine in-depth current developments in specific areas of practice and research. Specific content of the course will change with each offering and will be announced prior to the session in which it is offered.

**BA 256 Quantitative Analysis for Business I** 3 credits
This course is designed for business students who have a good foundation in mathematics and algebra. Students will learn to apply descriptive statistics, probability and random variables, inferential statistics, sampling of business data, and time series within the business environment. Heavy emphasis will be on business applications utilizing Microsoft Excel and other business statistical packages. Prerequisite: CS 102, recommended MATH 105 or permission of instructor.

**BA 302 Business Law and Ethics** 3 credits
This course is designed to provide an introduction to legal and ethical issues within the business environment. Topics will include an introduction to the nature and sources of law, and the methods by which laws are made; basic principles of contract law and property law as the foundations for business enterprise; tort law governing business relationships. Students will also study the foundation of ethics and ethical theories currently being used in the business environment to make decisions, and will apply those theories through examples and case studies.
BA 303  Business Law II  3 credits
A survey of particular fields of law relevant to business operations; agency, partnerships, corporations; sales, commercial transactions, and bankruptcy; antitrust law; employment law; consumer protection. Prerequisite: BA 302 recommended.

BA 317  International Management  3 credits
Presents a cross-cultural perspective on managing global organizations. Focuses on understanding the influence of culture on international management, and how managers in multinational organizations address such issues as strategic analysis, organizational structure, global coordination and control, communications, inter-organizational cooperation, and human resource management. Prerequisites: BA 210 and general education cultures requirement.

BA 325  New Venture Creation  3 credits
This course focuses on the process of creating a startup, from the recognition of an opportunity to the launch of the business. It is designed to help students prepare for the pre-launch activities necessary to start a business and secure its first customer. Prerequisites: MKT 208 and BA 210.

BA 334  Social Entrepreneurship  3 credits
Social Entrepreneurs apply entrepreneurial talent to create social value and innovative sustainable solutions to pressing societal challenges. Students will identify opportunities, develop unique solutions, secure scarce resources, and manage risk. Social entrepreneurship will be studied in the context of civil society where there is inherent tension between market forces and democratic citizenship principles. Prerequisites: ECON 160 and BA 210.

BA 352  Risk Management  3 credits
Explores non-speculative risks in business and selected management devices for dealing with them; assumption, avoidance, transfer and reduction of risk; risk management decision; control of risk and reduction of losses; case studies in risk management.

BA 356  Quantitative Analysis for Business II  3 credits
This course is designed for business students who have a good foundation in mathematics, algebra and statistics. Topics will include inventory management and business simulation. This course will be case-driven as part of the learning process. Prerequisites: BA 256 or MATH 220 or instructor approval.

BA 361  Human Resources Management  3 credits
An overview of the policies and procedures in personnel administration in American business, including uses, sources, motivation and maintenance of employees, with major emphasis on the dynamics of social organization. Prerequisite: BA 210.

BA 362  Supervision  3 credits
A detailed examination of the fundamental concepts, principles and dynamics of the supervisory process. Prerequisites: BA 210 and BA 361.

BA 365  Leadership Theory  3 credits
This course examines and contrasts process theories, relationship theories, and management theories of leadership. Various definitions of leadership and their underlying implications for application and research will be investigated. The role of the leader will be examined in relation to the various leadership theories and definitions. Prerequisite: BA 210 and BA 361 or permission of instructor.

BA 367  Cross-Cultural Leadership  3 credits
Provides insight into the impact of culture on concepts of leadership, values, expectations, and patterns of communication. Examines how sensitivity to cultural differences can contribute to leadership effectiveness and explores strategies for effectively communicating and negotiating with individuals from other cultures. Prerequisites: BA 317.

BA 370  Entrepreneurship and Small Business Management  3 credits
A presentation of the organization and operation of small enterprises in services, retailing, wholesaling and manufacturing for those aspiring to own, operate, and/or manage a small business or to work for an organization serving small businesses. Topics covered include importance, status, problems and requirements of small businesses. Prerequisite: BA 210.

BA 371  Training and Development  3 credits
This course involves the evaluation and study of trends in human resource training, education and development activities within organizational settings. Prerequisite: BA 361.

BA 374  Business Communication  3 credits
Application of writing skills specifically for business managers includes annual reports; routine, persuasive and special messages; proposals; and brochures. This course places written and oral business communication within the context of general communication processes and familiarizes learners with recent technological advances. Strategy for effective writing is emphasized by engaging in a variety of business writing tasks. Prerequisite: ENG 102.

BA 383  Compensation and Benefits Management  3 credits
Fundamental concepts of compensation theory, government and union influences, job analysis and evaluation, building and maintaining compensation structure, comparable worth, performance and salaries. Prerequisite: BA 361.

BA 390  Complex Organizations  3 credits
An exploration of the structural and functional characteristics of formal organizations such as corporations, government agencies, schools, etc. Special attention will be given to such topics as: theories of management from Taylor to Theory Z; the relations between the internal structure of organizations and the different forms of social stratification throughout American society—i.e. class, racial, ethnic, and gender stratification systems; and the new forms of management strategy in the global economy. Prerequisite: SOC 110.

BA 393  Personnel Selection and Evaluation  3 credits
Policies, procedures and problems in the selection of personnel, focusing on job analysis, validation, legal constraints, criteria and application of specific techniques. Prerequisite: BA 361.

BA 403  Internship  3 credits
Advanced students work in business-related employment in the major area of interest. An internship is designed to assist students in taking maximum advantage of the educational potential and personal development opportunities found in an internship experience during the undergraduate business program. The internship provides a framework for students to be introspective about their personal growth objectives, understand their strengths and weaknesses in an organizational context, improve their professional maturity, develop their ability to assess and articulate their value to potential employers, evaluate their choice with respect to industry, company and role, as well as further clarify their career passion and prospective about their future career direction. The company, industry analysis and interview sections of the course also provide an opportunity to apply the knowledge gained from courses already completed.

BA 411  Labor Relations and Negotiation  3 credits
The basic principles of manpower use, wage structure, use of industrial psychology and collective bargaining, the union movement, human relations in industrial management, and modern labor laws and institutions. Prerequisites: BA 210 and BA 361.

BA 415  Cross-Cultural Negotiation  3 credits
Students will learn how to assess a culture to determine underlying assumptions regarding: social interaction, economic interests, legal requirements, and political realities. Students will then understand how these, in turn, affect expectations, outcomes, behavior, thoughts, and priorities. The course emphasizes negotiating deals, resolving disputes.
or making decisions in a multicultural environment. Prerequisites: BA 317 and BA 367 or permission of instructor.

**BA 423 Production and Operations Management** 3 credits
Production and operations management is designed to provide students with an in-depth look at the components of organizational operations and how they are managed. Successful management incorporates theories and practices that apply to a variety of operational areas involving factory and service operations, inventory management, quality management, capacity planning, supply chain management, aggregate planning, and project management. Elements of shop floor control, status reporting systems, facilities design, cost estimating, inventory control, procurement, quality assurance, forecasting, labor loading, scheduling, and productivity measurement will be explored. Important tools of production and operations management that will be covered include Theory of Constraints, MRP, MRP II, CAD/CAM, CIM, JIT, SPC, and TQM. Prerequisites: BA 210 and BA 256 or MATH 220.

**BA 445 Contemporary Topics in Management** 3 credits
This course description may change each session it is offered to cover the most contemporary management issues. Prerequisite: BA 210.

**BA 449 Business and Industrial Crisis Management** 3 credits
Through case studies and discussion learners explore governmental emergency management and private sector crisis management in the context of fundamental concepts such as crisis management, disaster recovery, organizational continuity, and vulnerability and risk analyses. Learners will gain practice with tools including business area impact analysis, and explore risk management and loss control strategies. Learners will explore the characteristics of realistic and effective contingency, response, business recovery, and crisis management plans and discuss the purpose, value, and types of exercises and training needed to support an effective crisis management, disaster recovery, and organizational continuity program. Prerequisites: BA 210 and PA 306.

**BA 450 Special Topics** 3 credits
This course is designed to examine in-depth current developments in specific areas of practice and research. Specific content of the course will change with each offering and will be announced prior to the session in which it is offered.

**BA 454 Management Cases** 3 credits
A study of the current strategies and techniques of administration and management, including: business objectives; policies, functions, executive leadership and organizational structure; control standards; case studies in organization, financing and operations. Prerequisites: BA 361 and BA 423 and completion of all management-business core requirements.

**BA 456 Marketing Cases** 3 credits
This course provides an in-depth exposure to strategic planning for marketing, using cases as illustrative examples. Emphasis is placed on extensive situation analysis, objective and criterion formulation, and alternative selection and implementation. Prerequisite: Completion of all marketing/business core requirements.

**BA 457 Business Study Travel** 3 credits
This course applies learning experiences in the global economy. Countries around the globe are major players along with specific regions in the U.S. Understanding the dynamics a certain country/region plans will help students as they go forth in their chosen career(s). Destination of study travel course may change each time the course is offered. Prerequisite: ECON 160 or approval of the instructor.

**BA 460 Strategic Management** 3 credits
The course is a culminating experience for students completing majors in business. Upon the successful completion of the course, students will have a practical knowledge of strategic application in the activities, procedures, and techniques unique to business operations. Prerequisites: senior standing and within 9 credit hours of program completion.

**BA 474 Organizational Behavior** 3 credits
This course encourages students to describe and analyze the way that people behave in organizations by applying theories of organizational behavior. The course consists of a balance among theory and application. Prerequisites: PSY 190 or SOC 110.

**BA 499 Special Project** 3 credits
This course is designed to provide an opportunity to complete a special project related to a student’s field of study that is beyond the scope of courses offered. Proposals must include an overview or abstract of the study, indicate the anticipated learning outcomes of the project, the timeline of the study, and the deliverables (paper, presentation, project, etc.) upon which the study will be evaluated.

**Chemistry**

**CHEM 102 Introduction to Forensic Science** 3 credits
This course introduces students to the dynamic field of forensic science. Basic procedures for processing crime scenes are discussed, including collection and preservation of physical evidence. Emphasis is placed on the science behind analysis of physical evidence and the conclusions that may be drawn by the forensic scientist performing the analysis. Topics are generally chosen from physical evidence commonly encountered at crime scenes such as fingerprints, glass, hairs, fibers, drugs, and DNA; and analytical techniques such as microscopy and spectroscopy.

**CHEM 103/104 Introduction to Forensic Science Laboratory** 1 credit
This course will actively engage students in laboratory activities through which they will have the opportunity to apply fundamental principles learned in CHEM 102. Prerequisite/Corequisite: CHEM 102/104

**CHEM 115 Environmental Chemistry** 3 credits
This course offers an introduction to chemical concepts through the examination of environmental issues. Students will gain an understanding of chemistry as it pertains to environmental topics and will be better equipped as citizens to make decisions using evidence-based reasoning.

**CHEM 140 Chemistry for Everyday Life** 3 credits
This course offers an introduction to chemical concepts through the examination of real life processes. Everyday items of interest are explored to determine their underlying chemical principles. Students will gain an appreciation for chemistry in their daily lives and will be better equipped as citizens to formulate opinions and make decisions about items of scientific interest. Non-laboratory.

**CHEM 141 Chemistry for Everyday Life Laboratory** 1 credit
This course correlates with CHEM 140 by giving students hands-on experience with many of the laboratory techniques used to analyze the compounds discussed in CHEM 140. Co-Requisite: CHEM 140.

**CHEM 151 General Chemistry I** 4 credits
This course introduces students to fundamental concepts in chemistry by taking an atoms first approach. Atomic structure is introduced early and is used as the basis for discussion of periodic trends of the elements, compounds and bonding, molecular structure and geometry, intermolecular forces, and chemical reactions. Laboratory projects emphasize application of scientific methodology and experimental design. Recommended: a strong high-school math background or a level of mathematics equivalent to or greater than MATH 105.

**CHEM 152 General Chemistry II** 4 credits
This course is a continuation of the atoms first approach begun in CHEM 151. Emphasis is placed on thermochemistry, gases, solutions, thermodynamics, equilibrium, acids and bases, and kinetics. Prerequisite: CHEM 151.
CHEM 201 Scientific Literature Skills 1 credit
Same as BIO 201.

CHEM 220 Quantitative Analysis 4 credits
This course teaches the application of equilibrium, solubility, neutralization, oxidation-reduction, complexation, and acid-base theories to quantitative chemical analysis. The application of chromatography and spectrophotometry to quantitative determinations is also investigated. The laboratory emphasizes gravimetric, volumetric, chromatographic, and spectrophotometric methods of analysis. Prerequisite: CHEM 152.

CHEM 250 Special Topics 3-4 credits
CHEM 251 Organic Chemistry I 4 credits
A course covering structure and reactivity of alkanes, alkenes, alkenes, and alkyl halides with an emphasis on mechanisms and stereochemistry. Laboratory emphasizes basic procedures and techniques. Prerequisite: CHEM 152 or consent of the instructor.

CHEM 252 Organic Chemistry II 4 credits
A continuation of CHEM 251, with emphasis on the chemistry of various functional groups; also provides an introduction to aromaticity and organic spectroscopic techniques. Laboratory correlates with lecture material and emphasizes methods of qualitative organic analysis. Prerequisite: CHEM 251.

CHEM 299 Special Project 1-3 credits
A Special Project allows the student to expand on work already completed in previous coursework. It is undertaken with the guidance of one or more faculty members and is intended to encourage the student into original investigation of a defined problem within the discipline.

CHEM 301 Physical Chemistry I 3 credits
A study of basic chemical thermodynamics, chemical kinetics, and equilibrium. Lecture concepts will be applied to solids, liquids, and gases and to chemical reactions occurring in the gas phase and in solutions. Prerequisites: CHEM 252, PHY 113, and MATH 215.

CHEM 302 Physical Chemistry II 3 credits
A study of basic concepts of quantum chemistry and statistical mechanics/statistical thermodynamics and their application to molecular structure, chemical change, and some fundamental chemical spectroscopies. Prerequisites: CHEM 252, PHY 113, and MATH 215.

CHEM 309 Individual Research in the Chemical Sciences 1 credit
Field and/or laboratory research in an area of chemical sciences involving participation in the scientific process with a faculty member from the Department of Biology and Chemistry. Each participant will write a progress report at the end of each semester and be expected to maintain a detailed laboratory/field notebook. Students are expected to work on their research (on average) a minimum of 3 hours per week and a maximum of 9 hours per week over two sessions (one semester) for one hour of credit. The course may be repeated for a maximum of three credits if both student and faculty member agree. Prerequisite: CHEM 152 and sophomore status and approval of the supervising faculty member along with project acceptance.

CHEM 325 Forensic Chemistry 4 credits
This course covers an overview of chemical instrumentation and its applications in the forensic lab. This course includes a review of the chemical tests for fingerprints, gunshot residue and trace evidence, as well as the chemistry of drugs, arson and explosives, and chemical instrumental analysis of drugs, toxicological specimens, arson, explosives and questioned documents. Prerequisite: CHEM 252.

CHEM 330 Biochemistry I 3 credits
This course is an introduction to major biomolecules. Topics include basic thermodynamics, aqueous solutions, structure and properties of amino acids, proteins and protein structure, enzymes and enzyme kinetics, structure and function of carbohydrates, nucleotides and nucleic acids, lipids and membranes. Prerequisite: CHEM 251. Recommended: BIO 135.

CHEM 331 Biochemistry II 3 credits
This course is an introduction to bioenergetics and metabolism. Discussion will focus on the degradation and biosynthesis of carbohydrates, lipids, amino acids and nucleotides. Prerequisite: CHEM 330.

CHEM 335 Biochemistry Laboratory 1 credit
This course provides a hands-on laboratory experience using basic biochemical techniques, such as spectrophotometry, chromatography and electrophoresis. These techniques will be used to study major types of biomolecules, such as amino acids, proteins, carbohydrates, lipids and RNA. Corequisite: CHEM 330.

CHEM 345 Chemical Spectroscopy and Instrumentation 4 credits
This course targets several instruments common to modern chemistry laboratories with study of the theory underlying each instrumental technique. Covered are atomic absorption spectrophotometry, ultraviolet/visible spectroscopy, nuclear magnetic resonance spectroscopy, infrared and Raman spectroscopies, and gas and liquid chromatographies, and mass spectrometry. Attention will be given to spectral interpretation. Prerequisite: CHEM 252.

CHEM 361 Inorganic Chemistry 3 credits
A consideration of periodicity, atomic structure, and chemical bonding of main group elements and transition metals. Topics may include molecular symmetry, structures of solids, acid-base definitions and applications, coordination chemistry, organometallic chemistry, and bioinorganic chemistry. Prerequisite: CHEM 252.

CHEM 391 Chemistry Research I 2 credits
A course emphasizing the development of a written proposal for research on a selected project in chemistry. Literature search techniques and the proposal format are covered with the aid of undertaking a thorough review of the chemical literature in the preparation of the research proposal. Prerequisite: Junior standing and consent of the instructor.

CHEM 401 Organometallics 3 credits
This course is a survey of the fundamental aspects of organometallic chemistry. Topics include structure and bonding, synthesis and reactions of main group and transition metal organometallics. Applications of organometallics to organic synthesis and homogeneous catalysis will also be discussed. Whenever possible, reactivity patterns will be organized according to general periodic trends. Prerequisite: CHEM 361.

CHEM 410 Advanced Organic Chemistry 3 credits
This course covers, at an advanced level, topics not considered in either CHEM 251 or CHEM 252. It also expands upon some topics covered in both CHEM 251 and CHEM 252. The emphasis is on modern synthetic chemistry and applications to chemical systems of interest. Prerequisite: CHEM 252.

CHEM 431 Heterocyclic Chemistry 3 credits
This course covers the chemistry of both aromatic and non-aromatic heterocyclic compounds. Topics include the synthesis, reactions, and properties of three- to seven-membered cyclic compounds containing one or more heteroatoms. The nomenclature of heteroatomic ring systems will also be introduced. Prerequisite: CHEM 252.

CHEM 450 Special Topics 3 credits
CHEM 471 Molecular Spectroscopy 3 credits
An in-depth study of modern techniques in molecular spectroscopy. Topics will include mass spectrometry, raman spectroscopy, infrared spectroscopy and several methods in nuclear magnetic resonance spectroscopy, including multinuclear and multidimensional techniques. Prerequisites: CHEM 252.
CHEM 491  Chemistry Research II  2 credits
A continuation of CHEM 391 in which the proposed chemical research is carried out in the laboratory. A written report will be prepared and an oral presentation will be given at the conclusion of the project. Prerequisite: CHEM 391.

CHEM 499  Special Project  1-3 credits
A Special Project allows the student to expand on work already completed in previous coursework. It is undertaken with the guidance of one or more faculty members and is intended to encourage the student into original investigation of a defined problem within the discipline.

Communication

COMM 102  Introduction to Mass Media  3 credits
Introduction to Mass Media provides students an overview of the history and function of journalism and news media in a democratic society. Students study the history of mass media in the U.S. and gain knowledge of techniques in newsgathering and reporting, AP style, photojournalism, page design, and roles played in a 21st century newsroom. Students will gain hands-on skills covering news and sporting events on-campus and are encouraged to contribute to The Collegian student newspaper.

COMM 105  Public Speaking  3 credits
This course increases the ability of students to make effective speeches and includes speech organization, presentation and extemporaneous talks.

COMM 107  Human Communication  3 credits
An introduction to communication studies providing an overview of communication theory with emphasis on information transmission and social influence functions of communication behavior in personal and mediated contexts. Course content focuses on the identification of communication goals, types of messages, and behaviors.

COMM 200  Interpersonal Communication  3 credits
Interpersonal Communication provides an introduction to communication between individuals. Course content focuses on the identification and evaluation of communication goals, messages, and behaviors of individuals and groups.

COMM 203  Communication Theory  3 credits
A survey of theories in the field of human communication. Consideration is given to theories that explain communication behavior between pairs of people, within groups, in organizations, and in societies. Course content focuses on the identification of various theories and the development of support messages appropriate for a prescribed research problem or medium.

COMM 220  Principles of Interviewing  3 credits
Study of interviewing principles for people-management skills. Students have the opportunity to practice techniques appropriate for the following types of interviews: employment, media, orientation, goal-setting, problem-solving, appraisal and persuasion or selling.

COMM 221  Intercultural Communication  3 credits
Analysis of how culture interacts with communication and an examination of problems encountered when communicating across cultures. Distinctions among verbal and nonverbal code systems are examined. Students get the chance to experience presentations from members of other cultures.

COMM 241  Journalism Workshop  1 credit
Practical guided workshop in the preparation, design, and production of printed media. Students produce the campus newspaper and the annual yearbook, or they may be assigned to other campus publications.

COMM 250  Special Topics  3 credits
Special Topics courses are studies of selected problems, periods or movements in the subject area not otherwise included in the curriculum. They are typically chosen from a faculty member’s particular expertise and field of scholarly inquiry, and offered to a student or group of students forming an interest in the particular subject matter. The 250 designation denotes a General Education level of instruction and may include an appropriate General Education task to be completed. The 450 designation denotes a senior level degree of sophistication expected in both learning and instruction. A single course may be offered at both levels simultaneously, in which case the syllabus will clearly differentiate the course expectations and assessment measures for students enrolled at each of the two levels. A Special Topics course must be approved by the School of Arts and Sciences Curriculum Committee before it is offered, and it must address one or more Major Outcomes within the discipline.

COMM 261  Radio Workshop  1 credit
Practical guided workshop in the preparation, design, and production of the KPCK internet campus radio. Students produce the campus radio broadcast via the online platform.

COMM 271  Television Workshop  1 credit
This is a television production workshop course. It is a practical guided workshop in the preparation, design and production of television media. Students produce the campus television broadcast via KPCK’s YouTube channel.

COMM 275  Survey of Television  3 credits
Study of television programs and programming from the “Golden Age” to the present. Analysis of television’s relation to post-modern American literature, culture and aesthetics. Same as ENG 275.

COMM 276  Television Production  3 credits
Introduction to television production, broadcast conventions and editing formats. Students learn writing for television, basic videography and editing. Students complete individual portfolios of original work that meet professional standards.

COMM 286  Radio Production  3 credits
Student introduction to radio: production, concepts, techniques, and broadcasting. Students will have hands-on experience in writing for radio, commercial scriptwriting, broadcast interviewing, on-air personality, and production. Students complete individual portfolios of original work that meet professional standards.

COMM 290  The Movies  3 credits
An introduction to narrative fiction films, using concepts of art, theatre and literature, and including a study of film aesthetics from a historical perspective. Same as ENG 290.

COMM 299  Special Project  1-3 credits
A Special Project allows the student to expand on work already completed in previous coursework. It is undertaken with the guidance of one or more faculty members and is intended to encourage the student into original investigation of a defined problem within the discipline. Examples include theses and themed portfolios or exhibitions.

COMM 305  Organizational Communication  3 credits
Theory of communication practices within the organization including communication channels, patterns and problems occurring in today’s organizations. The course examines how organizations operate, the roles of individual organization members, and the relationship between communication and organizational effectiveness. Prerequisite: COMM 105.

COMM 307  Business and Professional Communication  3 credits
Oral and written communication skills for those involved in professional and business settings. Includes resume, cover letter, and memo writing; interpersonal and group applications; interviewing and professional presentations. Prerequisites: COMM 105.
COMM 308  Sports Writing and Reporting  3 credits
This course provides a brief exploration of the history of sports journalism – print and broadcast – and on the state of these fields today, including the role of sports communication in contemporary cultures and social media. Using AP style, students learn to write for sports news, features, editorials, blogs, and social media, resulting in a course portfolio. Also included is writing for deadlines, mastering sports stats for news articles, and the role of ethics in sports journalism. Prerequisite: COMM 102.

COMM 310  Feature Writing  3 credits
This course provides instruction in feature writing and the various techniques for in-depth reporting. Students practice developing ideas, targeting stories for specific audiences, reporting with description and narration provided by research, interviewing and observation. Students complete individual portfolios of original work that meet professional standards. Prerequisite: COMM 102.

COMM 320  News Editing  3 credits
Students learn to identify and evaluate various styles of writing and practice professional conventions of copy editing for print and digital media. Prerequisite: COMM 102.

COMM 326  New and Experimental Media  3 credits
Students will engage with concepts and methods of new and emerging media trends and technology through a critical/cultural communication theory lens. Students will conceive and create personal multimedia projects using emergent media and will experiment with cutting edge approaches to mediated mass communication both inside and outside the professional media sphere.

COMM 332  Writing for Media  3 credits
Teaches and develops skills for reporting and writing in a professional media environment. Students complete individual portfolios of original stories in news, sports, and public relations formats for print, broadcast, and digital media. Prerequisite: COMM 102.

COMM 334  Public Relations  3 credits
Public relations is a detailed introduction to the historical, practical, and ethical concepts in the PR field. Students will learn the various roles of a public relations practitioner with the utilization of case studies and hands-on experience. Crisis management tactics, handling different key public relationships, and integrated marketing communications will be addressed. Prerequisite: COMM 105 or COMM 200.

COMM 341  Journalism Workshop  1 credit
Practical guided workshop in the preparation, design, and production of printed media. Students produce the campus newspaper and the annual yearbook, or they may be assigned to other campus publications. Prerequisite: COMM 241

COMM 352  Rhetoric and Public Culture  3 credits
This course traces the development of rhetorical theory from its origins in Classical Greece. By investigating how rhetoric and persuasion were viewed in the context of law, politics, display, language, and knowledge, it provides a wide context to understand the relationship between rhetoric and civilization. This understanding is not valuable for its own sake; however, it is valuable only to the extent that it applies to modern problems. Hence, classical theories will be used to interpret modern artifacts and students will learn to see the continuities between classical rhetoric and contemporary public life. Prerequisite: COMM 105.

COMM 361  Radio Workshop  1 credit
Practical guided workshop in the preparation, design, and production of the KPCK internet campus radio. Students produce the campus radio broadcast via the online platform. Prerequisite: COMM 261

COMM 371  Television Workshop  1 credit
This is a television production workshop course. It is a practical guided workshop in the preparation, design and production of television media. Students produce the campus television broadcast via KPCK’s YouTube channel. Prerequisite: COMM 271

COMM 390  Research Methods in Communication  3 credits
Provides an overview of the concepts, methods, and tools by which communication research is designed, conducted, interpreted, and critically evaluated. Course content focuses on the analysis of various communication theories, sources, styles of writing, and adaptation of messages and writing styles suitable in professional research contexts or media. Prerequisites: COMM 105 and Junior Standing.

COMM 403  Internship  1-3 credits
Designed for advanced students, this course gives intensive work experience in commercial art, public relations and/or journalism. Prerequisite: Consent of the instructor.

COMM 415  Communication and Media Ethics  3 credits
 Freedoms and responsibilities of mass media practitioners and institutions, explored within the framework of ethical theory. Consideration of values, codes of ethics, moral development, professionalism, institutional constraints, etc. as applied to media. Prerequisites: Junior Standing or consent of the instructor.

COMM 441  Journalism Workshop  1 credit
Practical guided workshop in the preparation, design, and production of digital media. Students produce the campus newspaper and the annual yearbook, or they may be assigned to other campus publications. Prerequisite: COMM 341

COMM 450  Special Topics  3 credits
Special Topics courses are studies of selected problems, periods or movements in the subject area not otherwise included in the curriculum. They are typically chosen from a faculty member’s particular expertise and field of scholarly inquiry, and offered to a student or group of students forming an interest in the particular subject matter. The 250 designation denotes a General Education level of instruction and may include an appropriate General Education task to be completed. The 450 designation denotes a senior level degree of sophistication expected in both learning and instruction. A single course may be offered at both levels simultaneously, in which case the syllabus will clearly differentiate the course expectations and assessment measures for students enrolled at each of the two levels. A Special Topics course must be approved by the School of Arts and Sciences Curriculum Committee before it is offered, and it must address one or more Major Outcomes within the discipline.

COMM 461  Radio Workshop  1 credit
Practical guided workshop in the preparation, design, and production of the KPCK internet campus radio. Students produce the campus radio broadcast via the online platform. Prerequisite: COMM 361

COMM 471  Television Workshop  1 credit
This is a television production workshop course. It is a practical guided workshop in the preparation, design and production of television media. Students produce the campus television broadcast via KPCK’s YouTube channel. Prerequisite: COMM 371

COMM 498  Senior Seminar  3 credits
Senior Seminar provides in-depth study and research on individually selected topics. The seminar and students’ research projects build upon work begun in COMM 390 Research Methods in Communication. Prerequisite: COMM 390.

COMM 499  Special Project  1-3 credits
A Special Project allows the student to create an original scholarly project or expand on work already completed in previous coursework. It is undertaken with the guidance of one or more faculty members and is intended to encourage the student to original investigation of a defined problem within the discipline. Examples include theses and themed portfolios or exhibitions.
Computer Science
CS 102 Introduction to Computer Applications and Technology 3 credits
This course is an introduction into the computer applications and technology and their social implications. The course covers popular applications for personal and business use, including: Office Suite, image, audio, web, backup and security applications. The course also covers the foundational technologies enabling these applications, including: hardware, software, and communications devices. This course meets the general education requirement in computer skills.

CS 122 IT Infrastructure 4 credits
This course is an introduction to IT infrastructure for students with majors in the Organizational Information Systems and Technology Program (OISTP). The course covers systems architecture and communication networks with an overall focus on the services and capabilities that IT infrastructure solutions provide in an organization. The course also covers the operational concerns with security, budgets and the environment. Prerequisite: CS 102

CS 130 Foundations of Information Systems 3 credits
This course is an introduction to contemporary information systems and how these systems are used throughout various organizations. The focus of this course will be on the key components of information systems - people, software, hardware, data, and communication technologies, and how these components can be integrated and managed to create competitive advantage. The course also provides an introduction to systems and development concepts, technology acquisition, and various types of application software that have become prevalent or are emerging in modern organizations and society. Prerequisite: CS 102.

CS 206 Computer Architecture 4 credits
This course introduces students to the organization and architecture of computer systems. The student will learn the basics of representing data and logical manipulation of data in a digital computer. The student will learn the details of the fundamental components of the computer systems and the standard von Neumann model including: the CPU, memory, and internal and external communication devices. The student will gain the ability to make decisions regarding the choice of the architecture needed to meet the user's requirements. The course will also cover truth tables and logic (Sentinel, Predicate and Propositional). Prerequisites: CS 122 and MATH 115-220.

CS 213 Operating Systems 4 credits
This course is an introduction to the fundamentals of operating systems together with the basics of networking and communications. The course covers the key components that make up an operating system and the tasks involved in installing, configuring, administering, updating, and securing an OS. The course will also include performance analysis and integration tasks. This course also includes the mathematical foundations behind queuing theory, mathematical modeling and cost benefit analysis. Prerequisites: CS 140, CS 206 and MATH 115.

CS 299 Special Project 1-3 credits
The purpose of this course is to provide an opportunity to do undergraduate research or projects in the Computing Sciences fields (Information Systems, Information Technology, and Software Engineering). The topic being investigated will be arranged between the student and the professor.

CS 332 Databases and Information Management 3 credits
This course is an introduction to the core concepts in data and information management. The course covers identifying organizational information requirements, conceptual data modeling techniques, relational data models, normalization techniques, SQL usage, basic database administration tasks, data quality, and implementing and securing relational databases using an industrial-strength database management system. Prerequisite: CS 130 and (CS 213 or IS 310).

CJ 224 Introduction to Criminal Justice 3 credits
History of the development of the criminal justice system in America. The everyday practices in this subsystem and the articulation amongst policing, judicial and correctional institutions.

CJ 237 Criminal Law and Procedure 3 credits
Surveys the historical development of criminal law in America. Analysis of the effects of English common law, a federal structure, court decisions, legislated codes, historical events and social changes. Prerequisite: CJ 224.

CJ 291 Community Oriented Policing 3 credits
This course explores alternative policing methods utilized in communities across the United States. Students will become familiar with proactive and problem-oriented policing strategies ranging from youth education programs to saturation patrols. The effectiveness of
alternative policing strategies will be discussed and compared to the traditional policing approach.

**CJ 299 Special Project 3 credits**

A Special Project allows the student to expand on work already completed in previous coursework. It is undertaken with the guidance of one or more faculty members and is intended to encourage the student into original investigation of a defined problem within the discipline. Examples include theses and themed portfolios or exhibitions. Prerequisites: Criminal Justice minors must have completed all minor requirements.

**CJ 315 Juvenile Justice 3 credits**

Development and operation of juvenile courts, treatment and rehabilitation strategies, diversion strategies. Prerequisite: CJ 224.

**CJ 321 Juvenile Delinquency 3 credits**

Juvenile gangs; causes and consequences of delinquency; prevention, treatment and control of delinquency. Prerequisite: Sociology 110.

**CJ 333 Criminology 3 credits**

An analysis of various forms of crime, as well as various elements of the criminal justice system. The emphasis is on theories of crime and juvenile delinquency. Topics will include: street crime, organized crime, white-collar crime and the role of substance abuse in criminality and delinquency. Prerequisite: Sociology 110.

**CJ 337 Victimology 3 credits**

Development and operation of policies and programs for the victims of crime, victim compensation schemes from colonial to modern times, victim/offender confrontation programs. Prerequisite: Sociology 110.

**CJ 353 Sociology of Law 3 credits**

The history of criminal, civic, and administrative law in America, the impact of society upon law and law upon society, sociology of the legal professions. Prerequisites: CJ 237 and junior standing.

**CJ 362 Criminal Investigations 3 credits**

Fundamentals of criminal investigation: crime scene search and recording; collection and preservation of physical evidence; scientific aids; modus operandi; sources of information; interview and interrogation; follow-up and case preparation. Special emphasis on leadership and management actions taken to enhance investigative efforts. Prerequisite: CJ 224 or CHEM 102.

**CJ 365 Introduction to Policing 3 credits**

The history of policing in America; structure and functions of policing in contemporary America; police community relations in urban and rural settings. Prerequisite: CJ 224.

**CJ 367 Ethics in Criminal Justice 3 credits**

An introduction to concepts of ethics and an examination of contemporary ethical issues in the field of criminal justice. Prerequisite: CJ 224 or CHEM 102.

**CJ 380 Introduction to Corrections 3 credits**

The history of corrections in American society, corrections and punishment in contemporary America, alternatives to institutional treatment. Prerequisite: CJ 224.

**CJ 388 Comparative Study of Criminal Justice 3 credits**

Students will analyze the criminal justice system in the United States in comparison to criminal justice systems and approaches worldwide. Different global political, economic, and cultural systems will provide the basis to evaluate the goals, structure, and correction strategies employed in the United States’ criminal justice system.

**CJ 396 Community Corrections 3 credits**

As an interdisciplinary approach to the study of community-based sanctions in the United States, correctional alternatives to imprisonment are explored. Topics include the origins and evolution of correctional programs that function outside of total institutions; contemporary community-based sanctions philosophy; current research and recent legal developments in the field; correctional theories and practices; the role of law enforcement; the courts and probation and parole officers in offender supervision; issues and challenges facing reintegration and rehabilitation efforts; and other community-based initiatives for adult and juvenile offenders. Prerequisite: CJ 224.

**CJ 398 Justice Administration 3 credits**

This course studies the management and control of the criminal justice system. The learner will be able to discuss the reasons for and effectiveness of management techniques applied to the justice system. Prerequisite: CJ 224.

**CJ 403 Internship 3 credits**

In this course, students gain supervised field experience in a selected setting. Prerequisite: Senior status. Consent of supervising instructor and department chair is required.

**CJ 423 Introduction to Terrorism 3 credits**

An introductory study of the Criminal Justice system’s response to threats of international and domestic terrorism arising from both religious and secular roots. A special emphasis is placed on the development and maintenance of the law enforcement response to Department of Homeland Security requirements established within the context of public policy and preparedness strategies, including border security. Prerequisite: CJ 224.

**CJ 425 Intelligence Analysis and Security Management 3 credits**

This course examines intelligence analysis to protect the United States and its citizens. Current trends in the intelligence world will be examined, exploring the role of operations, operators, and source development in the context of national and local security management. Prerequisite: PA 306.

**CJ 426 Institutional Corrections 3 credits**

This course provides an evaluation of theory and research on confinement facilities for criminal offenders in the United States. The history and organization of prisons and jails are reviewed in conjunction with the changing punishment philosophies and how this evolution has influenced today’s institutional corrections. The problems within these facilities are examined with special attention paid to inmate adaptation, problems faced by facility officers, and the effectiveness of institutional treatment programs. Prerequisite: CJ 380.

**CJ 428 Offender Treatment 3 credits**

Challenges associated with providing incarcerated offenders with special needs and adequate physical and mental health care are explored. Topics include juveniles in prison, pregnancy and motherhood, the chronic and mentally ill, geriatric offenders, faith-based programming, incarcerated veterans, sex offenders, gay and lesbian inmates. A study of community-based programs for adult and juvenile offenders, treatment modalities in various correctional settings, administration, legal issues, and future trends associated with community-based and institutional-based treatment are also discussed. Prerequisite: CJ 224.

**CJ 499 Special Project 3 credits**

A Special Project allows the student to expand on work already completed in previous coursework. It is undertaken with the guidance of one or more faculty members and is intended to encourage the student into original investigation of a defined problem within the discipline. Examples include theses and themed portfolios or exhibitions. Prerequisite: Senior status.

**ECE 223 Health, Safety, and Nutrition in Early Childhood 3 credits**

This course addresses how health, safety, and nutrition affect the growth and development of children birth through age 8. The focus is on preven-
tive health and working with families to promote wellness in young children. Topics include chronic diseases and medical conditions, medical emergencies, abused and neglected children, nutrients and nutrition guidelines, health and safety education, and planning for safety in indoor and outdoor environments.

**ECE 250 Special Topics 1-3 credits**

Special Topics courses cover special topics not covered by current courses taught in the department. The department determines the topic according to current need and interest. This course requires department chair approval.

**ECE 299 Special Project 1-3 credits**

Special Project courses provide an opportunity to complete a special project related to a field of study beyond the scope of courses offered within the university. Proposals must include an overview or abstract of the study, indicate the anticipated learning outcomes of the project, the timeline for the study and the deliverables (paper, presentation, project, etc.) upon which the study will be evaluated. This course requires department chair approval.

**ECE 334 Field Experience: Infant/Toddler 1 credit**

This field experience requires a minimum of 20 clock hours at the infant/toddler level. The focus is observation and discussion of environments, interactions, and activities appropriate for infants/toddlers. There is an emphasis on Iowa’s Early Learning Standards.

**ECE 335 Field Experience: Prekindergarten 2 credits**

This field experience requires a minimum of 40 clock hours at the pre-kindergarten level. The focus is observation and discussion of the role of a prekindergarten teacher including the design and delivery of lessons. There is an emphasis on Iowa’s Early Learning Standards and Creative Curriculum.

**ECE 436 Student Teaching Prekindergarten-Kindergarten 4 credits**

Student teaching is the capstone experience of the Teacher Education Program. The student teacher accepts the major responsibilities and performs the activities of a full-time instructor under the supervision of the cooperating teacher.

**ECE 437 Student Teaching Kindergarten - Grade Three 4 credits**

Student teaching is the capstone experience of the Teacher Education Program. The student teacher accepts the major responsibilities and performs the activities of a full-time instructor under the supervision of the cooperating teacher.

**ECE 438 Student Teaching Birth-Prekindergarten 4 credits**

Student teaching is the capstone experience of the Teacher Education Program. The student teacher accepts the major responsibilities and performs the activities of a full-time instructor under the supervision of the cooperating teacher.

**ECE 450 Special Topics 1-3 credits**

This course covers special topics not covered by current courses taught in the department. The particular topic is to be determined by the department according to the current need and interest. This course requires department chair approval.

**ECE 451 Introduction to Early Childhood 3 credits**

This course provides a historical and philosophical foundation of early childhood education. Topics include issues and trends in the field early childhood, theoretical perspectives related to child development, the importance of play, developmentally appropriate practice, and careers and professionalism for early childhood educators. A requirement of this course is 10 hours of observation in an early childhood setting.

Prerequisite: EDU 110.

**ECE 452 Observation and Assessment in Early Childhood 3 credits**

This course explores the purpose of formal and informal assessment including different types of assessments used with infant through school age children. Topics include issues and trends in early childhood assessment, how to use assessment results, types of documentation and observation, checklists, rating scales and rubrics, portfolios, and communicating with parents. A requirement of this course is 10 hours of observation in an early childhood setting. Prerequisites: EDU 110, ECE 451, and admittance into the UIU Teacher Education Program.

**ECE 455 Methods and Curriculum of Early Childhood 3 credits**

This course addresses the development of environments and curriculum for young children birth to preschool. Topics include developmentally appropriate practice, indoor and outdoor environments, the importance of play, anti-bias considerations, and exploration of curriculum models. A focus is planning curricula that incorporates dramatic play, art, music, fine and gross motor activities, sensory activities, science, social studies, math, literacy, and construction. Prerequisites: EDU 110, ECE 451, and admittance into the UIU Teacher Education Program.

**ECE 456 Administration and Supervision of Early Childhood 3 credits**

This course provides guidance on the administration, organization, and operation of high quality early childhood programs for children birth to age eight. Topics include roles and responsibilities associated with the director role, state and federal guidelines, staff selection, supervision and evaluation, planning developmentally appropriate curriculum, financial and facility management, policy development, partnerships with families, and advocacy for young children. Prerequisites: EDU 110, ECE 451, and admittance into the Teacher Education Program

**ECE 488 Student Teaching Birth-Prekindergarten 8 credits**

Student teaching is the capstone experience of the Teacher Education Program. The student teacher accepts the major responsibilities and performs the activities of a full-time instructor under the supervision of the cooperating teacher.

**ECE 496 Student Teaching Prekindergarten-Kindergarten 8 credits**

Student teaching is the capstone experience of the Teacher Education Program. The student teacher accepts the major responsibilities and performs the activities of a full-time instructor under the supervision of the cooperating teacher.

**ECE 498 Student Teaching Kindergarten-Grade Three 8 credits**

Student teaching is the capstone experience of the Teacher Education Program. The student teacher accepts the major responsibilities and performs the activities of a full-time instructor under the supervision of the cooperating teacher.

**ECE 499 Special Projects 1-3 credits**

This course is designed to provide an opportunity to complete a special project related to a student’s field of study that is beyond the scope of courses offered within the university. Proposals must include an overview or abstract of the study, indicate the anticipated learning outcomes of the project, the timeline for the study and the deliverables (paper, presentation, project, etc.) upon which the study will be evaluated. This course requires department chair approval.
Earth Science

ES 100 Introduction to Geology 3 credits
Students will explore the Earth’s structure and composition, and the geologic processes acting on and within our planet. Topics covered include: geologic time; historical geology; formation of minerals, rocks and fossils; plate tectonics; volcanism; mountain building; earthquakes; and surface processes such as erosion.

ES 114 Conservation of Natural Resources 3 credits
This course introduces students to the principles of natural resource occurrence and use, and covers conservation issues and strategies from an earth systems perspective.

ES 117 Natural Disasters 3 credits
Humans often find themselves directly in the path of natural processes and the natural evolution of landscapes. The course covers a variety of natural hazards and related disasters including flooding, volcanoes, landslides, earthquakes, hurricanes, and tsunami. These phenomena are studied in the context of geology and earth-system processes contributing to and controlling them, strategies and systems for managing risk, and impacts on societies worldwide.

ES 121 Dinosaurs 3 credits
Dinosaur paleontology incorporates concepts from geology and biology and integrates aspects of chemistry, physics and mathematics to explain and understand these magnificent animals, the environments in which they lived, and the processes that have shaped our dynamic Earth. Students learn how to apply the scientific method in learning about dinosaurs from their fossil remains.

ES 161 Introduction to Environmental Science 3 credits
The Earth is a dynamic system that supports all life. The flow of energy and cycling of matter through the geosphere, atmosphere, hydrosphere, and biosphere provide us with air, water and food, and with resources to support economic development. Environmental problems such as air and water pollution, soil degradation and erosion, and loss of biodiversity threaten our ability to sustain the growing human population. This course develops scientific understanding of Earth systems, examines the impacts of human activities, and describes the role of scientific knowledge and research in meeting environmental and resource challenges.

ES 175 Earth Systems Laboratory 1 credit
Students learn and practice inquiry and geoscience techniques in field settings and in the laboratory, enhancing their understanding of fundamental earth systems science principles and concepts learned in ES 100 or ES 161. Co- or prerequisite: ES 100 or ES 161.

ES 220 Soil and Water Conservation 3 credits
Utilization of Earth’s natural resources by humans can threaten soils and the quality of water. This course introduces students to principles of conservation and stewardship of resources. This is presented in the context of scientific methodology or the ways in which scientific knowledge and research contribute to sustainable management of soil and water resources.

ES 251 Extinctions 3 credits
Life has persisted on Earth for billions of years, despite a number of globally significant mass extinction events. Fossils provide the evidence necessary to understand the causes and effects of these events, as well as the ecosystem recovery and evolutionary radiation that may follow them. In this course, one or more of the most significant extinction events in the history of life will be explored in depth. Concepts and methods in paleontology will be covered, along with an overview of the history of life on Earth.

ES 295 Field Studies in Geosciences 1-3 credits
Students will participate in a scientific field trip to observe and investigate a notable locality, and learn or reinforce principles and concepts in the geosciences. They will use scientific methodologies to study the area before and during the trip, and to document their findings. Following the trip, they will report their results, interpretations and conclusions.

ES 316 Geomorphology 4 credits
This course focuses on the study of landforms and their relationship to underlying geologic structures and lithology. Topics include weathering, soil formation, erosion, sediment production, and landform genesis in fluvial, arid-semiarid, glacial, periglacial, karst,olian, and coastal environments. Laboratory exercises emphasize interpretation of topographic maps and use of aerial photography and satellite imagery for environmental applications. Field excursions will focus on local fluvial, glacial, and karst landforms. A field trip fee may be required. Prerequisites: (ES 100 or ES 161 or GEOG 100) and ES 175; or consent of instructor.

ES 321 Building an Eco-Economy 3 credits
This course covers the principles of sustainable development, with an emphasis on the impact of current economic growth on the future viability of natural ecosystems. Existing opportunities for achieving a balance between economic growth and the need for the protection of natural systems will be addressed from a variety of perspectives. Prerequisites: ES 100 or ES 161 or GEOG 100, or consent of instructor.

ES 326 Soil Genesis, Classification and Morphology 4 credits
This course provides an introduction to soils as natural bodies and to the study of soil characteristics and classification, including the basics of soil profile description, field textural classification, recognition of master horizons, and essential soil-landscape, soil-vegetation, and soil-climate relationships. Laboratory work involves field excursions to describe soils and examine soil-landscape relationships. A field trip fee may be required. Prerequisites: (ES 100 or ES 161 or GEOG 100, and ES 175) or CHEM 151; or consent of instructor.

ES 340 Environmental Policy 3 credits
This course studies how institutions, interests and ideologies have shaped environmental policy, and examines the interaction of economic, cultural, and ecological factors in an integrated approach focused on the water-food-energy nexus. The use and misuse of scientific knowledge, methods, and research, and incorporation of indigenous/traditional knowledge will be addressed. Case studies will include local, national, and global environmental issues such as water quality and availability, agricultural production of food, feed, fiber and fuels; soil erosion, depletion, and degradation; depletion of stratospheric ozone; decrease of biodiversity; globalization of e-waste and waste cycles; and impacts of extractive industries such as mining and fossil fuel production. Prerequisite: ES 100 or ES 161 or GEOG 100.

ES 310 Regional Sustainability 3 credits
Sustainability may be defined as meeting the needs of the present population without compromising the ability of future generations to meet their own needs. This course introduces the theory, principles and practices of sustainability. Using a systems approach, students will assess the sustainability of communities, businesses and organizations in a specific region. They will use scientific evidence and reasoning in developing alternative policies and practices that support ecological and environmental health, a vibrant economy, and social justice. Prerequisite: ES 100 or ES 161 or GEOG 100, or consent of instructor.

ES 417 Hydrogeology 4 credits
Students will investigate the occurrence and behavior of water in the geologic environments in the context of the hydrologic cycle. Topics include hydrologic processes in surface and ground waters; pollution and contamination of water resources; surface water-ground water interaction; saturated and unsaturated zone processes; movement of chemicals in soils; site characterization; soil remediation techniques; and development and management of water resources. Applied field and laboratory methods for hydrogeologic investigations are empha-
sized. A field trip fee may be required. Prerequisites: (ES 100 or ES 161 or GEOG 100) and ES 175; or consent of instructor. Successful completion of a college mathematics course recommended.

Economics

**ECON 160 Principles of Microeconomics** 3 credits
This course explores consumer choice and producer behavior, markets in a supply and demand framework, effects of government intervention in markets, and market structures.

**ECON 161 Principles of Macroeconomics** 3 credits
This course explores GDP, unemployment, business cycles, deficits and debt, markets in an aggregate supply and demand framework, effects of monetary and fiscal policy in markets, and the fractional reserve banking system. Prerequisite: ECON 160.

**ECON 212 Agricultural Economics** 3 credits
This course explores the basic microeconomic and macroeconomic principles as they apply to agricultural markets. Topics of study include consumer choice and producer behavior, markets in a supply and demand framework, resource economics, world food situation, marketing of agricultural products, and agricultural public policy. Prerequisites: ECON 160 and ECON 161

**ECON 281 Western Economic History: 1600-Present** 3 credits
A study of major landmarks in the growth and development of Western Economics; the evolution of agriculture, industry, transportation and finance; the influence of government and international determinants. Note: Same as HIST 281.

**ECON 310 Money and Capital Markets** 3 credits
Same as FIN 310.

**ECON 433 Environmental Economics** 3 credits
This course analyzes government roles in environmental issues, such as greenhouse gas emissions, climate change, and oil spills. This course will use economic tools like cost-benefit analysis and cost-effectiveness analysis to assess current and past environmental regulations and legislation. Prerequisite: ECON 160 or ES 321

**ECON 455 Economics of Health and Health Care** 3 credits
The study of health and health care decisions by firms, households, and governments using economic theories and models. Students use microeconomic tools to analyze efficiency and equity in health and health care markets. Prerequisite: ECON 160.

**ECON 466 Labor Economics** 3 credits
This course studies current and past labor force trends. This course analyzes the impacts of worker mobility, human capital investment, discrimination, and government intervention on the labor demand and wage determination of firms and labor supply decisions of individuals and households. Prerequisite: ECON 160.

**ECON 477 Public Finance** 3 credits
The study of the roles of the government in the economy. This course analyzes the impacts of government expenditure programs and taxation systems on the welfare and decision-making of households and firms. Prerequisite: ECON 160.

**ECON 488 International Trade** 3 credits
This course studies the global economy, the role of business, and the economic interaction of countries involving trade. Prerequisites: ECON 161.

**ECON 493 Managerial Economics** 3 credits
This course covers the fundamental concepts of principles of economics and integrates them in the context of managerial decision making in global and local marketplaces. Microeconomic and macroeconomic principles are incorporated through real world examples of theory and policy, as well as through their application in the decisions of managers as they struggle to operate efficiently and profitably. Prerequisites: ECON 160 and ECON 161.

**ECON 499 Special Project** 3 credits
This course is designed to provide an opportunity to complete a special project related to economics that is beyond the scope of courses offered. Proposals must include an overview or abstract of the study, indicate the anticipated learning outcomes of the project, the timeline of the study, and the deliverables (paper, presentation, project, etc.) upon which the study will be evaluated.

Education

**EDU 104 Mental Health First Aid for Youth** 1 credit
Youth Mental Health First Aid is designed to teach parents, family members, caregivers, teachers, school staff, peers, neighbors, health and human service workers, and other caring citizens how to help an adolescent (ages 12-18) who is experiencing a mental health or addictions challenge or crisis. Youth Mental Health First Aid is primarily designed for adults who regularly interact with young people.

**EDU 110 Foundations of American Education** 3 credits
This course presents the history, structure, philosophy and socioeconomic factors of education in a democratic society. It deals with current issues confronting schools, including professional ethics, legal rights and responsibilities of professional educators and students. It provides the theoretical framework for additional education courses. A mandatory 20-hour practicum in a school setting runs concurrently with this course.

**EDU 142 Human Growth, Development and Guidance** 3 credits
This course is a study of the growth and development of humans from conception through late adulthood, with an emphasis on birth to adolescence. This course addresses physical, cognitive, social, and personality development based on age ranges throughout the lifespan. There is a focus on individual differences and a variety of influences on development. This course highlights implications of development and guidance for parents, caregivers, family members, teachers, coaches, community members, and other professionals.

**EDU 152 Assessment and Psychology** 3 credits
This course integrates the study of the principles and theories of psychology as they relate to human learning and assessment in education. It includes theories of human development, cognition and educational research, including the study and assessment of traditional and exceptional learners, learners with disabilities and gifted and talented learners. Preservice educators obtain practical understanding and experience in designing and administering a variety of assessment formats. Special emphasis is given to the effective use of both formative and summative assessments directed toward meeting the needs of all learners. This course includes discussion of criterion and norm-referenced tests in relation to ranges and ages and abilities of students. Integration of the processes of instructional design, motivation, classroom management, discipline, measurement and evaluation provide preservice educators with a comprehensive look at student learning. A general psychology course is recommended prior to this course.

**EDU 162 Diversity for Teachers** 3 credits
This course is designed to meet the human relations and multiculturalism requirements for teacher education and certification in the state of Iowa. It includes cognitive, affective and skill components that will contribute to the development of, sensitivity to, and understanding of the values, beliefs, lifestyles and attitudes of individuals and the diverse groups found in a pluralistic society. Topics discussed are the variables of ethnicity, race, social class, gender, religion, exceptionality, language and age, and the implications for human relations and education in particular. Meets cultures requirement for general education requirements.
EDU 232  Grammar Content for Teachers  1 credit
This course provides knowledge of grammatical aspects of the English language (nouns, verbs, adjectives, clauses, verb-subject agreement, etc.) as they relate to the development of effective oral and written communication skills.

EDU 250  Special Topics  1-3 credits
Special Topics courses cover special topics not covered by current courses taught in the department. The department determines the topic according to current need and interest. This course requires department chair approval.

EDU 252  Computers and Instructional Technology  3 credits
This course emphasizes effective communication techniques through the exposure to a wide array of instructional media including computer software and hardware. The use of multimedia will be utilized in a simulated classroom presentation by each preservice educator.

EDU 299  Special Project  1-3 credits
Special Project courses provide an opportunity to complete a special project related to a field of study beyond the scope of courses offered within the university. Proposals must include an overview or abstract of the study, indicate the anticipated learning outcomes of the project, the timeline for the study and the deliverables (paper, presentation, project, etc.) upon which the study will be evaluated. This course requires department chair approval.

EDU 300  Teaching Secondary School Subject Matter
Preservice educators must take a separate, specific methods course for each secondary subject area in which they seek endorsement and licensure. The courses develop preservice educators’ understanding and application at the secondary (grades 9 – 12) level of teaching strategies, classroom management, instructional planning principles and design within their specific discipline. These courses provide preservice educators with an understanding of the modern practices, techniques and trends in their subject areas of teaching. Prerequisites: A minimum of six credits of upper-division courses within the discipline, successful completion of EDU 428, and acceptance into the UIU Teacher Education Program.

EDU 300-1  Teaching Secondary School Business  3 credits
EDU 300-2  Teaching Secondary School English/Language Arts  3 credits
EDU 300-4  Teaching Secondary School Mathematics  3 credits
EDU 300-5  Teaching Secondary School Science  3 credits
EDU 300-6  Teaching Secondary School Social Science  3 credits
EDU 300-7  Teaching Secondary School Speech  3 credits
EDU 300-10  Teaching Secondary School Industrial Technology  3 credits
EDU 305  Teaching Elementary Science  3 credits
This course will focus on current best-practice, research-based methods of inquiry-based teaching and learning of science for the very young child through elementary school with an emphasis on the experimental and constructivist approach. An integrated teaching approach will be used to help preservice educators learn to develop goals and objectives, apply the Characteristics of Effective Instruction of the Iowa Core, utilize methodologies, organize curriculum and assess learning through science content including life science, physical science, and earth-space science. Preservice educators will develop curriculum, units and lessons based on state and national standards to use in their student teaching and teaching experiences. Science lessons will be written utilizing the 5 E’s (Engage, Explore, Explain, Extend, and Evaluate) learning cycle approach to instructional design. Integration of technology, creative arts, and classroom management as they apply to teaching and to student learning in elementary science are addressed. Prerequisite or co-requisite: EDU 306 or EDU 307 or EDU 308.

EDU 306  Field Experience I: Elementary  3 credits
This is the first of two field experience courses that provide preservice educators with an opportunity to “see into the daily life” of the teacher so they will develop a more accurate and complete picture of the expectations for a teacher. Students will begin to develop learning outcomes and objectives, plan for assessment, and design instruction using the UIU lesson plan template. This course is taken in conjunction with the preservice educators’ methods courses (EDU 305 Teaching Elementary Science, EDU 315 Teaching Elementary Social Studies, EDU 352 Teaching Mathematics PreK-3rd Grade, EDU 353 Teaching Mathematics Intermediate and Middle School, EDU 335 Teaching Elementary Language Arts, EDU 326 Developmental Reading).
Through this Field Experience course, preservice educators will develop deeper understandings of the teacher as a professional who uses his/her knowledge and skills to make and carry out decisions to foster students’ educational development and school achievement. Preservice educators will complete various activities on site for a minimum of 40 hours and they will complete various assignments to help them understand more deeply the Iowa Teaching Standards and Criteria. During seminar classes preserve educators will receive training concerning chemical hazards with which they may come in contact in a school setting. They will also discuss the standards of professional conduct and ethics associated with the teaching profession. Preservice educators will be required to teach a lesson. At the end of this forty (40) hour placement, preservice educators will be assessed on their knowledge of the Iowa Teaching Standards and Criteria. In order to be admitted to Student Teaching, preservice educators must successfully meet the appropriate levels of performance required through the field experience assessment. Prerequisites: Admittance to the Teacher Education Program; Prerequisite or Co-requisite: EDU 305, EDU 315, EDU 352, EDU 353, EDU 335, or EDU 326.

EDU 307  Field Experience I: Secondary  3 credits
This is the first of two field experience courses that provide preservice educators with an opportunity to “see into the daily life” of the teacher so they will develop a more accurate and complete picture of the expectations for a teacher. Students will begin to develop learning outcomes and objectives, plan for assessment, and design instruction using the UIU lesson plan template. This course is taken in conjunction with the preservice educators’ methods courses (EDU 428 Middle School Curriculum, Design, and Strategies). Through this Field Experience course, preservice educators will develop deeper understandings of the teacher as a professional who uses his/her knowledge and skills to make and carry out decisions to foster students’ educational development and school achievement. Preservice educators will complete various activities on site for a minimum of 40 hours and they will complete various assignments to help them understand more deeply the Iowa Teaching Standards and Criteria. During seminar classes preserve educators will receive training concerning chemical hazards with which they may come in contact in a school setting. They will also discuss the standards of professional conduct and ethics associated with the teaching profession. Preservice educators will be required to teach a lesson. At the end of this forty (40) hour placement, preservice educators will be assessed on their knowledge of the Iowa Teaching Standards and Criteria. In order to be admitted to Student Teaching, preservice educators must successfully meet the appropriate levels of performance required through the field experience assessment. Prerequisites: Admittance to the Teacher Education Program; Prerequisite or Co-requisite: EDU 428.

EDU 308  Field Experience I: Elementary/Secondary  3 credits
This is the first of two field experience courses that provide preservice educators with an opportunity to “see into the daily life” of the teacher so they will develop a more accurate and complete picture of the expectations for a teacher. Students will begin to develop learning outcomes and objectives, plan for assessment, and design instruction using the
with the preservice educators’ methods courses (EDU 315 Teaching Elementary Social Studies, EDU 326 Developmental Reading, EDU 335 Teaching Elementary Language Arts, EDU/EXSS 336 PE Methods, EDU/EXSS 337 Health Methods, EDU 352 Teaching Mathematics PreK-3rd Grade, EDU 353 Teaching Mathematics Intermediate and Middle School, EDU 428 Middle School Curriculum, Design, and Strategies). Through this Field Experience course, preservice educators will develop deeper understandings of the teacher as a professional who uses his/her knowledge and skills to make and carry out decisions to foster students’ educational development and school achievement. Preservice educators will complete various activities on site for a minimum of 40 hours and they will complete various assignments to help them understand more deeply the Iowa Teaching Standards and Criteria. Preservice educators will be required to teach a literacy lesson and a math lesson. At the end of this forty (40) hour placement, preservice educators will be assessed on their knowledge of the Iowa Teaching Standards and Criteria. In order to be admitted to Student Teaching, preservice educators must successfully meet the appropriate levels of performance required through the field experience assessment. Prerequisite: Admittance to the Teacher Education Program; Prerequisites or Co-requisites: EDU 306 and EDU 352 and EDU 353.

EDU 322 Field Experience II: Secondary 2 credits This is the second of two field experience courses that provide preservice educators with an opportunity to “see into the daily life” of the teacher so they will develop a more complete and accurate picture of the expectations for a teacher. This course is taken in conjunction with the preservice educators’ methods courses (EDU 300’s: Teaching Secondary School Subjects). Through this Field Experience course, preservice educators will develop deeper understandings of the teacher as a professional who uses his/her knowledge and skills to make and carry out decisions to foster students’ educational development and school achievement. Preservice educators will complete various activities on site for a minimum of 40 hours and they will complete various assignments to help them understand more deeply the Iowa Teaching Standards and Criteria. Preservice educators will be required to teach two lessons. At the end of this forty (40) hour placement, preservice educators will be assessed on their knowledge of the Iowa Teaching Standards and Criteria. In order to be admitted to Student Teaching, preservice educators must successfully meet the appropriate levels of performance required through the field experience assessment. Prerequisite: Admittance to the Teacher Education Program. Co-requisite: EDU 300’s Teaching Secondary School Subjects.

EDU 323 Field Experience II: Elementary/Secondary 2 credits This is the second of two field experience courses that provide preservice educators with an opportunity to “see into the daily life” of the teacher so they will develop a more complete and accurate picture of the expectations for a teacher. This course is taken in conjunction with the preservice educators’ methods courses (EDU 305 Teaching Elementary Science, EDU 335 Teaching Elementary Language Arts, EDU 326 Developmental Reading, EDU 352 Teaching Mathematics PreK-3rd Grade, EDU 353 Teaching Mathematics Intermediate and Middle School). Through this Field Experience course, preservice educators will develop deeper understandings of the teacher as a professional who uses his/her knowledge and skills to make and carry out decisions to foster students’ educational development and school achievement. Preservice educators will complete various activities on site for a minimum of 40 hours and they will complete various assignments to help them understand more deeply the Iowa Teaching Standards and Criteria. Preservice educators will be required to teach two lessons. At the end of this forty (40) hour placement, preservice educators will be assessed on their knowledge of the Iowa Teaching Standards and Criteria. In order to be admitted to Student Teaching, preservice educators must successfully meet the appropriate levels of performance required through the field experience assessment. Prerequisite: Admittance to the Teacher Education Program; Prerequisites or Co-requisites: EDU 306, EDU 335, EDU/EXSS 336, EDU/EXSS 337, EDU 338, EDU 339, EDU 352, EDU 353.

EDU 324 Field Experience Alternative 1 credit This field experience is taken only if a student transfers a minimum of 40
hours for Field Experience II. This course is for students to acquire knowledge of the Iowa Teaching Standards 4-8 in the Field Experience II seminar.

EDU 326 Developmental Reading and Language Arts  3 credits
This course introduces preservice educators to the best-practice, research-based materials, methods and skills used in teaching young children through secondary school students to read and write in a balanced literacy program. Topics include the major areas of reading (phonemic awareness, phonics, vocabulary, fluency, and comprehension), writing, spelling, and grammar. Preservice educators examine how reading motivation, technology integration, and classroom management are essential to a successful literacy program. This course also includes an introduction to the role of a multi-tiered system of support in assessing, diagnosing, and evaluating student literacy learning. Prerequisites: Acceptance into the UIU Teacher Education Program and EDU 306, 307 or 308. These courses can also be taken as co-requisites.

EDU 333 Literature: Birth-Adolescence  3 credits
This course is a survey of literature for infants, pre-kindergarten, kindergarten, elementary and secondary aged students together with the study of the purpose and utilization of literature in the classroom. Preservice educators document developmentally appropriate reading materials and activities to use in their teaching experiences. Literature is used as a model for reading and writing processes. The creative arts component of performance arts is incorporated in this course including, but not limited to, storytelling, puppetry, choral reading, illustrator, author, and poetry presentations. This course does not satisfy the general education requirement for literature.

EDU 335 Teaching Elementary Language Arts  3 credits
This course focuses on current best-practice, research-based approaches to the teaching and learning of elementary language arts, which includes reading, writing, speaking, viewing, listening and visually representing. Use of an integrated teaching approach helps preservice educators develop unit learning outcomes and lesson objectives, apply the Characteristics of Effective Instruction of the Iowa Core, enhance content knowledge, utilize methodologies, organize curriculum and assess learning in a variety of ways. Preservice educators develop curriculum, lessons, and units based on state and national standards to use in their student teaching and teaching experiences. Integration of technology, creative arts, and classroom management, as they apply to teaching and student learning in the language arts are addressed. Prerequisites: Acceptance into the UIU Teacher Education Program and EDU 306, 307, or 308. These courses can also be taken as co-requisites.

EDU 336 Teaching Physical Education K-12  3 credits
This course is a study of human growth and development related to the physical education of children in elementary, middle, and high school. Emphasis is on developmental movement experiences, curriculum, teacher behavior, class management, dance activities, play environments, materials, and developmentally appropriate activities. Prerequisites: Acceptance into the UIU Teacher Education Program and EDU 306, 307, or 308. These courses can also be taken as co-requisites. Same as EXSS 336.

EDU 337 Teaching Health K-12  3 credits
This course is a study of methods, materials, curriculum development with an emphasis on nutrition, safety and a healthy lifestyle. This course offers information for use in health activities and presentations for students in elementary, middle, and high school. It also provides information on current health legislation and public policy. Prerequisites: Acceptance into the UIU Teacher Education Program and EDU 306, 307, or 308. These courses can also be taken as co-requisites. Same as EXSS 337.

EDU 338 Teaching Art K-12  3 credits
This course develops a preservice educator’s understanding and application of teaching strategies, classroom management, instructional planning principles, and design within art. This course provides preservice educators with an understanding of modern practices, techniques, trends in art, and a philosophical foundation for teaching art. Prerequisites: Acceptance into the UIU Teacher Education Program and EDU 306, 307, or 308. These courses can also be taken as co-requisites.

EDU 339 Teaching World Languages K-12  3 credits
This course develops a preservice educator’s understanding and application of teaching strategies, classroom management, instructional planning principles, assessment, and unit design as it relates to world language. This course provides preservice educators with an understanding of the modern practices, techniques, and trends in world language. Teaching the culture of the world language is also addressed. Prerequisites: Acceptance into the UIU Teacher Education Program and EDU 306, 307, or 308. These courses can also be taken as co-requisites.

EDU 352 Teaching Mathematics PreK-3rd Grade  3 credits
This course incorporates the use of a problem-solving approach in the development of mathematical topics relevant for the birth through grade 3 teacher. Standards alignment among the National Council of Teachers of Mathematics (NCTM) content and process standards, Common Core State Standards for Mathematics (CCSS-M) content and practice standards and the Iowa Early Learning Standards is analyzed. Specific concepts from the CCSS-M, such as counting and cardinality, operations and algebraic thinking; numbers and operations in base-ten; meaning of fractions; measurement; data; and geometry will be taught specific to teach children birth through grade 3. Prerequisites or Co-requisites: EDU 306, 307, or 308 and acceptance into the UIU Teacher Education Program.

EDU 353 Teaching Mathematics Intermediate-Middle School  3 credits
This course incorporates the use of a problem-solving approach in the development of mathematical topics relevant for the intermediate to middle school teacher. Standards alignment between the National Council of Teachers of Mathematics (NCTM) content and process standards and the Common Core State Standards for Mathematics (CCSS-M) content and practice standards is analyzed. Specific concepts from the CCSS-M, such as operations and algebraic thinking; numbers and operations in base-ten; numbers and operations of fractions; measurement; data analysis and probability; number theory; and geometry will be taught specific to teach intermediate and middle school students. Prerequisite: EDU 352

EDU 407 Diagnostic Assessment Practices in Reading and Language Arts  3 credits
This course specifies how to assess students and how to use assessment results to provide effective instruction. The following components are included: knowledge of existing standardized diagnostic reading instruments, development and implementation of informal reading inventories and teacher-developed instruments, determination of reading and writing instructional strategies (including content area reading strategies) linked to the assessment, and writing summative reports for stakeholders. A 15 clock hours tutoring experience is required. Prerequisites: EDU 110. Prerequisite or Co-requisite: EDU 326.

EDU 409 Practicum: Elementary Reading and Language Arts  3 credits
This course develops the understanding and application of curriculum development; individual assessment of student’s reading, writing, language arts and integrated research abilities; and group management at the elementary level. A requirement of this course is completion of a 60-hour practicum under the guidance of the licensed cooperating teacher to assist in the reading instructional program in both individualized and group reading situations. Prerequisites: EDU 407; Prerequisite or Co-requisite: EDU 485
EDU 410 Practicum: Secondary Reading and Language Arts 3 credits
This course develops the understanding and application of curriculum development; individual assessment of student’s reading, writing, language arts and integrated research abilities; and group management and motivation at the secondary level. A requirement of this course is completion of a 60-hour practicum under the guidance of the licensed cooperating teacher to assist in the reading instructional program in both individualized and group reading situations. Prerequisites: EDU 407; Prerequisite or Co-requisite: EDU 485.

EDU 425 Content Area Literacy 3 credits
This course provides instruction in how to develop individualized content reading skills for elementary through high school students; evaluate readability of textbooks and students’ ability to read texts through informal teacher made assessments (formative assessments); integrate technology in content area reading; and develop strategies to assist students in reading their content area textbooks. Additional topics include knowledge of the different types of writing and speaking; knowledge of narrative, expressive, persuasive, informational, and descriptive writing and speaking; writing as communication; and differentiated instructional strategies for reading and writing in the content areas. Prerequisites: Acceptance into the UIU Teacher Education Program and EDU 306, 307, or 308. These courses can also be taken as co-requisites.

EDU 428 Middle School Curriculum, Design and Strategies 3 credits
This course examines middle school methodology in addition to the elementary or secondary school major. Curriculum design and instructional knowledge will be presented including: teaming, pedagogy and instructional methodology for a middle school.Preservice educators design a unit with associated lesson plans and teach a lesson from the unit. Prerequisites: Acceptance into the UIU Teacher Education Program and EDU 306, 307 or 308. These courses can also be taken as co-requisites.

EDU 430 Student Teaching in the Elementary School 4 Credits
Student teaching is the capstone experience of the Teacher Education Program. The student teacher accepts the major responsibilities and performs the activities of a full-time instructor under the supervision of the cooperating teacher.

EDU 431 Student Teaching in the Secondary School 4 Credits
Student teaching is the capstone experience of the Teacher Education Program. The student teacher accepts the major responsibilities and performs the activities of a full-time instructor under the supervision of the cooperating teacher.

EDU 434 Student Teaching in the Elementary & Secondary School 4 Credits
Student teaching is the capstone experience of the Teacher Education Program. The student teacher accepts the major responsibilities and performs the activities of a full-time instructor under the supervision of the cooperating teacher.

EDU 435 Middle School Students’ Growth, Development and Management 3 credits
This course examines knowledge of growth and development of the middle school age student to include emotional, physical, and mental characteristics and needs. There is a focus on management of middle school students in relation to the variety of instructional strategies learned from either elementary or secondary methods courses to modify for use with middle school age students. Specific middle school scenarios and management situations are discussed in relation to unique middle school management techniques. For preservice educators or in-service teachers not currently teaching in a middle school setting, a requirement is 30 hours of observing and/or assisting in a middle school setting. Prerequisites: EDU 110 and admittance to the UIU Teacher Education Program.

EDU 439 Introduction to Gifted Education 3 credits
This course discusses the characteristics, social, and emotional needs, and special populations of gifted children. Topics include identification, assessment, counseling, parenting, and program interventions for gifted children.

EDU 440 Methods and Curriculum: Gifted Education PK-12 3 credits
This course provides knowledge and application of characteristics, methods, and curriculum for teaching gifted students. This course addresses methods for teaching differentiated strategies, collaborated strategies, and critical thinking strategies throughout the PreK-12 curriculum. Prerequisites: EDU 439 and admission to the UIU Teacher Education Program.

EDU 441 Administration and Supervision of Gifted Programs 3 credits
This course explains the process in identifying gifted students and how to respond with appropriate programming. Designing, conducting, and reporting program evaluation and assessment are also explained. Prerequisites: EDU 439 and admission to the UIU Teacher Education Program.

EDU 442 Practicum: Gifted Programs 3 credits
This course develops the understanding and application of curriculum, methods, assessment, and program evaluation for gifted programs. This course requires a 60-hour practicum under the guidance of the licensed gifted teacher to assist in both individualized and group gifted programming. Prerequisites: EDU 439, 441, and admission to the UIU Teacher Education Program; may be taken as a co-requisite with EDU 440.

EDU 443 Concepts of English 3 credits
This course is for the purpose of developing awareness and understanding of the fundamental concepts and principles involved in writing the English language. There is an emphasis on grammar and composition. Prerequisites: EDU 110 and admittance to the UIU Teacher Education Program; 3 credit hours of foreign language at the college level highly recommended.

EDU 444 Curriculum and Methods of ESL 3 credits
This course addresses the differential learning and transitional needs of culturally and linguistically diverse students. Goals of this course include understanding changes in the American classroom and significant factors in those changes, students and their families, who are culturally and linguistically diverse. An additional topic is effective programming models. In the context of these understandings, appropriate content-based instructional practices, accommodations to facilitate students’ access to the curriculum, and assessment of student learning are the main focus of this course. Prerequisites: EDU 110, EDU 443, and admission to the UIU Teacher Education program.

EDU 445 Language Acquisition 3 credits
This course promotes oral language, reading, and writing development in English for K-12 English Language Learners. It addresses language acquisition theory, classroom organization, strategies, and assessment procedures for effective English learner instruction. Prerequisites: EDU 110 and admittance to the UIU Teacher Education Program.

EDU 446 Practicum in ESL 3 credits
This course provides an understanding and application of curriculum and methods in ESL. This course requires acceptance of responsibilities within the classroom setting to assist in the instructional program by working under the guidance of the cooperating teacher in both individualized and group situations. A requirement is 60 hours of practicum in a classroom with ELLs present. Prerequisites: EDU 110, EDU 444, and admittance to the UIU Teacher Education Program.

EDU 447 Problems in English Grammar 3 credits
This course investigates the grammatical system of English. There is
an emphasis on tools and processes used to identify, assess, and teach grammatical patterns in written and spoken English for English Language Learners (ELLs). Prerequisites: EDU 443, EDU 110, and admittance to the UIU Teacher Education Program.

EDU 448  Cultural and Linguistic Diversity  3 credits
This course addresses the link between cultural and linguistic diversity and how teachers must be prepared to effectively teach students whose backgrounds are different from their own. Topics include: language, text, and context; teacher ideologies and motivation for change; issues of diversity and literacy learning; out-of-classroom influences on literacy learning; and sociolinguistics. Prerequisites: EDU 110 and admittance to the UIU Teacher Education Program.

EDU 449  Student Teaching ESL  1 Credit
Student teaching is the capstone experience of the Teacher Education Program. The student teacher accepts the major responsibilities and performs the activities of a full-time instructor under the supervision of the cooperating teacher.

EDU 450  Special Topics  1-3 credits
Special Topics courses cover special topics not covered by current courses taught in the department. The department determines the topic according to current need and interest. This course requires department chair approval.

EDU 461  Environmental Issues Instruction  2 credits
This course is designed as professional development in environmental education for preservice and in-service educators in all subject areas. The Environmental Issues Instruction (ei) teaching model is presented in a hands-on, inquiry-based approach. Application of the model in the classroom is required to complete the course. Emphasis is placed on using research-based instructional strategies in the teaching of this environmental issues unit. This course may be repeated with different topics.

EDU 485  Advanced Instructional Issues and Methods in Reading and Language Arts  3 credits
This course is a continuation of the study of elementary and secondary reading and language arts instruction. It identifies current instructional issues and offers methods to support children and youth with a wide range of learning needs within a comprehensive literacy program. Preservice educators use accumulated knowledge from prior reading and language arts coursework as a basis to launch additional exploration of challenges within instruction for phonemic awareness, word identification/phonics, vocabulary, fluency, comprehension, and writing. In this context, preservice educators critically consider and apply current research to support success for children and youth struggling with components of reading and language arts, including students participating in reading intervention, students with disabilities, and students learning English. A requirement of this course is a 15-hour practicum. Prerequisites: EDU 110, EDU 326, EDU 407, and admittance to the UIU Teacher Education Program; may be taken concurrently with EDU 409 or 410.

EDU 490  Student Teaching in the Elementary School  8 credits
Student teaching is the capstone experience of the Teacher Education Program. The student teacher accepts the major responsibilities and performs the activities of a full-time instructor under the supervision of the cooperating teacher.

EDU 491  Student Teaching in the Secondary School  8 credits
Student teaching is the capstone experience of the Teacher Education Program. The student teacher accepts the major responsibilities and performs the activities of a full-time instructor under the supervision of the cooperating teacher.

EDU 495  Student Teaching in the Elementary and Secondary Schools  8 credits

EDU 499  Special Project  1-3 credits
Special Project courses provide an opportunity to complete a special project related to a field of study beyond the scope of courses offered within the university. Proposals must include an overview or abstract of the study, indicate the anticipated learning outcomes of the project, the timeline for the study and the deliverables (paper, presentation, project, etc.) upon which the study will be evaluated. Requires department chair approval.

English

ENG 081  English 101 Workshop  1 credit
The workshops are offered in conjunction with English 101 and 102 respectively and are designed for students who need further instruction and assistance in a small group setting. These workshops are graded on a pass/fail basis only.

ENG 091  Reading for Critical Comprehension  3 credits
This course provides instruction and practice in reading comprehension and vocabulary development. Students may be assigned into this course based on the Accuplacer Computerized Placement test results and high school transcripts. Other students desiring additional help may also register for the course.

ENG 095  Foundations of English  3 credits
This course is designed for students who demonstrate a need for help in written composition including skills development in basic sentence structure and syntax. It prepares students for potential success on a challenge examination to determine readiness for ENG 101, but it does not include academic credit toward a degree.

ENG 100  Writing Skills  3 credits
This course prepares students with limited writing experience for the General Education writing sequence. Emphasis is on grammar, organization and structure of English composition, and on revision processes. Multiple writing assignments of varied lengths and complexities are assigned. Designed for first time freshman students who have not scored at least 18 on the verbal portion of the ACT test. This course does not count toward the completion of the English major.

ENG 101  English Composition I  3 credits
This course includes study and practice of rhetorical conventions and styles, including description, narration, explanation and argument. Students are expected to have already demonstrated college-ready skills in grammar and sentence structure evidenced by a score of 18 or higher on the verbal section of the ACT test or the satisfactory completion of a challenge examination. Emphasis is on the development of a sound understanding of rhetorical principles, and written compositions are regularly assigned. This course does not count toward the completion of the English major. Prerequisite: ACT (verbal portion) of at least 18 or the completion of ENG 100 or successful performance on challenge examination.

ENG 102  English Composition II  3 credits
This course provides study and practice of expository writing techniques, with emphasis on persuasion, argument, critical evaluation and the use of research material. A formal research paper is required among the regularly assigned written compositions. This course does not count toward the completion of the English major. Prerequisite: ENG 101.

ENG 122/222/322  Topics in Writing Studies: Writing Center Theory and Practice  1 credit each
These one-credit courses are for students preparing to be writing consultants or prospective teachers who want practice providing feedback to student writers, improve writing and presentation skills, and further their knowledge about collaborative learning in a writing center. ENG 122, 222, and 322 run concurrently. Prerequisite: ENG 101 and ENG
201, or ENG 101 and concurrent enrollment in ENG 201. ENG 122 is a prerequisite for ENG 222; ENG 222 is a prerequisite for ENG 322. Note: Enrollment in this course serves as a requirement for work placement in the Writing Center.

**ENG 125 Introduction to Literature** 3 credits
This course concentrates on the reading of selected short fiction and poetry, and presents an introduction to literary analysis, interpretation and evaluation. Meets the humanities requirement.

**ENG 170 Introduction to Creative Writing** 3 credits
An introduction to writing in a variety of literary genres, including fiction, poetry, and creative nonfiction. The course will encourage students to solve creative problems by the creation of original work using literary elements and a variety of techniques. Both study and practice of the genres is expected. Students will also critically respond to the work of their peers. Prerequisite: ENG 101.

**ENG 209 American Literature I** 3 credits
A survey of major American authors from the colonial period to the Civil War. The focus is on the evolution of a unique national literature and a characteristic world view. Meets the humanities requirement.

**ENG 210 American Literature II** 3 credits
A survey of major American authors from the Civil War to the present. The focus is on trends in American literature since the turn of the 20th century. Meets the humanities requirement.

**ENG 211 British Literature I** 3 credits
A survey of British literature from Beowulf through the end of the 18th century. The focus is on major authors and significant historical influences in the development of British literature. Meets the humanities requirement.

**ENG 212 British Literature II** 3 credits
A survey of British literature from the publication of *Lyrical Ballads* in 1798 to the present. Meets the humanities requirement.

**ENG 214 World Literature Survey** 3 credits
Survey of world literature, British and American excluded, from the Renaissance to the present. This survey will include selections from masterpieces of African, Arabic, Asian, Caribbean, European, Australasian, Indian, Latin American, and Russian fiction, drama, and poetry in translation. Selections will vary depending on the session. Meets the humanities requirement.

**ENG 216 Mythology** 3 credits
A survey of the major themes and genres in Western mythology, the foundational narratives of the Western literary and artistic traditions. Myths and myth-patterns from both classical Greek and Roman authors as well as those from Scandinavian/Germanic and Egyptian cultures will be examined, including their influence from ancient to modern times. Meets the humanities requirement.

**ENG 224 Modern Poetry** 3 credits
This course draws upon a wide range of poetic experience, exploring what poetry is, how it works, and what is required to enter and traverse the world of a poem. Meets the humanities requirement.

**ENG 248 Survey of the Mystery Story** 3 credits
Exploration of the mystery story by examining its historical development from the mid-nineteenth century to the present, and by examining a spectrum of writers—mystery specialists and literary writers—from Europe, America, South Africa and Latin America. Techniques and development will be discussed and evaluated. Meets the humanities requirement.

**ENG 250 Special Topics** 3 credits
Special Topics courses are studies of selected problems, periods or movements in the subject area not otherwise included in the curriculum. They are typically chosen from a faculty member’s particular expertise and field of scholarly inquiry, and offered to a student or group of students forming an interest in the particular subject matter. The 250 designation denotes a General Education level of instruction and may include an appropriate General Education task to be completed. The 450 designation denotes a senior level degree of sophistication expected in both learning and instruction. A single course may be offered at both levels simultaneously, in which case the syllabus will clearly differentiate the course expectations and assessment measures for students enrolled at each of the two levels. A Special Topics course must be approved by the School of Liberal Arts Curriculum Committee before it is offered, and it must address one or more Major Outcomes within the discipline.

**ENG 265 African American Literature** 3 credits
Survey of African American writing, film and thought from colonial times to the present, with emphasis in the developing relationship between the larger American culture and African American reactions and contributions to it. May be used to fulfill the humanities or cultures requirement, but not both.

**ENG 270 Craft and Technique of Creative Writing** 3 credits
Students in this course will study the techniques of reading and writing short stories, poems, and creative non-fiction. They will evaluate creative work, both their own and that of established, published authors, for style, dialogue, character, tone, narrative, form, and voice. Students will become familiar with what makes good writing, as well as spend time writing their own creative work. Prerequisite: ENG 170.

**ENG 275 Television** 3 credits
Same as COMM 275.

**ENG 290 The Movies** 3 credits
Same as COMM 290.

**ENG 299 Special Project** 1-3 credits
A Special Project allows the student to expand on work already completed in previous coursework. It is undertaken with the guidance of one or more faculty members and is intended to encourage the student into original investigation of a defined problem within the discipline. Examples include theses and themed portfolios or exhibitions.

**ENG 301 Writing Strategies** 3 credits
Opportunity to develop professional competence in expository and research writing and to enhance one’s sense of the English language and its structure. Designed for upper class students preparing for careers in professions which emphasize written communication skills.

**ENG 311 Urban Cinema** 3 credits
This is a course in the history and aesthetics of African American film. It includes study and analysis of films made primarily, although not exclusively, by African American directors and utilizing largely African American casts and crews. It will approach these films from both social and aesthetic perspectives and investigate commonalities among them as well as overall shifts in the perspectives which inform them. Prerequisite: ENG 101. Recommended: ENG 102. Encouraged: ENG 290 or ENG 265.

**ENG 330 Shakespeare** 3 credits
An introduction to Shakespeare’s writing through an analysis of selected tragedies, comedies, histories, and poems. The goal of this course is to make Shakespeare accessible to 21st century audiences from both literary and performance perspectives. Meets the humanities requirement. Prerequisite: ENG 102.

**ENG 331 Modern and Contemporary Literature** 3 credits
A survey of American and British poetry and prose from WWII to the present day. The course will concentrate on specific form, content, meaning and symbolism singular to this period. The course will analyze the emerging trends of “modern” literature and the effects of social mores upon the genre. Prerequisite: Completion of one sequence of British, American, or World literature. Prerequisite: ENG 101.
ENG 332  Adolescent Literature  3 credits
This course traces the historical and cultural development of literature for young adults. The course will include a critical study and evaluation of books written for and marketed to adolescents. Does not satisfy the general education requirement for literature or education. Prerequisite: ENG 101.

ENG 335  Tolkien  3 credits
This course looks in depth at the literary traditions inherent in J.R.R. Tolkien's works, including fairy and folk tale motifs as well as several major trends in English epic literature presented in both text and film adaptations. Prerequisite: ENG 102 recommended. Meets the humanities requirement.

ENG 340  The Novel  3 credits
A study of the historical development of the English novel and its influences as a distinct literary type. The course includes a critical study of representative works by several major British and American novelists. Prerequisite: ENG 101.

ENG 342  Medieval Literature  3 credits
A survey of the scholarly, saucy, and salacious English literature of the fourteenth and fifteenth centuries, when English became a recognized language of literary expression and exploration. This course will examine some of the major works that emerged from this period, including Arthurian legends, Pearl, Sir Gawain and the Green Knight, and Piers Plowman, as well as key genres such as romances and devotional writings: exploring both what “literature” meant to writers in late medieval England, and also what it meant to be writing in English at the time. Prerequisite: ENG 101.

ENG 344  Restoration and 18th Century Literature  3 credits
A survey of the broad-ranging literature of the “eighteenth” century from the restoration of the English monarchy in 1660 to the rise of Romanticism— including poetry, prose, drama and, to a lesser degree, philosophical treatises. Prerequisite: ENG 101.

ENG 352  Best Sellers  3 credits
This class introduces students to best selling books from the New York Times best seller list in order to learn more about the American psyche, what energizes a writer in creating a book, how long it takes a writer to create a book and what factors cause a book to become a best seller. Meets the humanities requirement. Prerequisite ENG 101.

ENG 353  Romantic and Victorian Poets  3 credits
Focused study of the major British poets of the 19th Century including William Wordsworth, John Keats, Robert Browning and Alfred Lord Tennyson among others. Prerequisite: ENG 101.

ENG 355  Harlem Renaissance  3 credits
Investigation of the flowering of African American art and culture during the 1920s and beyond in the phenomenon generally known as the Harlem Renaissance. Includes consideration of music and design as well as of literature in the developing social milieu. Prerequisite: ENG 101.

ENG 365  Women and Literature  3 credits
An examination of the image of women presented in literature, contrasting traditional and contemporary, male and female depictions. The emphasis is on the writings of women. Meets the humanities requirement. Prerequisite ENG 101.

ENG 370  Non-Fiction Workshop  3 credits
This course provides the opportunity to develop skill in writing, to improve sense of language structure and to find satisfaction in written communication. The emphasis is on the development of a personal expository style. Prerequisites: ENG 170 and ENG 270.

ENG 371  Fiction Workshop  3 credits
This workshop is designed to give students intensive practice in story craft through writing and evaluating their own work, and critiquing the work of their peers. Emphasis will be placed on revising, re-imagining, developing, shaping and polishing student writing. Prerequisites: ENG 170 and ENG 270.

ENG 372  Poetry Workshop  3 credits
This workshop is designed to give students intensive practice in crafting poetry through writing and evaluating their own work, and critiquing the work of their peers. Emphasis will be placed on revising, re-imagining, developing shaping, and polishing student writing. Prerequisites: ENG 170 and ENG 270.

ENG 375  Literature of the American Midwest  3 credits
This course explores imaginative responses to the experience of the Middle West, from pioneer times through the mid-20th century. Meets the humanities requirement. Prerequisite ENG 101.

ENG 383  American Renaissance  3 credits
Consideration of the major voices of and influences on the development of a distinctive American literature in the mid-19th century. Includes study of Emerson, Thoreau, Melville, Longfellow, Dickinson and Whitman. Prerequisite: ENG 101.

ENG 403  Internship  3 credits

ENG 422  Critical Theory  3 credits
This course examines the principles that determine the judgement of literary critics and writers. Emphasis is on the historical development of critical theory from Plato to the present day. Prerequisites: completion of one sequence of British, American, or World literature.

ENG 450  Special Topics  3 credits
Special Topics courses are studies of selected problems, periods or movements in the subject area not otherwise included in the curriculum. They are typically chosen from a faculty member’s particular expertise and field of scholarly inquiry, and offered to a student or group of students forming an interest in the particular subject matter. The 250 designation denotes a General Education level of instruction and may include an appropriate General Education task to be completed. The 450 designation denotes a senior level degree of sophistication expected in both learning and instruction. A single course may be offered at both levels simultaneously, in which case the syllabus will clearly differentiate the course expectations and assessment measures for students enrolled at each of the two levels. A Special Topics course must be approved by the School of Arts and Sciences Curriculum Committee before it is offered, and it must address one or more Major Outcomes within the discipline.

ENG 499  Special Project  1-3 credits
A Special Project allows the student to expand on work already completed in previous coursework. It is undertaken with the guidance of one or more faculty members and is intended to encourage the student into original investigation of a defined problem within the discipline. Examples include theses and themed portfolios or exhibitions.

English as a Second Language

ESL 011  Reading I  0 credit
Reading skills development is the focus for this course. Students have short readings on a variety of topics to work on finding meaning in context, reading comprehension, identifying main ideas and significant details, retelling stories, and scanning for specific information. As students read out loud, they practice sounding out words and using correct pronunciation. Through vocabulary instruction and academic reading, students begin building high frequency vocabulary necessary at the undergraduate level. Through the act of extensive reading, students improve reading fluency. An introduction to both the university and community library is made.

ESL 012  Grammar I  0 credit
This course will help students become familiar with and comfortably use basic grammatical concepts like parts of speech, verb tenses, modes, count and noncount nouns, coordinating conjunctions, and quantity and degree words. The basic idea of comparatives and superlatives and gerunds and infinitives are introduced.
ESL 013  Writing I  0 credit
Because students are at the initial stage of English writing, they first develop solid sentence structure and then move to paragraph writing. As students are introduced to the paragraph and the process of writing (brainstorming, preparing a first draft, revising, editing, and publishing the final product), they are also introduced to graphic organizers that help them organize their ideas for writing. Students learn and practice writing a paragraph with its different parts: a topic sentence, supporting details, and a concluding statement. Students learn the importance of good punctuation in writing. To enhance students’ writing, students learn the different spelling rules. This course will prepare students for the intermediate intensive English writing course.

ESL 014  Listening/Speaking I  0 credit
This course is designed to help students begin speaking in different scenarios, feel more comfortable while speaking, and speak more often. Students are given speech patterns as a foundation for their speaking. Listening is a large component to dialogue, so students will practice listening comprehension through identification of significant details. They will also be given strategies for checking understanding. Distinguishing close sounds will be practiced such as with numbers and contractions. Body language is studied as a way for students to potentially determine meaning in conversation. To improve pronunciation, students work with American Speechsounds software on individual phonetic sounds. The International Phonetic Alphabet (IPA) is introduced to assist with pronunciation learning. The connection between pronunciation and intonation is introduced.

ESL 015  American Culture I  0 credit
This course will assist intensive English students in improving their listening, speaking, reading, and writing skills through the exploration of American culture. Students gain an understanding of how Americans interact and do things. They learn how to effectively communicate around town and on campus. Culturally appropriate behavior within the context of an American community and university is learned. Service learning is conducted at local destinations such as convalescent homes and public schools to better understand culture within these places and increase students’ sense of global citizenship. Field trips focused on American culture and history are frequently taken to give students practical exposure and experience. Involvement in campus life is encouraged to help students begin using their English outside of the classroom in natural settings.

ESL 021  Reading II  0 credit
This reading course complements ESL 023 Writing II with emphasis on recognizing and detecting the writing devices and grammar that make text understandable for readers. The students learn such strategies and skills for recognizing main ideas and supporting details; getting meaning from context; skimming for main ideas; summarizing; drawing conclusions; and building vocabulary. Pronunciation, intonation, and decoding are focused on in the context of reading. Students begin putting ideas together from readings, and sharing them with the class. The students do extensive reading to build reading fluency. An introduction to undergraduate textbooks is made to begin helping with adaptation to undergraduate studies and the advanced reading course (ESL 031).

ESL 022  Grammar II  0 credit
Students will begin examining grammar academically in relationship to speaking, reading, and writing. After reviewing present and past verb tenses, perfect tenses are practiced. Previously learned grammar concepts such as count and noncount nouns, the definite article, modals, the future, prepositions, comparatives and superlatives, and gerunds and infinitives will be looked at more thoroughly. Students become familiar with and comfortable using new grammar concepts related to pronouns, adverbs, and phrasal verbs. The dependent clause is introduced on a sentence structure level. Students begin looking for patterns in grammar.

ESL 023  Writing II  0 credit
In ESL 023 Writing II, students move from paragraph writing to short essays of different genres. They learn how to present information into a well-organized format according to U.S. academics, which puts emphasis on the thesis statement and transitional expressions. Graphic organizers and concept maps are used to help students brainstorm and organize their thoughts. In order to help the students navigate the writing process, they prewrite, prepare first drafts, revise, edit, and publish their work. Through this process, students begin applying their grammar knowledge, enhance vocabulary, focus on mechanics, and improve spelling. Students move from primarily using simple sentences to predominantly using compound and complex sentences. This course will prepare students for the advanced ESL writing course.

ESL 024  Listening/Speaking II  0 credit
ESL Listening/Speaking II will assist ESL students in improving their academic listening and speaking skills through the observation and exposure to a variety of authentic listening and speaking situations - radio programs, songs, discussions, role play, real life occurrences, and speeches. Students have the opportunity to observe undergraduate courses in order to begin self-assessing their academic listening skills and gain exposure to the undergraduate classroom. To improve pronunciation, students work with American Speechsounds software on phonetic sounds at word level. The International Phonetic Alphabet (IPA) is reviewed to assist with pronunciation learning. The study of intonation complements the students’ study of pronunciation.

ESL 025  American Culture II  0 credit
Students will explore the foundation of the United States’ history, government, and culture through the integration of listening, speaking, reading, and writing. This course will prepare students for a deeper study of American culture and values in ESL 035 American Culture III. Service learning is conducted at local destinations such as convalescent homes and public schools to better understand culture within these places and increase students’ sense of global citizenship. Field trips focused on American culture and history are frequently taken to give students practical exposure and experience. Students begin to be kept accountable for getting involved in campus events and clubs to gain an improved understanding of campus life and more thoroughly enjoy it.

ESL 031  Reading III  0 credit
This course prepares the students for undergraduate academic reading. The students learn how to write longer summaries, critically analyze text, and develop context specific vocabulary. Students will also be taught such skills as recognizing topic sentences, supporting details, and the outline used in paragraphs and essays, as well as getting meaning from context, the significance of punctuation, and the importance of parts of speech. Students begin reading with natural intonation. Students participate in class discussion about what they have read. The students do extensive reading to build reading fluency. A deeper interaction with undergraduate textbooks is conducted in preparation for undergraduate studies. The different parts of an academic journal are learned so students are more prepared for academic research, and they will also learn how to navigate the library for such research.

ESL 032  Grammar III  0 credit
This course prepares students for grammar necessary in the undergraduate classroom. The final past time verb tenses are studied, and a comparison of verb tenses is conducted. There is a more in depth look at modals, pronouns, dependent clauses, and infinitives and gerunds. The new grammatical concept learned in this course is the passive voice. Emphasis is put on the importance of grammar function for academic writing purposes. Students use an online corpus to find grammatical patterns.
Exercise and Sport Studies

**EXSS 100 Activity Courses** 1 credit

Designed to provide the skills and appreciation of recreational sports that can benefit individuals during both their college and postcollege days. A maximum of nine semester credits in activity credits will be allowed toward the bachelor’s degree. An activity course can be taken only one time for credit. The activity classes are offered in the following areas: Aerobics, Badminton, Fishing, Volleyball, Basketball, Golf, Walking for Fitness, Biking, Water Aerobics, Physical Conditioning, Weight Training, Soccer.

**EXSS 101 Introduction to Exercise and Sport Studies** 2 credits

Covers the fields of physical education and recreation. An overview of the philosophy, purposes and principles in the fields related to physical education, recreation, coaching, and training.

**EXSS 102 First Aid/CPR/AED Programs** 1 credit

This course gives individuals in the workplace the knowledge and skills necessary to recognize and provide basic care for injuries and sudden illnesses, including using an automated external defibrillator (AED) for victims of sudden cardiac arrest, until advanced medical personnel arrive and take over.

**EXSS 105 Aquatics** 3 credits

A basic orientation to the water. The student will demonstrate proficiency in the four basic strokes by swimming 50 yards in freestyle, side stroke, breast stroke and back stroke. The course equips students with basic water safety skills and knowledge, allowing them to be reasonably safe in or about the water.

**EXSS 111 Officiating Sports** 2 credits

This course presents the rules and mechanics of officiating football, basketball, baseball, softball, volleyball and wrestling. Included are the qualifications for approval and certification in the Iowa High School Athletic Association and the Iowa Girls High School Athletic Union.

**EXSS 118 Gymnastics and Dance Activities** 2 credits

This course provides theory and practice in movement education. Developmentally appropriate individual and group gymnastics and dance activities will be presented and practiced in class.

**EXSS 125 Recreational Sport Programming and Leadership** 3 credits

An overview of programming elements and techniques in recreational sports. Topics include informal, intramural, club and extramural programming; values of recreational sports; programming techniques; publicity and promotion; facility utilization; equipment; and safety and liability.

**EXSS 130 Teaching Team and Individual Sports** 2 credits

In this course, students will develop an understanding of the differences between team and individual sports. The focus will be on gaining practical knowledge of most sports offered in a high school athletic or physical education setting, to include history, rules, court dimensions, fundamentals, basic strategies, equipment, and safety precautions.

**EXSS 170 Medical Terminology** 3 credits

This course is designed to develop medical terminology language skills. Learners will demonstrate knowledge of word construction, definitions and use of terms related to all areas of health science. The course includes a basic understanding of anatomy of the human body, functions of health and disease, and the use of language in health careers. The use of medical dictionaries, Internet sites, and other modern technologies will be introduced.

**EXSS 182 Water Safety Instructor** 3 credits

The purpose of this instructor course is to train instructor candidates to teach American Red Cross swimming and water safety courses.

Prerequisites: EXSS 102 and EXSS 105 or evidence of having passed level 5 of the Red Cross Learn to Swim Program.

**EXSS 183 Lifeguarding/Lifeguarding Instructor** 3 credits

The primary purpose of the American Red Cross lifeguarding program is to provide lifeguard candidates and lifeguards with the skills and knowledge necessary to keep the patrons of aquatic facilities safe in and around the water. Red Cross certification is available to those who qualify.

Prerequisites: EXSS 102 and EXSS 105 or evidence of having passed level 5 of the Red Cross Learn to Swim Program.

**EXSS 219 Sport Ethics** 3 credits

Contemporary sport is struggling to find solid ethical ground. This course will investigate multiple aspects of sport ethics through a review of a wide range of literature in sport.

**EXSS 226 Foundations of Physical Fitness** 2 credits

This course is an introduction to the five components of physical fitness including cardiorespiratory endurance, muscular endurance, muscular strength, flexibility and body composition. Emphasis will be placed on individualized analysis of physical fitness and development of an exercise prescription program. Other topics to be explored are the physiological foundations of exercise, structure, and function of the body and principles of physical training and conditioning.

**EXSS 236 Coaching of Sports** 2 credits

This course explores the theory and methods of coaching sports, covering the technical, administrative and organizational aspects of the process. Emphasis is placed on the fundamentals, tactics, conditioning and conducting of practice sessions.

**EXSS 240 Adapted Physical Education** 2 credits

A study of deviations from normal patterns of growth and development, including methods of recognizing physical divergences, screening and referral for further examination. In addition, adaptive exercises and activities for prevention and correction of deviations are
the course requires the application of biomechanical principles in the analysis of sport skills. Prerequisites: BIO 268 or BIO 270.

EXSS 318 Psychology of Exercise & Sport 3 credits
This course is an examination of major psychological theories and research related to sport and exercise participation and performance. It is designed to introduce students to the field of sport and exercise psychology by providing an overview of topics, such as personality, motivation, coaching and leadership strategies, team dynamics, performance enhancing strategies, and gender and cultural issues. Prerequisite: PSY 190.

EXSS 334 Sport Law and Legal Issues 3 credits
This course will present comprehensive evaluation of legal principles and cases surrounding the administration of athletic programs. The purpose of the course is to introduce the student to areas of the legal system that impact the policies and procedures developed by athletic administrators. The course will also allow students to become familiar with necessary legal vocabulary and precedent setting cases which have played major roles in the progression of Sport Law. The course is designed to provide students with learning experiences that will equip them to identify potential areas of liability in athletic programs and approach them with viable, preventative solutions and strategies to lessen these potential areas of liability.

EXSS 336 Teaching Physical Education K-12 3 credits
Students in this course will study human growth and development related to the physical education of children in elementary, middle, and high school. Emphasis is placed on the impact of developmental movement experiences, curriculum, teacher behavior, class management, dance activities, play environments, materials, and developmentally appropriate activities. Prerequisites: Acceptance into the UIU Teacher Education Program and EDU 306 or EDU 307 or EDU 308. These courses can also be taken as co-requisites. Same as EDU 336.

EXSS 337 Teaching Health K-12 3 credits
This course is a study of methods, materials, curriculum development with an emphasis on nutrition, safety and healthy lifestyle. Included is information for use in health activities and presentations for students in elementary, middle, and high school. It provides information on current health legislation and public policy. Prerequisites: Acceptance into the UIU Teacher Education Program and EDU 306 or EDU 307 or EDU 308. These courses can also be taken as co-requisites. Same as EDU 337.

EXSS 346 Diversity in Sport Organizations 3 credits
This course will provide an overview of diversity, description and details of the various forms of diversity and information and examples of how to effectively manage diversity in sport organizations. Prerequisite: EXSS 101.

EXSS 354 Methods of Strength and Conditioning 3 credits
An in-depth examination of the principles of strength and conditioning including: anatomical and physiological considerations, assessment methods, exercise techniques, equipment selection, safety and risk management, and program development. Principles will be discussed and applied to a variety of populations (e.g., older adults, children, females, males, untrained, elite trained, etc.). Prerequisite: EXSS 226.

EXSS 360 Motor Learning 3 credits
An examination of factors that affect the acquisition and performance of motor skills. Topics include perception, psychomotor learning, practice methods and theories of neuromuscular integration. Prerequisites: BIO/EXSS 268 or BIO 270, and junior or senior status.

EXSS 403 Internship in EXSS 3-6 credits
A practical experience in a professional setting under direct supervision. Forty hours of internship experience is equal to one credit hour. Prerequisite: Completion of 18 credits within the EXSS Core and current first aid, CPR and AED certification.
EXSS 430  Research Methods in Exercise and Sport Studies  3 credits
This course introduces students to research in sport administration, ethical issues related to research projects, the step by step process to address research questions, common research designs used in sport administration, and the statistical methods utilized in the sport administration field. Prerequisites: EXSS 100 and EXSS 348 and MATH 220.

EXSS 450  Special Topics  1-3 credits
This course covers special topics not covered by current courses taught in the department. The particular topic is to be determined by the department according to the current need and interest. This course requires department chair approval.

EXSS 499  Special Project  1-3 credits
This course is designed to provide an opportunity to complete a special project related to a student’s field of study that is beyond the scope of courses offered within the university. Proposals must include an overview or abstract of the study, indicate the anticipated learning outcomes of the project, the timeline for the study and the deliverables (paper, presentation, project, etc.) upon which the study will be evaluated. This course requires department chair approval.

Finance

FIN 288  Personal Financial Management  3 credits
A study of financial decisions made by individuals. Topics include: financial planning, financial management, purchasing decisions, insurance decisions, personal investing and retirement planning.

FIN 310  Money and Capital Markets  3 credits
A study of the commercial banking system; thrift institutions; the Federal Reserve System; money, interest rates, savings and credit; government regulatory institutions and policies. Same as ECON 310. Prerequisite: ECON 161.

FIN 341  Corporate Financial Management  3 credits
An introduction to corporate financial management. Topics include financial statement analysis, time value of money, risk and return, bond valuation, stock valuation, capital budgeting and the capital asset pricing model. Prerequisites: ECON 161 and ACCT 202 or permission of instructor.

FIN 343  Investments  3 credits
An exploration of investing in stocks, bonds and other financial instruments; securities exchanges; financial planning; technical and fundamental analysis and market indicators. Prerequisite: FIN 341.

FIN 442  Intermediate Financial Management  3 credits
A study of long-term financial decisions made by managers (e.g., capital structure, dividend policy, lease-or-buy, mergers, issuance of new securities). Prerequisite: FIN 341.

FIN 444  New Venture Finance  3 credits
This course provides a framework for analyzing the relationship between strategy and finance and methods used to value a high-growth company. New ventures are analyzed in terms of their technical, competitive, and business risks. Prerequisites: BA 325, ECON 160, ECON 161 and FIN 341.

FIN 446  Bank Management  3 credits
This course examines the mechanics of and issues associated with making loans, buying and selling securities, competing for deposits, assessing risks, building the capital base and the consequences of making bad loans, operating with excessive leverage and inadequate liquidity. It also addresses related activities involving securitization and the use of financial derivatives. Prerequisite: FIN 341.

FIN 448  Options, Futures and Derivatives  3 credits
An inquiry into the application of financial hedging tools such as options, futures, forward markets and credit derivatives as mitigating tools for managing financial and commodity risk. Prerequisite: FIN 341.

First Year Seminar
FYS 105, 107, 109 First Year Seminar I  1 credit
FYS 106, 108, 110 First Year Seminar II  1 credit
Through an introduction and exploration of a discipline-specific topic this course continues to help students engage the learning process at IU and beyond. During this course students will practice different processes and behaviors that support learning while exploring the IU collegiate environment. Students will practice meeting collegiate expectations and align collegiate expectations to those of society. It is an expectation that all first-time, full-time students or students transferring fewer than 30 hours of college credit take the FYS course series during their first year of enrollment.

The majority of the course outcomes are “common” First Year Seminar (FYS) goals. That is, all FYS sections will address, practice, and evaluate these same outcomes. However, each section of FYS will be unique in the content used to accomplish these outcomes. This structure provides first-year students with common student learning outcomes and experiences which bring students together, and the format also offers exploratory content that may serve as a guide for personal exploration of their own.

Geography

GEOG 100  Introduction to Physical Geography  3 credits
This course provides a framework for understanding the aerial and spatial interrelationships and processes that operate in the physical environment in order to develop a better comprehension of the physical world around us. The content of the course will examine Earth-sun relationships, latitude, longitude, maps, plus the physical factors associated with meteorology, climate, and earth surface processes.

GEOG 200  World Regional Geography  3 credits
This course provides an introduction to the basic concepts and supporting facts about contemporary world geography. Emphasis is placed upon component countries’ world roles, physical and cultural characteristics, relation to other world areas and associated problems. The course examines population, economic activity, landforms, climate, cultural conflict and other pertinent natural and human processes that underlie the areal and spatial differentiation of the world.

GEOG 299  Special Project  1-3 credits

GEOG 311  Cartography  3 credits
This course introduces students to both historic and contemporary theories and techniques of cartography. Mental maps, the map as a physical object, and the mapping process are examined. Students apply techniques and tools to construction and use of maps in spatial analysis including gathering, manipulation, and representation of geographic data with an emphasis on thematic mapping and maps as a communication medium. The course covers introductory GIS, GPS, projections, and datum. Mapping projects may involve the surrounding community. Prerequisites: GEOG 100 or GEOG 200 recommended.

GEOG 356  Introduction to Geographic Information Systems  3 credits
Geographic information systems (GIS) are an increasingly important analysis tool in many fields. In this hands-on course, students develop spatial reasoning ability and sharpen their skills in analyzing spatial data. Topics covered include principles of storing, analyzing and displaying spatial data; procurement of spatial information, and data manipulation and display techniques. Students will learn practical applications of GIS and the use of common spatial analytical techniques. Prerequisite: CS 102 or consent of instructor.

GEOG 386  GIS Applications  3 credits
Students will apply spatial analytical techniques and modeling to geo-
graphical problem solving in business, urban planning, natural resource management, and other fields. Prerequisite: GEOG 356 or consent of instructor.

GEOG 426  **Principles of Remote Sensing**  3 credits
An understanding of the principles of remote sensing requires knowledge of the electromagnetic spectrum, interactions of electromagnetic energy with the atmosphere and Earth’s surface, and remote sensing sensors and platforms. Students will learn to accurately interpret aerial photographs and to procure and process satellite imagery for use in mapping and decision support. Applications of GIS and remote sensing will include global monitoring, agriculture, and oceanography. Prerequisite: GEOG 356 or consent of instructor.

GEOG 456  **Geographic Information Systems**  3 credits
Students will utilize scripting and other techniques to perform spatial analysis, automate tasks and develop custom extensions. These techniques and capabilities are an essential foundation for more powerful analyses, efficient data pre-processing, and developing user interfaces and tools to provide access to GIS functionality to non-expert users across an organization. Prerequisite: GEOG 356 or consent of instructor.

Graphic Design
GRAF 112  **Introduction to Graphic Design**  3 credits
This course is an introduction to the theories and principles of graphic design. Students will explore the role of visual elements and design practices in various cultural, historical and material contexts, and will learn to evaluate design critically. This course requires use of professional editing software that may need to be purchased by students or accessed via lab fee.

GRAF 218  **Digital Photography and Editing**  3 credits
Digital photography processes and techniques that include image capture with digital cameras, digital editing in Photoshop, and image presentation in web-based and color print formats. Fieldwork emphasizes capturing artistic subjects in natural light and natural settings. Lab work includes optimizing resolution and editing for content and aesthetics. Students are expected to supply their own HD digital cameras (other than cell phones). Students create and share individual portfolios of original work that meet professional standards. This course requires use of professional editing software that may need to be purchased by students or accessed via lab fee. Prerequisite: At least one 100-level or 200-level art or graphic design course.

GRAF 235  **Advertising Design**  3 credits
Acquaints the beginning designer with the basic principles, terminology and methods used to solve graphic design problems and explores the integration of typography and visual elements to communicate ideas. Students will explore the role of visual elements and design practices in various cultural, historical and material contexts, and will learn to evaluate design critically. This course requires use of professional editing software that may need to be purchased by students or accessed via lab fee.

GRAF 250  **Special Topics**  3 credits
Special Topics courses are studies of selected problems, periods or movements in the subject area not otherwise included in the curriculum. They are typically chosen from a faculty member’s particular expertise and field of scholarly inquiry, and offered to a student or group of students forming an interest in the particular subject matter. The 250 designation denotes a General Education level of instruction and may include an appropriate General Education task to be completed. The 450 designation denotes a senior level degree of sophistication expected in both learning and instruction. A single course may be offered at both levels simultaneously, in which case the syllabus will clearly differentiate the course expectations and assessment measures for students enrolled at each of the two levels.

GRAF 280  **Web Publishing and Social Media**  3 credits
This course is an introduction to the elements and principles of web design. Students will explore the role of visual elements and design practices using professional software and social media. Students create and share individual portfolios of original work that meet professional standards. This course requires use of professional editing software that may need to be purchased by students or accessed via lab fee.

GRAF 299  **Special Project**  1-3 credits
A Special Project allows the student to expand on work already completed in previous coursework. It is undertaken with the guidance of one or more faculty members and is intended to encourage the student into original investigation of a defined problem within the discipline. Examples include theses and themed portfolios or exhibitions.

GRAF 319  **Digital Video and Editing**  3 credits
Digital video processes and techniques that include HD video capture with digital cameras, digital editing, and presentation in web-based and HD formats. Fieldwork emphasizes capturing artistic subjects in natural light and natural settings. Lab work includes editing for content and aesthetics. Students must provide their own cameras with HD video capability (other than cellphones). Students create and share individual portfolios of original work that meet professional standards. This course requires use of professional editing software that may need to be purchased by students or accessed via lab fee. Prerequisite: At least one 100-level or 200-level art or graphic design course.

GRAF 322  **Digital Imaging**  3 credits
This course emphasizes digital techniques used to create and manipulate bitmap photographs and graphics in an artistic context. Students create a portfolio of work that demonstrates competency in editing, color correction, managing digital formats, conceptual thinking, and refinement of design. Students create and share individual portfolios of original work that meet professional standards. This course requires use of professional editing software that may need to be purchased by students or accessed via lab fee. Prerequisite: At least one 100-level or 200-level art or graphic design course.

GRAF 334  **History of Graphic Design**  3 credits
Survey of graphic design history with emphasis on the processes of cultural production explored within specific historical contexts. Prerequisites: ART 100, ART 211, ART 212 or GRAF 112.

GRAF 335  **Publication Design**  3 credits
Students learn to use appropriate materials, tools and techniques needed to show effective idea development and presentation methods required at the various stages of design problem solving. Students develop style guides to completed comprehensive presentations of several multi-page projects. Students create and share individual portfolios of original work that meet professional standards. This course requires use of professional editing software that may need to be purchased by students or accessed via lab fee. Prerequisite: At least one 100-level or 200-level art or graphic design course.

GRAF 355  **Typography**  3 credits
Essential experience in the craft of typography and type specification. Students develop a full understanding of the terminology used by typographers and learn to work with type intelligently and creatively. Research into the history of type design and exploration of the symbolism inherent in different typefaces and their relationship to other graphic elements. Students may not receive credit for both ART 251 and GRAF 355. Students create and share individual portfolios of original work that meet professional standards. This course requires use of professional editing software that may need to be purchased by students or accessed via lab fee.
one or more faculty members and is intended to encourage the student A Special Project allows the student to expand on work already com
one other, and retain design projects from their previous courses that
studio courses, with the exception of GRAF 480 and no more than
students must successfully complete all of the major/minor required
ments in the subject area not otherwise included in the curriculum. They
Special Topics courses are studies of selected problems, periods or move
- Interdisciplinary Service Learning 3 credits
- Introduction to the American Health System 3 credits
- Healthcare Informatics 3 credits
- Health Care Law and Ethics 3 credits
- Health Care Law and Ethics 3 credits
- Financial Management of Health Services Organizations 3 credits
- Financial Management of Health Services Organizations 3 credits
- Population Health Management 3 credits
- Population Health Management 3 credits
- Health Care Law and Ethics 3 credits
- Introduction to the American Health System 3 credits
- Long-Term Care Administration 3 credits
- Long-Term Care Administration 3 credits
- Community and Public Health 3 credits
- Community and Public Health 3 credits
- Teaching Methodology 3 credits
- Teaching Methodology 3 credits
- Health Care Law and Ethics 3 credits
- Health Care Law and Ethics 3 credits
- Financial Management of Health Services Organizations 3 credits
- Financial Management of Health Services Organizations 3 credits
- Population Health Management 3 credits
- Population Health Management 3 credits
- Health Care Law and Ethics 3 credits
- Health Care Law and Ethics 3 credits
- Financial Management of Health Services Organizations 3 credits
- Financial Management of Health Services Organizations 3 credits

Health Services Administration
HSA 205  Introduction to the American Health System 3 credits
A macro-level examination of the origin, structure and operation of the
American health system and its subsystems and components. Topics in-
clude the hospital system, public health system, long-term care systems,
funding system, health services delivery systems, healthcare providers
and contemporary issues confronting the American Health System.

HSA 240  Interdisciplinary Service Learning 3 credits
This course will provide student experience in a collaborative service-
learning framework. Students will be expected to exhibit the skills to
work with an interdisciplinary team, communicate efficiently, compre-
end cultural and social factors that influence patients, and work effec-
tively with community service organizations. Prerequisite: HSA 205.

HSA 241  Healthcare Informatics 3 credits
This course provides an overview of health informatics and data analytics
as it relates to managing health services organizations. Health informat-
ics principles and policies will be covered including health data content,
collection, quality, access, and retention. The challenges faced by health
services administrators related to health informatics including strategic
plan alignment, governance, planning initiatives, and assessing and
achieving value will also be discussed. Prerequisites: CS 102 and HSA 205
or consent of instructor.

HSA 306  Long-Term Care Administration 3 credits
An examination of the origins, organization and operations of long-
term care facilities such as assisted living homes, hospice and nursing
homes. Topics include the continuum of long-term care, and the role
and relationship of various long-term care facilities and programs to
acute care and the American Health System. Prerequisite: HSA 205.

HSA 312  Community and Public Health 3 credits
An examination of the origin, structure and issues relating to the
provision of community and public health services. Topics include an
introduction to epidemiology, community needs assessment, social
and cultural influences on utilization of community and public health
services and the problems related to community and public health.
Prerequisite: HSA 205.

HSA 330  Teaching Methodology 3 credits
This course provides an overview of methods of teaching for suc-
cessful learning. A wide variety of teaching/learning styles and
assessment strategies will guide dental hygienists to provide effective
disability education in patient care and in dental hygiene educational settings.
Prerequisite: HSA 240.

HSA 344  Population Health Management 3 credits
Examines population health management focusing on strategies to
improve health and quality of care with an emphasis on cost control
management. Prerequisite: MATH 220 or HSA 241 or consent of
instructor.

HSA 360  Health Care Law and Ethics 3 credits
This course is designed to provide an introduction to legal and ethical is-
ues related to the operations of health services organizations. Topics will
include an examination of major ethical theories, ethics and compliance
laws, HIPAA, DNR orders, living wills, power of attorney, informed con-
sent, and an overview of the legal system as it relates to health services
delivery. Prerequisite: HSA 205.

HSA 362  Financial Management of Health Services Organizations 3 credits
An analysis of the financial management of health services organiza-
tions and issues related to the financial management of health services
This course is a continuation of HIST 110 and provides a broad view of world history, beginning with European expansion over the globe in the 16th century and extending through the present. Major themes examined include ancient civilizations of Mesopotamia, Egypt, Indus Valley, and Yellow River Valley; classical Greece; Roman Empire; development of Hinduism, Judaism, Buddhism, Confucianism, Taoism, Christianity, and Islam; China and Japan through the 16th century; feudal Europe; the Renaissance; African societies; and pre-Columbian America and Reformation. Meets the social science requirement.

HIST 214 World at War, 1914-1945 3 credits
This course examines the causes, military struggles, home fronts, and consequences of both World War I and World War II. Other topics covered include the Holocaust, the rise of Nazism in Germany, Fascism in Italy, communism in the Soviet Union and Japanese militarism.

HIST 220 History of Wisconsin 3 credits
This course surveys Wisconsin’s past, and focuses on the social history of its diverse peoples. It begins with the era prior to European exploration, and ends in the 1990s. Learners will be introduced to the “Wisconsin Character” concept. Meets the social science requirement.

HIST 222 History of Iowa 3 credits
This course is designed to introduce students to the political, economic, and social forces that have shaped Iowa history from settlement to present. Meets the social science requirement.

HIST 240 Your Community as Part of U.S. History 3 credits
This course will examine historical events and the impact they have had on a specific community or regional area of the United States. Meets the social science requirement.

HIST 245 Global Women’s Activism 3 credits
This course examines how women all over the world have countered their low status and power with activism that advances the cause of global feminism. The course takes a cross cultural perspective covering women from different ethnicities, religions, backgrounds, sexual preferences, races, etc. The course will discuss women’s activism as both local and national concepts and how that activism translates into an emerging global feminism that both unites women on like issues and separates them on individual cultural issues. For the most part, this course will have a twentieth and twenty-first century focus.

HIST 250 Special Topics 3 credits
Special Topics courses are studies of selected problems, periods or movements in the subject area not otherwise included in the curriculum. They are typically chosen from a faculty member’s particular expertise and field of scholarly inquiry, and offered to a student or group of students forming an interest in the particular subject matter. The 250 designation denotes a General Education level of instruction and may include an appropriate General Education task to be completed. The 450 designation denotes a senior level degree of sophistication expected in both learning and instruction. A single course may be offered at both levels simultaneously, in which case the syllabus will clearly differentiate the course expectations and assessment measures for students enrolled at each of the two levels. A Special Topics course must be approved by the School of Arts and Science Curriculum Committee before it is offered, and it must address one or more Major Outcomes within the discipline.

HIST 270 Historical Methods and Historiography 3 credits
This course is designed to introduce students to the craft of doing history. Instead of learning about what happened in the past, this course teaches students how to research and write about historical events, including learning and understanding the various interpretations of history or historiography. Topics covered include using research tools, evaluating primary and secondary sources, proper documentation, good writing, objectivity, critical thinking, and historiography. Prerequisites: sophomore status, history majors and minors only or consent of instructor.

HIST 281 Western Economic History: 1600-Present 3 credits
Same as ECON 281.
HIST 299  Special Project  1-3 credits
A Special Project allows the student to expand on work already completed in previous coursework. It is undertaken with the guidance of one or more faculty members and is intended to encourage the student into original investigation of a defined problem within the discipline. Examples include theses and themed portfolios or exhibitions.

HIST 302  Modern East Asia  3 Credits
This course explores the political, economic, intellectual, social, and cultural history of China and Japan from the late 19th century through the present. Prerequisite: Junior status or special permission from instructor.

HIST 330  African American History  3 credits
This course examines the experiences of African Americans in the United States from the colonial era to the present. Topics to be covered include the Trans-Atlantic slave trade; the development of slavery; slave culture; black abolition and northern black life; the Civil War and the black war effort; emancipation and the freedmen’s community; Reconstruction; disfranchisement and segregation; Booker T. Washington and W.E.B. DuBois; black institution building; the Second World War and the black war effort; black protest movements and the civil rights era; and an assessment of the current state of blacks in American life.

HIST 342  The Development of American Foreign Policy  3 credits
A survey of U.S. foreign relations from colonial time to the present, with emphasis on the constitutional, institutional, and political factors shaping the formation and execution of American diplomacy. Prerequisite: PS 100. Same as PS 342.

HIST 343  U.S. Women’s History  3 credits
This course provides a survey of the major themes and events in the history of women in the United States from colonial settlement to the present. Particular attention is given to how women’s experiences in the family, the work place and the political arena have been shaped and molded by persistent cultural ideals and by class and race. Prerequisite: HIST 110.

HIST 355  Modern World History  3 credits
This course provides a specialized examination of world history in the Twentieth Century. Prerequisite: HIST 101.

HIST 367  Atlantic Revolutions  3 credits
This course examines the causes, consequences, and inter-relatedness of the American, French, Haitian, and Spanish-American Revolutions from roughly 1763 to 1840. Topics covered include rights, slavery, social justice, political philosophy, and colonialism. Prerequisites: HIST 101 or HIS 110.

HIST 371  New Nation, 1787-1848  3 credits
This course covers the era of the New Nation, 1787-1848. It has three sections: the first covers the Early National Era, including the creation of a new government at the Constitutional Convention, the rise of political parties, and the early challenges for America’s first presidents; the second covers the era of the Market Revolution, including the second war with Britain and the beginning of the Industrial Revolution; the third covers the antebellum era, including the growth of slavery and social reform. The course will focus on the social, political, cultural, and economic aspects of the time periods covered. Prerequisite: HIST 110.

HIST 372  Civil War and Reconstruction, 1848-1877  3 credits
This course covers the pivotal period of the Civil War and Reconstruction, approximately 1848 to 1877. This course will cover the military, political, economic, social, and cultural events that worked to define the history of America during this period. This course is divided into three parts: The Sectional Conflict, The Civil War, and Reconstruction. Prerequisite: HIST 110.

HIST 373  Industrialization and Reform, 1877-1914  3 credits
This course focuses on American History from 1877 to 1914, focusing on the Industrial Revolution and subsequent Progressive reform movements. Other themes include the rise of Jim Crow, Populism, imperialism, urbanization, immigration, westward expansion, and American socialism. Prerequisite: HIST 111.

HIST 374  Modern America, 1945-Present  3 credits
This course provides specialized study of the historical period examined in the second half of HIST 111. Topics include World War II, the Cold War, the Civil Rights movement, Vietnam, Watergate, stagnation, the 1980s and contemporary American life. Prerequisite: HIST 111.

HIST 450  Special Topics  3 credits
Special Topics courses are studies of selected problems, periods or movements in the subject area not otherwise included in the curriculum. They are typically chosen from a faculty member’s particular expertise and field of scholarly inquiry, and offered to a student or group of students forming an interest in the particular subject matter. The 250 designation denotes a General Education level of instruction and may include an appropriate General Education task to be completed. The 450 designation denotes a senior level degree of sophistication expected in both learning and instruction. A single course may be offered at both levels simultaneously, in which case the syllabus will clearly differentiate the course expectations and assessment measures for students enrolled at each of the two levels. A Special Topics course must be approved by the School of Arts and Sciences Curriculum Committee before it is offered, and it must address one or more Major Outcomes within the discipline.

HIST 496  Senior Thesis  3 credits
This course is the capstone course for the History emphasis of the Social Science major. Students will research and write original essays on a topic of their choosing. Prerequisite: Senior standing.

HIST 499  Special Project  1-3 credits
A Special Project allows the student to expand on work already completed in previous coursework. It is undertaken with the guidance of one or more faculty members and is intended to encourage the student into original investigation of a defined problem within the discipline. Examples include theses and themed portfolios or exhibitions.

Honors
HON 100  Honors Freshman Seminar  3 credits
This course will ask students to engage in their academic experience, and thus is focused on critical thinking, identity, and critical and cultural literacy. The purpose of the Honors Freshman Seminar is to encourage students to become considered, thoughtful, and purposeful members of a community of learners, while challenging them to consider how they receive, process, and analyze the information they are confronted with every day. This course asks students to examine their own critical thinking process, and nurture an awareness of their individual learning process as well as their place in the world.

HON 110  Honors Arts and Humanities  3 credits
This course examines selected topics and traditions within the Arts and Humanities. The specific content of the course will depend on which of the General Education tasks the course meets. The selected subjects will vary from year to year depending on the themes of respective honors cohort.

HON 120  Honors Behavioral Science  3 credits
This course examines selected topics within the Behavioral Sciences. The course will meet the Behavioral Science General Education Task, but the specific content of the course will vary from year to year depending upon the faculty teaching the course.
HON 130 **Honors Natural Science** 3 credits  
This course examines selected topics within the Natural Sciences. The course will meet the Natural Sciences General Education Task, but the specific content of the course will vary from year to year depending upon the faculty teaching the course.

HON 200 **Honors Cultures** 3 credits  
This course requires students to recognize and evaluate issues from a variety of cultural contexts and propose creative and culturally relevant solutions to those issues. The course will meet the Cultures general education task, but the specific content of the course will vary from year to year depending upon the faculty teaching the course.

HON 220 **Honors Sophomore Seminar** 3 credits  
This course prepares students to carry out interdisciplinary research. Topics include information literacy and an introduction to research methods in multiple disciplines. The course culminates in the creation of a proposal for research. Prerequisites: Sophomore status and Honors standing.

HON 399 **Honors Research** 1 credit  
This semester-long course is for junior and senior honors students to work on the individual interdisciplinary projects each will present as part of the Honors Senior Symposium (HON 499). This course is taken on a pass/fail basis only and may be repeated for up to three total credits. Prerequisite: HON 220.

HON 499 **Honors Senior Symposium** 1 credit  
This semester-long course is the capstone course for the Honors Program, culminating in a public presentation of a student’s Senior Honors Project. This course is taken on a pass/fail basis only. Prerequisite: HON 399.

**Information Systems**

IS 310 **Systems Analysis and Design** 3 credits  
This course discusses how computer-based technologies and tools can most effectively contribute to business processes and methods. The course covers a systematic methodology for analyzing a business problem or opportunity, determining what role computer-based technologies can play in addressing the business need and articulating business requirements for the technology solution via in-house development, development from third-party providers, or purchased commercial-off-the-shelf (COTS) packages. Prerequisite: BA 222 and CS 130 or consent of instructor.

IS 320 **Enterprise Architecture** 3 credits  
This course explores the design, selection, implementation and management of enterprise IT solutions. The focus is on applications and infrastructure and their fit with the business model including frameworks and strategies for infrastructure management, system administration, data/information architecture, content management, distributed computing, middleware, legacy system integration, system consolidation, software selection, total cost of ownership calculation, IT investment analysis, and emerging technologies. Prerequisite: BA 222, CS 332 (corequisite) and IS 310.

IS 348 **Business Process Management** 3 credits  
This course is an introduction to key concepts and approaches to business process management and improvement. The course covers how to identify, document, model, assess, manage and improve core business processes using information technology. The course also covers the technology challenges and approaches to organizational change, domestic and offshore outsourcing, and interorganizational processes. Prerequisites: BA 222 and IS 320.

IS 360 **IT Security and Risk Management** 3 credits  
This course is an introduction to the fundamental principles and topics of Information Technology Security and Risk Management at the organizational level. The course covers critical security principles that enable IS professionals to plan, develop, and perform security tasks. The course also covers hardware, software, processes, communications, applications, and policies and procedures with respect to organizational IT Security and Risk Management. Prerequisite: IS 320.

IS 370 **IT Audit and Controls** 3 credits  
This course is an introduction to the fundamental concepts of the information technology audit and control function. The course covers information controls, the types of controls and their impact on the organization, and how to manage and audit them. The course also covers the concepts and techniques used in information technology audits, the process of creating a control structure with goals and objectives, audit an information technology infrastructure against it, and establish a systematic remediation procedure for any inadequacies. Prerequisite: IS 320.

IS 410 **IS Strategy, Management, and Acquisition** 3 credits  
This course explores the issues and approaches in managing the information systems in organizations and how the IS integrates, supports, and enables various types of organizational capabilities. The course uses a senior management perspective in exploring the acquisition, development and implementation of plans and policies to achieve efficient and effective information systems. The course also addresses issues relating to defining the high-level IS infrastructure and the systems that support the operational, administrative and strategic needs of the organization. Prerequisite: BA 222 and IS 320.

IS 420 **Enterprise Systems and Integration** 3 credits  
This course explores the theoretical and practical issues related to the application of enterprise systems within organizations. The course covers how enterprise systems integrate information and organizational processes across functional areas with a unified system comprised of a single database and shared reporting tools. An integrated project, which requires the application of conceptual as well as technical (software) skills of students, will be required. Prerequisite: IS 320.

IS 436 **ITIL System Administration I** 3 credits  
This course is part I of an introduction to the theory and concepts of information technology systems management based upon the standard best practices known as ITIL or the Information Technology Infrastructure Library. This course will describe the progression of ITIL through version 3 and cover topics from the service strategy, design, and transition to core volumes. Fundamental concepts, such as the process model based view of controlling and managing operations and BPMN business process modeling notation will also be covered. Prerequisite: BA 222 and IS 320.

IS 437 **ITIL System Administration II** 3 credits  
This course is part II of an introduction to the theory and concepts of information technology systems management based upon the standard best practices known as ITIL or the Information Technology Infrastructure Library. This course will describe topics from the ITIL service transition, operation, and continual service improvement core volumes. Advanced concepts, such as contrasting ITIL to other service management frameworks and Six Sigma will also be covered. Prerequisite: IS 436 or consent of instructor.

IS 480 **IS Senior Capstone** 1 credit  
In this course the student develops a project plan for a significant software system employing knowledge gained from courses throughout the program to be implemented in Capstone II. The course demonstrates the ability for the student to develop a project plan which includes the development of requirements, design of the product, implementation schedule, and quality assurance. Students may follow any suitable process model, must pay attention to quality issues, and must manage the project themselves, following all appropriate project management techniques. Success of the project is determined in large part by whether the student has adequately solved the customer’s problem. Prerequisite: CS 400 and IS 320.

IS 481 **IS Senior Capstone II** 2 credits  
In this course the student implements the outcomes of the project plan outlined in Capstone I by employing knowledge gained from courses.
throughout the program. The course demonstrates the ability for the student to implement the details of the plan which includes the requirements, design of the product, implementation schedule, and quality assurance. Students may follow any suitable process model, must pay attention to quality issues, and must manage the project themselves following all appropriate project management techniques. Success of the project is determined in large part by whether students have adequately solved their customer’s problem. Prerequisite: IT 400, IS 320 and IS 460.

**IS 499 Special Project 1-3 credits**
This course is for research projects in the Information Systems field.

### Information Technology

**IT 311 Networking 4 credits**
The course introduces the student to machine to machine communication architectures for the modern computer systems. The student will be able to select, design, deploy, integrate, and administer network and communication infrastructures in an organization. In this course the student will develop a deep understanding of how networks work and how to work with them. Topics include LANs, WANs, service providers, pucks, hubs, routers, switches, internet protocols, network administration and security. The course also covers the mathematical relationship of networking with trees, graphs, signal and network analysis. Prerequisites: CS 140, CS 213, and MATH 115.

**IT 320 Web Systems and System Integration 4 credits**
This course is an introduction to web technologies and systems integration. The course covers basic web design, configuration, management and security. The course also covers various P2M, M2Pand P2P, M2M communication standards and protocols and various frameworks and architectures used in web systems and system integration. Topics included are hypertext, self-descriptive text, web page design and development, web navigation systems, digital media, web services and vulnerabilities of web systems. Prerequisite: CS 140, CS 213 and CS 322.

**IT 348 Advanced Networks 3 credits**
This course covers the basic knowledge needed to design current and future networks capable of providing ubiquitous high-quality support in heterogeneous environments. This course also provides an in-depth view of networking issues and solutions which strengthens the student’s understanding of fundamental concepts of network communication. Topics include the requirements and design of networks, congestion control, routing, scheduling, and overlay and wireless architectures. Prerequisite: IT 311.

**IT 360 Computer Forensics and Incident Response 3 credits**
This course is an introduction to the steps and techniques required for effective response to cybersecurity incidents. The course covers how to detect an incident, the actions that must be taken to mitigate harmful effects of the incident, how to identify of the vulnerabilities that led to incident, and the actions required to prevent similar occurrences in the future. The course also covers the strategies for developing appropriate security policies and procedures, as well as techniques for preserving evidence. Prerequisite: CS 206, CS 213 and IT 311.

**IT 370 Network Management 3 credits**
This course is an introduction to the application of networking concepts related to the management of computer networks. The course covers the general challenges faced in the management of modern data and telecommunications networks with an emphasis on data network management. The OSI and TMN compliant Network Management Package is used as a real-world reference. Real-world examples are utilized to illustrate lecture topics and a case study/team project is researched and presented. Prerequisite: IT 311.

**IT 390 Programming for the WWW 3 credits**
This is an advanced web programming course focusing on multi-tiered design on Internet applications, transactions, creating components, and Web services using the .NET framework. Client-side and server-side facilities are covered. Prerequisite: IT 320 or consent of instructor.

**IT 391 e-Commerce Technology 3 credits**
This course covers emerging online technologies and trends and their influence on the electronic commerce marketplace. While the focus of this course is electronic commerce information technology, e-commerce web site planning, online store implementation, installation, administration, and security, students will be introduced to search engine prioritization concepts, web site statistics collection and analysis, online auctions, and various legal and ethical issues.

**IT 410 Information and System Security 3 credits**
This course is an introduction to Information Assurance and Security (IAS). The course covers the knowledge required for information assurance and security and how to apply this knowledge to manage the threats against computing, communication, and organizational systems. The course also covers the frameworks to be security aware, operational issues, policies and procedures, attacks and defense mechanisms, risk analysis, and incident recovery. Prerequisite: CS 206, CS 213 and IT 311.

**IT 420 System Security and Risks 3 credits**
This course is an introduction to the knowledge and implementation of attacks on systems for system security and testing purposes. The course goes into the hacker classification, the culture of hacking and cracking, social and technical attacks, and the defenses employed to counter these threats. Prerequisite: CS 206, CS 213 and IT 311.

**IT 499 Special Project 1-3 credits**
This course is for research projects in the Information Technology field.

### Interdisciplinary

**ID 200 Short-Term International Travel 3 credits**
This course provides the opportunity for students to experience first-hand cultures outside the Anglo-American tradition. After initial preparation in the classroom, the class will then travel to the destination(s) being studied for a period between 7 and 21 days. Upon return, students will write a paper reflecting on the experiences and learning. The specific destination(s) and areas of academic focus will be determined by the instructor. Students will be responsible for paying all travel costs according to the payment schedule put in place by the instructor.

**ID 301 Critical Thinking 3 credits**
This course helps the student develop and strengthen the ability to reason soundly and critically. It addresses the purpose and process of critical thinking, language and critical thinking, patterns of argument, and modes of reasoning. Prerequisites: ENG 102 or 202. May not be used to satisfy a humanities general education requirement.

### Liberal Arts

**LA 298 Associate of Arts Capstone 1 credit**
The Associate of Arts Capstone will be taken by students seeking the Associate of Arts with a Liberal Arts Emphasis degree in their final term of coursework. Candidates for the degree will submit a portfolio and a reflection essay that addresses how their work fulfills the program’s student learning outcomes. Prerequisite: At least 45 credits toward the completion of the Associate of Arts Liberal Arts emphasis degree.

**LA 498 Liberal Arts Capstone 1 credit**
This capstone will be taken by liberal arts majors in their senior year. Candidates will submit a portfolio and a reflection essay that addresses how their work participates in the discourse of the liberal arts.
**Marketing**

**MKT 208  Marketing Principles  3 credits**
This course surveys the role of marketing and its place in society, in profit and not-for-profit organizations. Emphasis is placed on consumer orientation, the marketing concept, product, price, distribution and promotion. The course provides a basis of understanding for advanced marketing courses.

**MKT 315  Sales Management  3 credits**
This course provides an introduction to the recruitment, training, motivation and management of a sales force. Included is an introduction to basic personal selling techniques. Emphasis is placed on sales as an integral element of the promotional mix. Prerequisites: MKT 208 and BA 210 or permission of instructor.

**MKT 337  Personal Selling  3 credits**
Examines the role of personal selling in the consumer and industrial marketplace. Describes selling processes and customer relations. Includes role playing and time management exercises, instruction in proper dress and field experience in sales. Prerequisites: MKT 208 and Junior standing or permission of instructor.

**MKT 358  Consumer Behavior  3 credits**
This course provides a survey of research findings on consumer behavior drawn from marketing, economics, sociology, psychology, and anthropology. Emphasis is placed on applications of research to consumer satisfaction and on developing an understanding of the consumer decision-making process. Prerequisite for Marketing majors: MKT 208 or permission of instructor. Recommended for all majors: MKT 208 and PSY 190 or SOC 110 or permission of instructor.

**MKT 363  Advertising and Integrated Marketing Communications  3 credits**
This course examines integrated marketing communication and its role in marketing. Included is a survey of the history of advertising, the media and communication models, and an introduction to the creative side of advertising. Emphasis is placed on the formulation of objectives for integrated marketing communication programs. Prerequisite: MKT 208 suggested, but not required for non-marketing majors.

**MKT 403  Internship  3 credits**
Advanced students work in business-related employment in the major area of interest. An internship is designed to assist students in taking maximum advantage of the educational potential and personal development opportunities found in an internship experience during the undergraduate business program. The internship provides a framework for students to be introspective about their personal growth objectives, understand their strengths and weaknesses in an organizational context, improve their professional maturity, develop their ability to assess and articulate their value to potential employers, evaluate their choice with respect to industry, company and role, as well as further clarify their career passion and prospective about their future career direction. The company, industry analysis and interview sections of the course also provide an opportunity to apply the knowledge gained from courses already completed.

**MKT 414  New Product Development  3 credits**
This course will take learners through each phase of new product development-Problem/Opportunity Analysis, Ideation/Concept Generation, Concept Evaluation, Market Testing and Market Launch. Prerequisite: MKT 208.

**MKT 424  Global Marketing  3 credits**
This course builds on topics from Marketing Principles, as applied to global situations. Emphasis is on the development of an appropriate marketing mix for international target markets. The importance of consumer orientation is stressed; international marketing research, consumer behavior and cultural sensitivity are examined. Prerequisites: MKT 358 and completion of all business core requirements.

**MKT 451  Marketing Research  3 credits**
This course is an examination of the information link between organizations and the consumers they seek to serve. Emphasis is placed on developing an understanding of the nature of marketing problems, types of research available, sampling techniques, applied statistics and questionnaire formulation. The steps of the research process are explored in depth. Prerequisites: Completion of all other marketing/business core requirements.

**MKT 459  Contemporary Topics in Marketing  3 credits**
This course description may change each session it is offered to cover the most contemporary marketing issues.

**MKT 479  Branding  3 credits**
This course builds on topics from Marketing Principles and introduces students to one of the most powerful fields of study in marketing today, Branding. Emphasis is on the development of an appropriate brand strategy for current and potential target markets. Students will evaluate potential Branding opportunities addressing customer wants and needs, and they will study the processes from building a brand strategy to design, implementation, and delivering socially responsible messaging. Prerequisites: MKT 208.

**MKT 489  Social Media Marketing  3 credits**
This course engages students in one of the fastest growing fields in marketing today, Social Media Marketing. This course will involve elements of customer engagement and interaction in a digital environment that includes mobile media, the internet, web-based marketing, and Artificial Intelligence enhanced marketing that leverages the customer engagement process. Prerequisite: MKT 208.

**MKT 499  Special Project  3 credits**
This course is designed to provide an opportunity to complete a special project related to marketing that is beyond the scope of courses offered. Proposals must include an overview or abstract of the study, indicate the anticipated learning outcomes of the project, the timeline of the study, and the deliverables (paper, presentation, project, etc.) upon which the study will be evaluated.

**Mathematics**

**MATH 090  Foundations of Mathematics  3 credits**
This course emphasizes study skills for algebra and calculator use while covering the following topics: basic algebra including real numbers, variable expressions, solving equations and equation applications. This course is designed for students who have not had a mathematics course for several years or who have never had an algebra course. This course is the first in a series of two courses that will prepare the student for the general education requirement in mathematics. This course may not be taken for credit after successfully completing a higher level math course. Note: credit from courses below the 100-level does not count toward the minimum 120 hours required for graduation.

**MATH 095  Beginning Algebra  3 credits**
This course covers topics needed to successfully complete the College Mathematics course. Topics include: polynomials and exponents, factoring and solutions of quadratic equations, rational expressions and equations and linear equations. This course will prepare students for the general education requirement in mathematics. This course may not be taken for credit after successfully completing a higher level math course. Note: credit from courses below the 100-level does not count toward the minimum 120 hours required for graduation. Prerequisite for Fayette campus only: Pass MATH 090 or ACT math score ≥ 15 or an alternative placement mechanism as approved by the math department or instructor approval.
<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
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<tbody>
<tr>
<td>MATH 100</td>
<td>Critical Reasoning and Quantitative Problem Solving</td>
<td>1 credit</td>
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<td></td>
<td>This course discusses a variety of mathematical techniques to improve the ability to critically reason and solve quantitative problems in realistic contexts. Topics include: logical analysis, sets, unit analysis, money management.</td>
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<tr>
<td>MATH 105</td>
<td>College Mathematics with Applications</td>
<td>3 credits</td>
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<td>This course is a survey of mathematical applications of functions. Topics that will be covered include: fundamental concepts of algebra, algebraic equations and inequalities; functions and graphs; zeros of polynomial functions; exponential and logarithmic functions; systems of equations and inequalities. The mathematics of personal finance will also be studied. Prerequisite: Pass MATH 095 or ACT math score ≥ 19 or an alternative placement mechanism as approved by the math department or instructor approval.</td>
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<tr>
<td>MATH 109</td>
<td>Quantitative Methods</td>
<td>3 credits</td>
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<td>This course examines quantitative methods for treating problems arising in biological, management, and social sciences. Topics include a brief review of sets, algebra, graphs, and functions systems of linear equations and matrices; linear programming; probability, derivatives and integrals. Prerequisite: MATH 105 or approved course in Finite Mathematics or College Algebra.</td>
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<tr>
<td>MATH 115</td>
<td>Trigonometry and Analytic Geometry</td>
<td>3 credits</td>
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<td>This course is a study of trigonometry and analytic geometry. Topics include trigonometry, polar coordinates, vectors, conic sections, and parametric equations. Prerequisite: Pass MATH 107 or ACT math score ≥ 26 or equal to 21 or an alternative placement mechanism as approved by the math department or instructor approval.</td>
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<tr>
<td>MATH 120</td>
<td>Calculus I</td>
<td>3 credits</td>
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<td>This is the first of four courses combining plane and solid analytic geometry and calculus. This course focuses on differentiation of all elementary and trigonometric functions, including parametric and polar functions. Prerequisite: MATH 115 or permission of the instructor.</td>
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<tr>
<td>MATH 200</td>
<td>Calculus II</td>
<td>3 credits</td>
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<td></td>
<td>This is a course in the calculus sequence. This course covers single variable integration techniques, and the application of single variable differential and integral calculus to curves in 2D and 3D. Prerequisite: MATH 120.</td>
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<tr>
<td>MATH 206</td>
<td>Rational Problem Solving with Real Systems</td>
<td>3 credits</td>
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<td>Students will learn how to find the optimal solution to problems involving realistic systems like those found in organizations or computer networks. Students will learn to find the optimal solution of a problem via appropriate use of either rational decision making or mathematical modeling and optimization. Topics include introductions to reasoning and logic, cost benefit analysis, mathematical modeling, graph theory, algorithms, linear programming, network analysis, queuing theory, and simulation modeling. Prerequisites: MATH 115 (at least a &quot;C-&quot;) and MATH 220 (at least a &quot;C-&quot;) and CS 205 (at least a &quot;C-&quot;) or instructor approval.</td>
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<td>MATH 210</td>
<td>Calculus Series and Analysis</td>
<td>3 credits</td>
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<td>This is a course in the calculus sequence. It covers sequences and series as well as going in depth into limits and analysis incuding basic proofs of calculus concepts. Prerequisite: MATH 200.</td>
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<tr>
<td>MATH 215</td>
<td>Multivariable Calculus</td>
<td>3 credits</td>
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<td>This is a course in the calculus sequence. This course covers multiple variable function and vector field differential and integral calculus. Prerequisite: MATH 200.</td>
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<tr>
<td>MATH 220</td>
<td>Elementary Statistics</td>
<td>3 credits</td>
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<td></td>
<td>An introduction to the simpler problems of statistical inference, descriptive statistics, probability distributions, estimation of parameters and level of significance, regression and correlation. This course may not be completed for additional credit by students who have completed MATH 226. Prerequisite: Pass (MATH 105 or above) or (pass MATH 095 or ACT math score ≥ 19) and pass MATH 100) or ACT math score ≥ 24 or an alternative placement as approved by the math department or instructor approval.</td>
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<tr>
<td>MATH 250</td>
<td>Special Topics</td>
<td>3 credits</td>
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<tr>
<td>MATH 299</td>
<td>Special Project</td>
<td>1-3 credits</td>
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<td>MATH 300</td>
<td>Differential Equations</td>
<td>3 credits</td>
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<td>An introduction to ordinary differential equations with elementary applications. Prerequisite: MATH 215 or instructor approval.</td>
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<tr>
<td>MATH 301</td>
<td>Linear Algebra</td>
<td>3 credits</td>
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<td>This course develops the algebra and geometry of finite-dimensional linear vector spaces and their linear transformations. Also studied are the algebra of matrices and the theory of eigenvalues and eigenvectors. Prerequisite: MATH 210.</td>
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<tr>
<td>MATH 302</td>
<td>Mathematical Statistics I</td>
<td>3 credits</td>
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<td>This course examines simple probability models, random variables, discrete and continuous distributions, sampling, elementary hypothesis testing and the power of a test, as well as application of probability to statistical methods. Prerequisite: MATH 215 or instructor approval.</td>
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<tr>
<td>MATH 303</td>
<td>Mathematical Statistics II</td>
<td>3 credits</td>
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<td>This course is the second part of a sequence course. It introduces students to various statistical inference topics: point estimation, interval estimation, and nonparametric tests. In addition, it also examines decision theory, regression analysis, correlation, design and analysis of experiments and time series/forecasting. Prerequisites: MATH 301, MATH 302.</td>
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<tr>
<td>MATH 305</td>
<td>Discrete Mathematics</td>
<td>3 credits</td>
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<td>This course is an introduction to combinatorics, graph theory, and number theory and their applications. Prerequisite: MATH 310.</td>
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<tr>
<td>MATH 310</td>
<td>Introduction to Advanced Mathematics</td>
<td>3 credits</td>
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<td>This course provides a concentrated study of logic, sets, and proofs. Students will also learn more about mathematics as a field of study and the history of mathematics. Prerequisite: MATH 200.</td>
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<tr>
<td>MATH 333</td>
<td>Concepts of Geometry</td>
<td>3 credits</td>
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<td></td>
<td>A study of non-Euclidean geometry and Euclidean geometry motivated by Euclid’s Parallel Postulate. The course features a historical as well as mathematically rigorous approach to geometry. Topics include Euclid’s Parallel Postulate, Hilbert’s Axioms, Neutral Geometry, Non-Euclidean Geometry and Hyperbolic Geometry. Prerequisite: MATH 200.</td>
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<tr>
<td>MATH 340</td>
<td>Introduction to Real Analysis</td>
<td>3 credits</td>
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<td></td>
<td>An introduction to the rigorous treatment of completeness of the real numbers, convergence of sequences, limits and continuity of functions, and differentiation and integration. Prerequisite: MATH 210 or permission of the instructor.</td>
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<tr>
<td>MATH 342</td>
<td>Numerical Analysis</td>
<td>3 credits</td>
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<td></td>
<td>This is a computer-oriented course, introducing students to numerical methods of solutions to mathematical problems and the programming of these methods. Some knowledge of programming is required, along with calculus and elementary matrix theory. Prerequisite: MATH 215 or instructor approval.</td>
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</tbody>
</table>
MATH 382  Actuarial Science P Exam Preparation  1 credit
This course aims at helping students prepare for the Society of Actuaries P Exam on probability. The application of problems encountered in actuarial science is emphasized. To this end, students will spend their time working on past problems from actual P Exams. Students will be expected to bring their questions to class, and class time will be spent working through them. In order to succeed, students need to be able to analyze a problem and quickly choose an approach to its solution. Prerequisites: MATH 302, MATH 303, ECON 160, ACCT 201.

MATH 391  Financial Mathematics I  3 credits
This course develops the student’s understanding of the fundamental concepts of financial mathematics and how those concepts are applied in calculating present and accumulated values for various streams of cash flows as a basis for future use in reserves, valuation, pricing, asset/liability management, investment income, capital budgeting, and valuing contingent cash flows. Prerequisites: MATH 215, MATH 220, ECON 160, ECON 161, ACCT 202, FIN 341, FIN 343.

MATH 392  Financial Mathematics II and FM Exam Preparation  3 credits
This course is the second part of a sequence course. It develops the student’s understanding of the fundamental concepts of financial mathematics and how those concepts are applied in calculating present and accumulated values for various streams of cash flows as a basis for future use in reserves, valuation, pricing, asset/liability management, investment income, capital budgeting, and valuing contingent cash flows. In addition, we also will work on some of the past Financial Mathematics Actuarial Science Exam (FM) problems to help students prepare for the FM exam. Prerequisites: MATH 215, MATH 391, FIN 310

MATH 402  Introduction to Modern Algebra  3 credits
An introduction to the study of algebraic systems, including groups, rings and fields, homomorphisms and isomorphisms. Prerequisites: MATH 210 and consent of the instructor.

MATH 403  Internship  3 credits

MATH 450  Special Topics  1-3 credits

MATH 451  Seminar  1 credit
Students conduct an in-depth study of a mathematical topic of interest to them which has been approved by the mathematics faculty. An oral and written presentation will be made of their findings. This is a capstone course and is required of all mathematics majors. Prerequisite: Senior status.

MATH 499  Special Project  1-3 credits

Music

MUS 100  Introduction to Music  3 credits
A study of the elements that comprise all music and a survey of the world’s greatest composers and their music, from the age of Bach and Handel to the present. Meets the humanities requirement.

MUS 121/122  Concert Choir  1 credit
Must be taken in combination with the following session to receive one semester hour. May be repeated each semester for credit.

MUS 200  American Jazz Styles  3 credits
A study of jazz styles from the beginning of jazz to the present. Emphasis is on the differences as well as the similarities between the various styles. Topics covered include the music and the performers, composers and other personalities in the world of this uniquely American art form. Meets the humanities requirement.

MUS 202  American Popular Music  3 credits
An overview of popular music throughout the history of this country, with emphasis on Stephen Foster, Tin Pan Alley, jazz, rock and other recent styles; also the composers, lyricists, performers and other persons whose work and creativity have contributed to the vast body of popular music. Meets the humanities requirement.

Nursing

NUR 170  Medical Terminology  3 credits
Same as EXSS 170.

NUR 301  Logic and Reasoning in Nursing  3 credits
Students are introduced to the processes of inductive and deductive reasoning while gaining the skills to interpret and/or evaluate arguments, perspectives and/or beliefs. These skills are applied while dissecting the components of an argument. Students practice the art of reflection using what is learned to develop strategies, materials, and interventions to be applied in the professional setting. Prerequisite: ENG 102

NUR 305  Professional Communication for Nurses  3 credits
This course focuses on concepts related to professional communication in the delivery of health care, both individual and collaborative. Students will explore verbal, written, and electronic communications as applied to the nursing profession and interprofessional items, including legal and ethical considerations. The impact and integration of information technology in health care will be explored. Health literacy and effective teaching/learning strategies across the life span will be included. Prerequisite: Admission to the nursing program.

NUR 315  Professional Nursing Practice  3 credits
The course focuses on the identification, exploration, and analysis of concepts that influence professional nursing practice. Historical, social, political, professional, legal, and ethical factors will be examined. Traditional and emerging roles of the nurse will be analyzed to identify the present and future state of professional practice in the rapidly expanding field of nursing. Prerequisite: Admission to the nursing program.

NUR 325  Integrated Concepts of Nursing Care I  4 credits
Concepts related to health assessment, understanding of pathophysiology and effective nursing management of health care are presented. The interrelationships among concepts are explored as well as strategies to promote optimal restoration of health while providing safe, client centered, and quality driven health care. This is the first of a two-course sequence that must be completed to fully meet the competencies related to all body systems. Prerequisites: Admission to the nursing program.

NUR 331  Complementary and Alternative Health Care  1 credit
This course examines a diverse group of health care beliefs and practices used instead of, or in concert with, western health care beliefs and practices. Students are expected to critically examine the belief systems, practices, and health outcomes for complementary, alternative, and western paradigms of health.

NUR 335  Integrated Concepts of Nursing Care II  4 credits
Concepts related to health assessment, understanding of pathophysiology and effective nursing management of health care are presented. The interrelationships among concepts are explored as well as strategies to promote optimal restoration of health while providing safe, client centered, and quality driven health care. This is the second of a two-course sequence that must be completed to fully meet the competencies related to all body systems. Prerequisites: Admission to the nursing program and NUR 325.

NUR 340  Community Health Nursing  4 credits
This course focuses on care of the community as client. Emphasis is on the role of the nurse in addressing the preventative health needs of populations at risk and other community groups at risk and other community groups in various community practice settings. Current public health problems, trends in health care delivery and community resources are examined. Students analyze the sociocultural, political, economic, ethical and environmental factors that influence community and global health. Students will implement a clinical project to meet the needs of an identified population. Prerequisite: NUR 335.
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<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
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<tbody>
<tr>
<td>NUR 352</td>
<td>Exploring Transcultural Nursing</td>
<td>4</td>
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<tr>
<td>NUR 400</td>
<td>Evidence Based Practice in Nursing</td>
<td>3</td>
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<tr>
<td>NUR 420</td>
<td>Nursing Leadership and Management</td>
<td>3</td>
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<tr>
<td>NUR 430</td>
<td>History of Nursing</td>
<td>2</td>
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<tr>
<td>NUR 432</td>
<td>Honoring Self-Care: Balancing</td>
<td>2</td>
</tr>
<tr>
<td>NUR 434</td>
<td>Introduction to Global Health</td>
<td>2</td>
</tr>
<tr>
<td>NUR 436</td>
<td>Understanding Nursing Theory</td>
<td>3</td>
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<tr>
<td>NUR 438</td>
<td>Our Image: The Image of Nursing</td>
<td>2</td>
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<tr>
<td>NUR 440</td>
<td>Service Learning</td>
<td>1-3</td>
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<tr>
<td>NUR 442</td>
<td>Understanding Healthcare Policy</td>
<td>2</td>
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<tr>
<td>NUR 446</td>
<td>Principles of Fiscal Resource Management</td>
<td>3</td>
</tr>
<tr>
<td>NUR 450</td>
<td>Nursing Concepts Capstone I</td>
<td>2</td>
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<tr>
<td>NUR 455</td>
<td>Nursing Concepts Capstone II</td>
<td>2</td>
</tr>
<tr>
<td>PHIL 150</td>
<td>Introduction to Philosophy</td>
<td>3</td>
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<tr>
<td>PHIL 202</td>
<td>Contemporary Ethics</td>
<td>3</td>
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<tr>
<td>PHIL 250</td>
<td>Special Topic</td>
<td>3</td>
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**NUR 352 Exploring Transcultural Nursing**
This course prepares students to develop culturally sensitive perspectives on healing modalities of different cultures and their application to current nursing practice. An international or local practicum experience with the intent to create a deeper understanding and appreciation of the art and science of being a healer will be incorporated in the course. Jean Watson’s 10 Carative Processes and Madeline Leininger’s Transcultural Nursing form the theoretical framework guiding the exploration and integration of transcultural healing traditions. Prerequisite: Admission to the nursing program or permission of the nursing chair.

**NUR 400 Evidence Based Practice in Nursing**
This course introduces the student to the research process and focuses on the translation of current evidence into practice. Emphasis is on critical analysis of published research studies to facilitate implementation of evidence-based decisions in nursing practice. Prerequisites: Admission to the nursing program and MATH 220 or its equivalent.

**NUR 420 Nursing Leadership and Management**
In this course the student examines theory and concepts needed for successful leadership and management roles in the rapidly changing health care environment. Concepts of quality and safety are explored along with teamwork and effective communication for nurse leaders. Prerequisites: Admission to the nursing program and NUR 400.

**NUR 430 History of Nursing**
Focus is on the history of nursing, nursing education, and health care from primitive times to current day. Course content includes study of historical periods and figures such as Florence Nightingale, Lavinia Dock, and Lillian Wald. Emphasis is on the relationship between nursing and society and the impact on modern nursing. Prerequisite: Admission to the university.

**NUR 432 Honoring Self-Care: Balancing Mind, Body, and Spirit**
In this course students will explore the meaning of self-care, and its application to professional nursing. Multiple modalities will be introduced to expand the knowledge, understanding, and need for self-care. Students will also develop a personal self-care plan, implement the plan into their personal and professional lives, and evaluate the outcome. Prerequisite: Admission to the nursing program.

**NUR 434 Introduction to Global Health**
This course introduces the student to global health concepts and the network of organizations working to advance health care internationally. Emphasis will be placed on the global burden of disease and determinates of health students will be introduced to programs, systems, and policies affecting global health. Prerequisite: Admission to the nursing program.

**NUR 436 Understanding Nursing Theory**
This course will introduce students to nursing theorists and the foundations of their theories. Emphasis will be made on the types of theories and how these theories affect nursing practice and patient centered care. Students will begin to understand the essentials of nursing theory and the theorists behind their development. Prerequisite: Admission to the nursing program.

**NUR 438 Our Image: The Image of Nursing**
This image of the nurse in American culture has been varied, complex, and provocative. This course will introduce students to textual images of nurses in fiction, film, television, and visual arts within the contexts of American and nursing history. Prerequisite: Admission to the nursing program.

**NUR 440 Service Learning**
The primary function of this course is to serve as a structured service learning opportunity that fosters academic growth, citizenship, leadership, and civic responsibility. All requirements will be related to conducting specific services related to nursing and the community. May only be taken once. Prerequisite: Admission to the nursing program.

**NUR 442 Understanding Healthcare Policy**
This course focuses on the healthcare policy process and the impact on nursing practice, healthcare delivery, and healthcare quality. Social, political, economical, historical, legal, ethical, and professional influences will be explored. Prerequisite: Admission to the nursing program.

**NUR 446 Principles of Fiscal Resource Management**
This course will explore basic principles of fiscal resource management within healthcare organizations. Emphasis will be placed on the role of nurse leaders and managers in a variety of settings. Influencing factors such as healthcare reform, quality initiatives and reimbursement policies on patient care delivery and budgetary decisions will be explored. Basic fiscal resource management principles will be applied through interactive case studies. Prerequisite: Admission to the nursing program.

**NUR 450 Nursing Concepts Capstone I**
In this course students apply the concepts and skills acquired in the RN-BSN program to demonstrate growth as a competent, caring, professional nurse. Students research and design a capstone project intended to demonstrate scholarly inquiry, nursing excellence, leadership, and communication skills that integrate the general education learning outcomes with the learning outcomes in the major. Demonstration of baccalaureate level achievement is required. Prerequisites: senior status, 27 credits of the BSN curriculum, and 15 or fewer credits remaining to be completed through Upper Iowa University.

**NUR 455 Nursing Concepts Capstone II**
In this course students apply the concepts and skills acquired in the RN-BSN program to demonstrate growth as a competent, caring, professional nurse. Students implement and evaluate a capstone project intended to demonstrate scholarly inquiry, nursing excellence, leadership, and communication skills that integrate the general education learning outcomes with the learning outcomes in the major. Demonstration of baccalaureate level achievement is required. This course includes the portfolio which serves as the summative evaluation and direct evidence of student achievement of individual program outcomes. Prerequisite: NUR 450.

**Philosophy**

**PHIL 150 Introduction to Philosophy**
A survey of the significant theories and theorists that have shaped the way humans beings perceive their relationship to, and place in, the universe large. This course examines the classic questions of human existence: who are we, where did we come from and what is our destiny. Competing philosophical viewpoints will be represented. Ultimately, students will be encouraged to develop or explain critically their own positions regarding these fundamental problems. Meets the humanities requirement.

**PHIL 202 Contemporary Ethics**
This course covers some of the main threats to doctrines and ideas of moral philosophy, including nihilism, relativism, egoism, utilitarianism, the categorical imperative, virtue, and the social contract. Rather than keeping these as pure theoretical constructs, these ideas will be applied to real life, practical situations, such as those involving ethics in the workplace, and important current debates. Meets the humanities requirement.

**PHIL 250 Special Topic**
Special Topic courses are studies of selected problems, periods or movements in the subject area not otherwise included in the curriculum. They are typically chosen from a faculty member’s particular expertise and field of scholarly inquiry, and offered to a student or group of students forming an interest in the particular subject matter. The 250 designation denotes a General Education level of instruction and may include an
appropriate General Education task to be completed. The 450 designation
denotes a senior level degree of sophistication expected in both learning
and instruction. A single course may be offered at both levels simultane-
ously, in which case the syllabus will clearly differentiate the course
expectations and assessment measures for students enrolled at each of the
two levels. A Special Topics course must be approved by the School of
Arts and Sciences Curriculum Committee before it is offered, and it must
address one or more Major Outcomes within the discipline.

PHIL 299 Special Project  1-3 credits
A Special Project allows the student to expand on work already com-
pleted in previous coursework. It is undertaken with the guidance of
one or more faculty members and is intended to encourage the student
into original investigation of a defined problem within the discipline.
Examples include theses and themed portfolios or exhibitions.

Physical Science/Physics
PHY 105 Conceptual Physics  3 credits
This course introduces a broad range of topics in physics covering
mechanics, thermodynamics, electricity, waves, light, nuclear, and
modern physics. This course can be used to satisfy the general educa-
tion requirement for physical science. This course does not meet the
requirements for pre-medical, some pre-professional programs or
most science majors. This course cannot be used as an elective for the
general science major.

PHY 109 Introduction to Astronomy Laboratory  1 credit
This course will expose students to laboratory exercises that will
enhance their understanding of the fundamental principles learned in

PHY 110 Introduction to Astronomy  3 credits
This course provides a fundamental understanding of the universe. Sci-
centific principles will be discussed and used to explain observations about
the universe and the celestial objects that exist within it. Major topics
include gravity, light, and telescopes; as well as the formation and evolu-
tion of planetary systems, stars, galaxies, and the universe itself.

PHY 111 Introductory Physics I  3 credits
The first of two courses in introductory physics commonly taken
by students majoring in biology, chemistry, health professions and
other disciplines requiring introductory level physics. Topics include:
kinematics, Newton’s Laws, gravity, energy, momentum, rotational
motion, solids and fluids, waves, sounds, and thermodynamics.
Prerequisite/Co-Requisite: MATH 115 Trigonometry and Analytic
Geometry or instructor approval.

PHY 112 Introductory Physics Laboratory I  1 credit
In this course, the laboratory experiments are used to help reinforce
and physically demonstrate the concepts taught in PHY 111.

PHY 113 Introductory Physics II  3 credits
The second of two courses in introductory physics commonly taken
by students majoring in biology, chemistry, health professions and
other disciplines requiring introductory level physics. Topics include:
electrostatics, electricity, magnetism, light, physical and geometric
optics, and nuclear physics. Knowledge of algebra, geometry and
trigonometry is assumed. Prerequisite: PHY 111 or consent of the
instructor.

PHY 114 Introductory Physics Laboratory II  1 credit
In this course, the laboratory experiments are used to help reinforce
and physically demonstrate the concepts taught in PHY 113.

PHY 250 Special Topics  3-4 credits

Political Science
PS 100 U.S. Government  3 credits
A survey of the basic constitutional principles, political institutions and
public policies of American national government. Meets the social sci-
cence requirement.

PS 211 International Relations  3 credits
A study of the changing international order and the collapse of Soviet
communism; international conflict and cooperation; international
organizations and a revitalized UN; the Third World and international
diplomacy. Meets the social science requirement.

PS 212 Comparative Politics  3 credits
This course compares and contrasts various aspects of the political
process in pluralistic democracies, modern authoritarian systems, and
developing nations. Students are introduced to political institutions in
different states and will learn how to compare them in order to develop a
better understanding of events in the modern world.

PS 222 Introduction to Political Society  3 credits
This course contends that political symbolic action extends to popular
culture. Individuals are exposed to the precepts of specific cultures
through popular culture, which express current and prevailing ideas,
values and social relations in political society. In an era when human
beings in advanced industrial societies increasingly devote time to the
consumption of popular culture, it becomes increasingly important to
recognize that popular culture supports or challenges existing political
organization.

PS 230 State and Local Government  3 credits
A survey of the basic principles, organizations and functions of gov-
ernment on the state, county, municipal, township and district levels.
Meets the social science requirement.

PS 250 Special Topics  3 credits
Special Topics courses are studies of selected problems, periods or move-
ments in the subject area not otherwise included in the curriculum. They
are typically chosen from a faculty member’s particular expertise and
field of scholarly inquiry, and offered to a student or group of students
forming an interest in the particular subject matter. The 250 designation
denotes a General Education level of instruction and may include an
appropriate General Education task to be completed. The 450 designation
denotes a senior level degree of sophistication expected in both learning
and instruction. A single course may be offered at both levels simultane-
ously, in which case the syllabus will clearly differentiate the course
expectations and assessment measures for students enrolled at each of the
two levels. A Special Topics course must be approved by the School of
Liberal Arts Curriculum Committee before it is offered, and it must
address one or more Major Outcomes within the discipline.

PS 298 Pre-Law Portfolio  1 credit
A compilation of student work produced for completion of the Pre-Law
Minor, along with evaluation of that work. Required for successful
completion of the Pre-Law Minor. Prerequisites: 18 semester hours com-
pleted toward the Pre-Law Minor or approval of Pre-Law advisor.

PS 299 Special Project  1-3 credits
A Special Project allows the student to expand on work already com-
pleted in previous coursework. It is undertaken with the guidance of
one or more faculty members and is intended to encourage the student
into original investigation of a defined problem within the discipline.
Examples include theses and themed portfolios or exhibitions.

PS 342 The Development of American Foreign Policy  3 credits
Same as HIST 342.

PS 362 The Legislative Process  3 credits
A general introduction to American representative assemblies, with
primary attention given to the U.S. Congress. Emphasis is on the
interplay of relationships with legislative bodies affecting the shaping of legislation.

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<tr>
<td>PS 368</td>
<td>Political Parties and Interest Groups</td>
<td>3</td>
</tr>
<tr>
<td>PS 380</td>
<td>Congress and the Presidency</td>
<td>3</td>
</tr>
<tr>
<td>PS 403</td>
<td>Internship</td>
<td>3</td>
</tr>
<tr>
<td>PS 411</td>
<td>American Constitutional Law I</td>
<td>3</td>
</tr>
<tr>
<td>PS 412</td>
<td>American Constitutional Law II</td>
<td>3</td>
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<tr>
<td>PS 450</td>
<td>Special Topics</td>
<td>3</td>
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<tr>
<td>PS 499</td>
<td>Special Project</td>
<td>1-3</td>
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**Psychology**

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<tr>
<th>Course Code</th>
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<tr>
<td>PSY 190</td>
<td>General Psychology</td>
<td>3</td>
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<tr>
<td>PSY 201</td>
<td>Adjustment</td>
<td>3</td>
</tr>
</tbody>
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**Examples**

- An introduction to the scientific study of behavior and mental processes, including major approaches and methodologies. The course samples a broad range of topics, including biological foundations, development, learning, cognition, personality, abnormal psychology, and social behavior. Meets the social science requirement.

- A course designed to apply psychological approaches to normative events during life’s developmental stages, with a focus on environmental factors and the psychology of stress in a changing world. Meets the social science requirement.

**PSY 212** Developmental Psychology: Birth to Adolescence 3 credits

This course focuses on how individuals grow and change from conception to adolescence. It addresses the biological factors that exist at birth, the psychosocial factors that affect changes and the resulting developmental stages. Prerequisite: PSY 190. Meets the social science requirement.

**PSY 221** Introduction to Human Services 3 credits

A survey of the professions, programs and agencies involved in the delivery of human services. Prerequisite: PSY 190.

**PSY 222** Developmental Psychology: Young Adulthood to Late Adulthood 3 credits

This course takes the learner through the developmental stages of the human life cycle from the end of adolescence to the advanced stages of aging covering the physical changes, the social challenges and the psychological growth of an individual during those years. Prerequisite: PSY 190. Meets the social science requirement.

**PSY 240** Conflict Resolution 3 credits

An overview of conflict resolution and the mediation process as an alternative dispute resolution mechanism. Learning activities—conceptual and experiential in nature—are designed to promote an integration in the areas of problem solving behavior, skill development and personal awareness. Meets the social science requirement.

**PSY 250** Special Topics 3 credits

Special Topics courses are studies of selected problems, periods or movements in the subject area not otherwise included in the curriculum. They are typically chosen from a faculty member’s particular expertise and field of scholarly inquiry, and offered to a student or group of students forming an interest in the particular subject matter. The 250 designation denotes a General Education level of instruction and may include an appropriate General Education task to be completed. The 450 designation denotes a senior level degree of sophistication expected in both learning and instruction. A single course may be offered at both levels simultaneously, in which case the syllabus will clearly differentiate the course expectations and assessment measures for students enrolled at each of the two levels. A Special Topics course must be approved by the School of Arts and Sciences Curriculum Committee before it is offered, and it must address one or more Major Outcomes within the discipline.

**PSY 260** Gender Roles 3 credits

An analysis of the changing cultural notions and social realities regarding male/female roles and relationships. Topics may include: cross-cultural research concerning gender differences; the role of various socializing agents in shaping sexual identities; and the effects of gender differences on political and economic processes. Same as SOC 260. Prerequisite: SOC 110 or PSY 190. Meets the social science requirement.

**PSY 270** Human Sexuality 3 credits

An introduction to the biological, psychological and social aspects of human sexuality. The course includes a study of sexuality in relation to the life cycle.

**PSY 299** Special Project 1-3 credits

A Special Project allows the student to expand on work already completed in previous coursework. It is undertaken with the guidance of one or more faculty members and is intended to encourage the student into original investigation of a defined problem within the discipline.
Examples include theses and themed portfolios or exhibitions.

**PSY 302 Substance Abuse** 3 credits
The effects of psychoactive drugs are studied in this course, as well as the origins of substance abuse, characteristics of substance abusers, and consequences for the individual, family and society. Approaches to substance abuse treatment are discussed. Prerequisite: SOC 110 or PSY 190.

**PSY 310 Social Psychology** 3 credits
This course presents the social aspects of human behavior, including personal perception, social cognition, attitude formation and change, attribution, prosocial behavior and interpersonal attraction. Same as SOC 310. Prerequisite: SOC 110 or PSY 190.

**PSY 311 Psychology of Women** 3 credits
This course investigates issues, theories, and research findings that primarily concern women's psychological and sexual lives. It explores topics such as gender roles, feminism, sexism, sexuality, personality variables, cognitive abilities, education, violence against women, and mental health. Prerequisite: PSY 190.

**PSY 321 Death and Dying** 3 credits
This course offers a multidisciplinary view of death and dying in individuals, families, and across cultures. This course will explore personal and societal attitudes, social practices and institutions that facilitate and constrain grief and mourning. Prerequisite: ENG 101.

**PSY 323 Cognition** 3 credits
An analysis of cognitive processes, including attention, perception, concept formation, language, memory, problem solving and decision making. Prerequisite: PSY 190.

**PSY 328 Reframing and Managing Stress in the 21st Century** 3 credits
An in-depth analysis of the theories, methods, and strategies for managing stress in our day-to-day functioning. Students will learn the conceptual and operational definitions of stress, be exposed to the psychophysiological and psychological responses to stress, and trained in specific evidence-based stress reduction strategies they will be able to use in working with their clients. Prerequisite: PSY 190.

**PSY 332 Personality** 3 credits
A survey of the major theories of the nature and development of personality. Prerequisite: PSY 190.

**PSY 335 Biological Psychology** 3 credits
This course explores the relation of biological function and human behavior; the role of genetic, hormonal and neurological factors in intelligence, sex differences, biological rhythms and emotional disorders. Disturbances produced by agents such as drugs and disease are studied. Does not satisfy the general education science requirement. Prerequisite: PSY 190.

**PSY 338 Motivation** 3 credits
A review of the major theories that attempt to explain motivated behavior from a physiological, cognitive, social, environmental and/or learning point of view. Application of motivation theories to organizations, education, sports and daily life. Prerequisite: PSY 190.

**PSY 340 Industrial Psychology** 3 credits
A study of the relationship between the individual worker and the work environment. Emphasis is on the exploration and application of the most influential theories. Topics include organizational dynamics, work motivation, job satisfaction, personnel selection and training, and work group influences. Prerequisite: PSY 190.

**PSY 355 Skills and Strategies in the Helping Professions** 3 credits
An overview of helping techniques, theory, and practice. Learning activities—conceptual and experiential in nature—are designed to promote growth in the areas of skill, development, and personal awareness. Prerequisite: PSY 190.

**PSY 360 Abnormal Psychology** 3 credits
A survey of the major classifications of psychopathology, including conceptual approaches to the understanding of psychopathology, etiology and treatment. Prerequisite: PSY 190.

**PSY 373 Research Methods** 3 credits
This course explores the development of skills essential to critical evaluation of behavioral research. The emphasis is on understanding scientific method, research, methodologies and statistical analysis. Prerequisites: SOC 110 or PSY 190.

**PSY 375 Methods in Human Services I** 3 credits
This course explores the assumptions, strategies and techniques used in the delivery of human services, as well as problem identification and skill development. Same as SOC 375. Prerequisite: SOC 110 or PSY 190.

**PSY 377 Methods in Human Services II** 3 credits
This course is designed to educate the prospective human services/social worker with the newly emerging client population in America and to recognize the impact of the interaction between clients and their environments, looking at cultural barriers, diverse at-risk populations and the systems that sustain at-risk clients. Same as SOC 377. Prerequisite: PSY 375 or by permission of the instructor.

**PSY 383 Human Behavior in the Social Environment** 3 credits
An analysis of individual, group and cultural influences on human behavior. The emphasis is on contrasting levels of analysis and application to a variety of environmental settings. Note: Some background in both psychology and sociology is strongly recommended. Same as SOC 383. Prerequisite: SOC 110 or PSY 190.

**PSY 391 Social Work Practice I: Individuals** 3 credits
This course prepares the prospective human services worker for entry into the profession by emphasizing theory, practice, and personal awareness. Specific techniques of interviewing and working with individuals will be covered through reading, lecture, and in-class practice.

**PSY 392 Social Work Practice II: Families and Groups** 3 credits
This course prepares the prospective human services worker to work with families and groups. It covers theories of family and group dynamics and examines the values and ethics of social work as they apply to work with families and small groups. Specific techniques will be covered through reading, lecture, discussion, and in-class practice.

**PSY 393 Social Work Practice III: Communities and Social Institutions** 3 credits
This course prepares the prospective human services worker for entry-level work with communities and social institutions. It examines the values and ethics of social work as they apply to work with large groups. Specific information about organizations and working with them will be covered through reading, lecture, and in-class role play. Some field work in the community is required.

**PSY 394 Psychology of Aging** 3 credits
This course is designed to provide an analysis of the factors affecting adult development and aging. Emphasis is on the psychological, cognitive, sensory, physical, personality and interpersonal changes occurring with age. Prerequisite: PSY 190.

**PSY 397 Social Gerontology** 3 credits
This course focuses on personal, interpersonal and societal factors in the human aging process. Emphasis is on family, community and governmental responsibility in defining and resolving problems of the aged in a modern industrial society. Prerequisite: PSY 190.

**PSY 399 Special Project** 1-3 credits
The special project is designed to provide the opportunity to allow the student to delve deeper into a specific topic of interest within the field of psychology or human services. The emphasis must be on scholarly
research, analysis and synthesis, and consideration and conclusion. Learners will work one-on-one with a faculty member to develop their topic and prepare their research paper in accordance with APA standards. Prerequisite: PSY 190.

**PSY 403 Internship** 3 credits

PSY 40301 for Psychology majors; PSY 40302 for Human Services majors. Supervised field experience in a selected setting earning 120 hours. Consent of faculty and written reports are required. Prerequisites: PSY 190, ENG 102 or ENG 201, 30 or fewer credits remaining to be completed through Upper Iowa University, and consent of academic advisor.

**PSY 409 Psychology of Disaster** 3 credits

Focuses on the psychological and physiological human response to disasters. Using clinical research and case histories, this course studies normal and abnormal psychological reactions, the recovery process and principles of mental healthcare for victims of mass disasters. Differences between natural and man-made disasters are examined and factors that either worsen or mitigate the traumatizing after-effects are reviewed. Psychological aspects of Weapons of Mass Destruction (WMD) disasters are also considered. Learners explore how individuals react to natural disasters and terrorist mass-casualty incidents. Prerequisite: PSY 190.

**PSY 444 Assessment** 3 credits

An introduction to the assumptions and techniques of psychological assessment. Prerequisites: PSY 190 and MATH 220.

**PSY 445 Learning and Memory** 3 credits

An introduction to the basic principles of learning and behavior in human and nonhuman animals with emphasis on applications of Pavlovian conditioning, instrumental conditioning, and basic memory processes. Prerequisite: PSY 190.

**PSY 450 Special Topics** 3 credits

Special Topics courses are studies of selected problems, periods or movements in the subject area not otherwise included in the curriculum. They are typically chosen from a faculty member’s particular expertise and field of scholarly inquiry, and offered to a student or group of students forming an interest in the particular subject matter. The 250 designation denotes a General Education level of instruction and may include an appropriate General Education task to be completed. The 450 designation denotes a senior level degree of sophistication expected in both learning and instruction. A single course may be offered at both levels simultaneously, in which case the syllabus will clearly differentiate the course expectations and assessment measures for students enrolled at each of the two levels. A Special Topics course must be approved by the School of Arts and Sciences Curriculum Committee before it is offered, and it must address one or more Major Outcomes within the discipline.

**PSY 454 Issues and Ethics in the Helping Professions** 3 credits

An analysis of issues and ethical problems involved in the helping professions and programs. Prerequisite: PSY 190.

**PSY 498 Senior Project** 3 credits

A capstone project intended to integrate the general education learning outcomes with the learning outcomes in the major demonstrating baccalaureate level achievement. Prerequisites: ENG 102 and 30 or fewer credits remaining to be completed through UIU. PSY 49801 for psychology majors, PSY 49802 for human services majors, PSY 49803 for social science majors.

**PSY 499 Special Project** 3 credits

PSY 49901 for Psychology majors; PSY 49902 for Human Services majors. A Special Project allows the student to expand on work already completed in previous coursework. It is undertaken with the guidance of one or more faculty members and is intended to encourage the student into original investigation of a defined problem within the discipline. Examples include theses and themed portfolios or exhibitions. Prerequisite: PSY 373.

**Public Administration**

**PA 250 Special Topics** 3 credits

Special Topics courses are studies of selected problems, periods or movements in the subject area not otherwise included in the curriculum. They are typically chosen from a faculty member’s particular expertise and field of scholarly inquiry, and offered to a student or group of students forming an interest in the particular subject matter. The 250 designation denotes a General Education level of instruction and may include an appropriate General Education task to be completed. The 450 designation denotes a senior level degree of sophistication expected in both learning and instruction. A single course may be offered at both levels simultaneously, in which case the syllabus will clearly differentiate the course expectations and assessment measures for students enrolled at each of the two levels. A Special Topics course must be approved by the School of Arts and Sciences Curriculum Committee before it is offered, and it must address one or more Major Outcomes within the discipline.

**PA 305 Grant Writing** 3 credits

This course is designed to introduce students to grantsmanship principles and practices. Students will develop grant-seeking and grant-writing skills through practical learning opportunities. Students will learn to develop strong problem statements and designs for grants, seek out resources for funding, write a proposal, and develop budget and management strategies for the proposed project. Prerequisite: ENG 102.

**PA 306 Principles of Emergency Management** 3 credits

This course introduces students to the field of emergency management. Learners will analyze various aspects of terrorism and emergency management and the responsibilities of public administrators for emergency management and preparedness in a variety of situations. Procedures and requirements for emergency management, including identification of hazards and response capabilities in both government and the private sector, will be examined.

**PA 320 Political and Policy Basis of Emergency Management** 3 credits

Introduces concepts and basic descriptive information about the political system within the context of disaster policy and explores how political factors play a role in all phases of emergency management—regardless of the type or nature of the disaster event. Prerequisites: PS 100, PS 230 and PA 306.

**PA 332 Emergency Preparedness and Planning** 3 credits

Explores the needs of public safety officials who have responsibility for emergency preparedness planning and response. Includes contexts for emergency planning—legal and jurisdictional; responsibility for planning and responding to emergencies; different types of emergencies, and an approach to planning that can be applied to emergency situations. Addresses specific issues associated with the planning process, including the role of the manager, the necessity for multi-agency involvement, various analytical techniques employed in planning, different levels of emergency planning, and different elements of the plan. Utilizes case analysis and discussion. Prerequisites: PA 306 and PA 320.

**PA 346 Disaster Response and Recovery** 3 credits

Theoretical examination and practical application of post-disaster management activities including human behavior in emergency situations, warning, evacuation, sheltering, triage, damage assessment, disaster declaration, debris removal, media relations, crisis counseling, individual and public assistance, and other relevant functions. Decision making, incident command, EOC operations, coordination and service delivery strategies are also discussed. Prerequisite: PA 332.

**PA 364 Public Administration** 3 credits

A study of politics, administration and bureaucratic policy making at local, state and national levels, with emphasis on the relationship between governmental bureaucracies and the political system in the United States.
PA 371 Urban Management 3 credits
This course examines the history, growth and development of the modern urban area. Urban problems are identified, along with the management skills necessary to deal effectively with them. Urban politics and their impact on policy determination are also examined.

PA 403 Internship 3 credits
Supervised field experience in a selected setting. Consent of the academic advisor/center director and written report are required.

PA 404 Integrated Emergency Management 3 credits
Through a case/scenario driven approach, learners deal with scenario-related threat events of increasing complexity, urgency, and intensity. Participants develop emergency policies, plans, and procedures to ensure an effective response. Preparedness and Response, Recovery and Mitigation, Public and Media Relations, and Political/Public Policy issues are integrated through the case/scenario. Prerequisite: PA 306.

PA 414 Principles and Practice of Hazards Mitigation 3 credits
Exploration of natural and man-made hazard mitigation and its role in disaster management; analysis of past and current government and private sector programs; examination of new approaches; structural versus non-structural actions; role of the natural environment in mitigating natural hazards; role of prevention/preparedness in reducing the impacts of future terrorism events. Prerequisites: BA 210 and PA 306.

PA 430 Cases in Public Administration 3 credits
A concentrated study of the techniques of public administration, including the public budgeting process, law enforcement administration, recreation administration, and the administration of other public services. Prerequisite: PA 364.

PA 440 Public Budgeting Process 3 credits
Areas studied include budget planning, formulation, execution, and auditing; the sharing of taxing and spending power between the executive and legislative branches; the agency role of advocacy in budget preparation; budgets as a reflection of public policy.

PA 445 Administrative Law 3 credits
Areas explored include bureaucracy and the regulatory process; judicial review of administrative action; the Administrative Procedures Act of 1946; delegation, standing, exhaustion, sovereign immunity, rulemaking, tort liability, evidence, discretion, investigation and enforcement.

PA 498 Senior Project 3 credits
A capstone project intended to integrate the general education learning outcomes with the learning outcomes in the major demonstrating baccalaureate level achievement. Prerequisites: ENG 102 and 30 or fewer credits remaining to be completed through Upper Iowa University.

PA 499 Special Project 1-3 credits
A Special Project allows the student to expand on work already completed in previous coursework. It is undertaken with the guidance of one or more faculty members and is intended to encourage the student into original investigation of a defined problem within the discipline. Examples include theses and themed portfolios or exhibitions.

Religion
REL 120 Introduction to World Religions 3 credits
An investigation of the phenomenon of religion with a special emphasis on systems of belief, codes of conduct, use of ritual and notions of the sacred. Several religious traditions (e.g., Hinduism, Buddhism, Taoism, Judaism, Christianity, Islam) will be examined and compared with reference to these issues. Meets the humanities requirement.

REL 125 Introduction to the Old Testament 3 credits
This course is an introductory study of the Old Testament. The topics to be explored include the roots, meaning and place in history of this important book.

REL 126 Introduction to the New Testament 3 credits
An introductory study of the New Testament. The topics to be explored include the roots, meaning and place in history of this important book.

REL 205 Religions of Asia 3 credits
This course is intended to serve as an introduction to the major religious and cultural traditions of South and East Asia. The main countries involved are India, China, and Japan with some additional consideration of Sri Lanka, Tibet, central Asia, Korea, Myanmar and Thailand. The course will proceed primarily by textual analysis with an emphasis on historical development within each religious tradition. Meets the humanities requirement.

REL 250 Special Topics 3 credits
Special Topics courses are studies of selected problems, periods or movements in the subject area not otherwise included in the curriculum. They are typically chosen from a faculty member’s particular expertise and field of scholarly inquiry, and offered to a student or group of students forming an interest in the particular subject matter. The 250 designation denotes a General Education level of instruction and may include an appropriate General Education task to be completed. The 450 designation denotes a senior level degree of sophistication expected in both learning and instruction. A single course may be offered at both levels simultaneously, in which case the syllabus will clearly differentiate the course expectations and assessment measures for students enrolled at each of the two levels. A Special Topics course must be approved by the School of Arts and Sciences Curriculum Committee before it is offered, and it must address one or more Major Outcomes within the discipline.

REL 299 Special Project 1-3 credits
A Special Project allows the student to expand on work already completed in previous coursework. It is undertaken with the guidance of one or more faculty members and is intended to encourage the student into original investigation of a defined problem within the discipline. Examples include theses and themed portfolios or exhibitions.

Sociology
SOC 110 Principles of Sociology 3 credits
A basic introduction to sociology as a scientific analysis of the social relations and practices of human beings. Specific attention is given to social psychology, various forms of social stratification and inequality, social institutions and social change. Meets the social science requirement.

SOC 220 Social Problems 3 credits
A critical investigation of selected social problems: their causes, development and the alternative social policies that address these problems. Topics will include: substance abuse, the problems of family life, poverty and its relation to different forms of social inequality. Meets the social science requirement.

SOC 232 Group Dynamics 3 credits
Same as PSY 232.

SOC 240 Diversity in the United States 3 credits
This course provides sociological perspectives for recognizing the diversity within our society and for analyzing the development and current position of complex subcultures within the structure of modern America. Meets firstly the cultures requirement or secondly the social science requirement, but not both.

SOC 250 Special Topics 3 credits
Special Topics courses are studies of selected problems, periods or movements in the subject area not otherwise included in the curriculum. They are typically chosen from a faculty member’s particular expertise and field of scholarly inquiry, and offered to a student or group of students forming an interest in the particular subject matter. The 250 designation denotes a General Education level of instruction and may include an
appropriate General Education task to be completed. The 450 designation
denotes a senior level degree of sophistication expected in both learning
and instruction. A single course may be offered at both levels simultane-
onously, in which case the syllabus will clearly differentiate the course
expectations and assessment measures for students enrolled at each of the
two levels. A Special Topics course must be approved by the School of
Arts and Sciences Curriculum Committee before it is offered, and it must
address one or more Major Outcomes within the discipline.

SOC 260  Gender Roles  3 credits
Same as PSY 260.

SOC 299  Special Project  1-3 credits
A Special Project allows the student to expand on work already com-
pleted in previous coursework. It is undertaken with the guidance of
one or more faculty members and is intended to encourage the student
into original investigation of a defined problem within the discipline.
Examples include theses and themed portfolios or exhibitions.

SOC 304  Globalization  3 credits
This course explores the impacts of globalization on social institu-
tions, structures, and relationships. Particular emphasis is placed on
global economies, organizations, and political arrangements and their
roles in shaping world inequality, cultural change, and environmental
impacts. Students will be required to demonstrate understanding of
global societies and networks, and their position in the global society.

SOC 310  Social Psychology  3 credits
Same as PSY 310.

SOC 334  Introduction to Sociological Research Methods  3 credits
This course is an introduction to the scientific method of obser-
vation in sociology. Quantitative and qualitative research approaches
are defined. Data collection techniques including experiments, survey
research, field research, and unobtrusive observation are addressed in
detail. Population sampling strategies and data analysis techniques are
covered. Prerequisite: MATH 220.

SOC 347  Deviance and Social Control  3 credits
Basic theories of the causes and consequences of deviant behavior, the
contribution of agents and agencies of social control in the labeling of
deviant actors and their subsequent careers. Prerequisite: SOC 110.

SOC 351  Sociology of 9/11 and the War on Terror  3 credits
An in-depth study of the cultural and political impacts of the terrorist
attacks on September 11, 2001. The media’s role in constructing
meanings is a main organizing focus of the course. Using readings,
discussions, assignments, news footage, and films, the course will al-
low you to form a picture of how 9/11 changed America and beyond.

SOC 361  Marriage and the Family  3 credits
This course represents a sociological approach to understanding the
family as a social institution: courtship, marital and family practices,
the family as an agent of socialization, and changes in the family in
the 20th century. Prerequisite: SOC 110.

SOC 363  Social Stratification  3 credits
An analysis of major theoretical perspectives on social stratification,
with emphasis on the social dynamics involved. Consequences of
different forms of social stratification will be emphasized. Topics may
include: social mobility, social inequality, the relations between stratifi-
cation and the distribution of power and the effects of industrializa-
tion on class differences. Prerequisite: SOC 110.

SOC 375  Methods in Human Services I  3 credits
Same as PSY 375.

SOC 377  Methods in Human Services II  3 credits
Same as PSY 377.

SOC 381  Political Sociology  3 credits
This course addresses the manifestation and use of power in society.
Three major theories of social power are addressed. The negotiation
of power arrangements between groups and the institutionalization of
power within state structures is addressed. Particular emphasis is
placed on the role of social power in determining resource distribu-
tions, inequality, and the formation of laws.

SOC 383  Human Behavior in the Social Environment  3 credits
Same as PSY 383.

SOC 384  Social Welfare Programs and Policies  3 credits
An analysis of social policies in the United States, with emphasis on the
dimensions of choice and alternative policies, along with assessment of
contemporary social welfare issues, programs and legislation. Prerequi-
site: SOC 110.

SOC 392  Sociological Theory  3 credits
Development of social theory from Auguste Comte to Anthony Gidd-
dens. A critical appreciation of the concepts, models and analytical
schemes employed in contemporary theories. Prerequisites: junior
status and nine credits of sociology.

SOC 403  Internship  3 credits
In this course, students gain supervised field experience in a selected
setting. Note: Consent of the academic advisor/center director is
required. Prerequisite: SOC 110.

SOC 418  Applied Research Methods  3 credits
Students will demonstrate their understanding of sociological theory
and methods of scientific, sociological inquiry. Students will be
required to demonstrate understanding of the discipline of sociology
through formation of a sociological research question, completing a
review of current literature, and developing a research proposal.

SOC 450  Special Topics  3 credits
Special Topics courses are studies of selected problems, periods or move-
ments in the subject area not otherwise included in the curriculum. They
are typically chosen from a faculty member’s particular expertise and
field of scholarly inquiry, and offered to a student or group of students
forming an interest in the particular subject matter. The 250 designation
denotes a General Education level of instruction and may include an
appropriate General Education task to be completed. The 450 designation
denotes a senior level degree of sophistication expected in both learning
and instruction. A single course may be offered at both levels simultane-
onously, in which case the syllabus will clearly differentiate the course
expectations and assessment measures for students enrolled at each of the
two levels. A Special Topics course must be approved by the School of
Arts and Sciences Curriculum Committee before it is offered, and it must
address one or more Major Outcomes within the discipline.

SOC 491  Sociology Minor Portfolio  1 credit
A compilation of student work produced for completion of the Sociol-
ogy Minor, along with evaluation of that work. Required for successful
completion of the Sociology Minor. Prerequisites: Completion of (or cur-
rent enrollment in) all courses required for the Sociology minor.

SOC 498  Senior Project  3 credits
A capstone project intended to integrate the general education learning
outcomes with the learning outcomes in the major demonstrating bac-
calurate level achievement. Prerequisites: ENG 102, SOC 334, and 30
or fewer credits remaining to be completed through UIU.

SOC 499  Special Project  1-3 credits
A Special Project allows the student to expand on work already com-
pleted in previous coursework. It is undertaken with the guidance of
one or more faculty members and is intended to encourage the student
into original investigation of a defined problem within the discipline.
Examples include theses and themed portfolios or exhibitions.
Software Engineering

SE 200 Advanced Computer Programming 4 credits
This course is an introduction to the concepts of object oriented programming and modern programming practices. The course covers object oriented programming paradigm with the definition and use of classes, object and methods along with the fundamentals of object-oriented design including encapsulation, inheritance, polymorphism, and events. Topics also include an overview of programming language principles, simple analysis of algorithms, basic searching and sorting techniques, and an introduction to software engineering issues. Prerequisite: CS 140.

SE 256 Game Design and Programming 4 credits
Students will study the principles of game design and use this knowledge to program their own games. Students will also learn about a game’s components: the representation of the player, of artifacts, the virtual environment that contains them, and the interaction between them and the player. Prerequisite: CS 140 or consent of instructor.

SE 300 Data Structures and Algorithms 4 credits
This course is an introduction to the fundamental concepts of data structures and the algorithms that proceed from them. Topics include recursion, the underlying philosophy of object oriented programming, fundamental data structures (including stacks, queues, linked lists, hash tables, trees, and graphs), the basics of algorithmic analysis, and an introduction to the principles of language translation. Prerequisite: SE 200.

SE 310 Software Application and Interface Design 4 credits
This course is an introduction to requirements, design, testing, implementation and testing of software solutions that interact with an operating system, a database, and network communication, and that involves graphical user interfaces. The course covers the effective use of simple data structures, frameworks, evolutionary patterns and AP is when implementing and maintaining designs. The course also covers the use of simple design patterns and the drawing of simple UML class, package, and component diagrams. Prerequisite: SE 300 and CS 332.

SE 348 Informatics and Knowledge Engineering 3 credits
The course introduces students to information and systems theories, information technologies, analysis and design of information systems, information problem identification and practical problem solving, and supporting decision making. The course covers both conceptual building blocks and practical dimensions of informatics. Students will also be introduced to statistical analysis, programming for informatics, and knowledge engineering. Information processing applications to solve real world problems in broad domains will be emphasized. Prerequisites: MATH 303 and SE 300 or consent of instructor.

SE 360 Visualization and Graphics 3 credits
This course provides students with principles and a working knowledge of visualization, and Computer Graphics. The course includes the creation of graphics simulations for various applications such as games, scientific visualization, and virtual-reality based learning environments. Students will acquire working knowledge of the advanced techniques in graphics, and should be able to understand the role of visualization, and identify potential scientific problems. Students should be able to actively apply this knowledge to solve today’s scientific problems in the area of technology, game design, engineering, and science. Prerequisites: MATH 301 and SE 300 or consent of instructor.

SE 370 Big Data Processing, Warehousing, Data Mining 3 credits
This course presents the concepts, algorithms, techniques, and systems in Data warehousing, Data mining and Big Data. The course introduces students to data preprocessing, data warehouse and OLAP systems, frequent pattern and association analysis, classification and prediction, clustering analysis and analysis of large amounts of data and the algorithms that are commonly used to build predictive models and find relevant patterns in data. Prerequisites: MATH 303 and SE 300 or consent of instructor.

SE 410 Software Testing, Validation and Verification 3 credits
This course is an introduction of testing techniques and principles. The course covers the concepts of defects vs. failures, equivalence classes, boundary testing, black-box vs. structural testing and types of defects. The course also covers test instrumentation and tools, developing test plans, managing the testing process, problem reporting, tracking, analysis and testing strategies, including unit testing, integration testing, profiling, test driven development, state based testing, configuration testing, compatibility testing, and web site testing (Alpha, beta, and acceptance testing). Prerequisite: SE 310.

SE 420 Applications of Visualization Techniques 3 credits
This course presents the concepts, techniques, and algorithms for creating effective visualizations based on principles from graphic design, visual art, perceptual psychology, and cognitive science. The course will cover the practical application of visualization, as well as building better visualization tools and systems, the available visualization techniques, and their characteristics. The course will also cover the use of available visualization toolkits to enable the rapid development of visualizations. Prerequisites: MATH 301 and SE 300 or consent of instructor.

SE 499 Special Project 1-3 credits
This course is for research projects in the Software Engineering field.

Spanish

SPN 101 Beginning Spanish I 3 credits
Students learn and practice the following skills in Spanish on the basic level: understanding, speaking, reading, and writing. During this course students are also exposed to and become familiar with various aspects of the cultures of Spain and Latin American countries, such as dialectal variation, customs, and everyday life situations, as well as some historical events and geopolitical circumstances in Spanish speaking territories. Native speakers of Spanish may not take this course. SPN 101 is meant for true beginners. Students with questions about their language level are strongly advised to consult the instructor before signing up for the class. Meets the humanities general education requirement.

SPN 102 Beginning Spanish II 3 credits
Continuation of learning Spanish on the introductory level, with emphasis on expanding grammatical structures, vocabulary, and communication skills. Native speakers of Spanish may not take this course. Students with questions about their language level are strongly advised to consult the instructor before signing up for the class. Prerequisite: SPN 101 or consent of the instructor. Meets the humanities general education requirement.

SPN 125 Introduction to Hispanic Culture and Society 3 credits
The Hispanic world has long been a world of cultural contact. This course is a sweeping introduction to the wide range of New-World Hispanic cultures covering a period of over a millennium. The course will incorporate a variety of subjects and approaches (anthropology, history, art, religion, political science, etc.) to look at the “lifeways” of a variety of countries and civilizations. Meets the cultures or the social science general education requirement, but not both.

SPN 201 Intermediate Spanish I 3 credits
The course is meant to reinforce a student's existing knowledge of Spanish and to expand it, fostering communication skills in the language through comprehension, speaking, reading, and writing. In all class activities, we pay close attention to grammatical accuracy, correct pronunciation/orthography and learning new vocabulary in order to achieve proficiency on the intermediate level. More in-depth cultural information about Spain and Latin American countries constitutes the background for class activities and allows the understanding of dialectal differences.
in Spanish and the realities of native Spanish speakers. Students with questions about their language level are strongly advised to consult the instructor before signing up for this class. Prerequisite: SPN 102 or consent of the instructor. Meets the humanities general education requirement.

**SPN 202 Intermediate Spanish II 3 credits**
Continuation of learning Spanish on the intermediate level, with emphasis on expanding grammatical structures, vocabulary, and communication skills. Native speakers of Spanish may not take this course. Students with questions about their language level are strongly advised to consult the instructor before signing up for the class. Prerequisite: SPN 201 or consent of the instructor. Meets the humanities general education requirement.

**SPN 250 Special Topics 3 credits**
Special Topics courses are studies of selected problems, periods or movements in the subject area not otherwise included in the curriculum. They are typically chosen from a faculty member’s particular expertise and field of scholarly inquiry, and offered to a student or group of students forming an interest in the particular subject matter. The 250 designation denotes a General Education level of instruction and may include an appropriate General Education task to be completed. The 450 designation denotes a senior level degree of sophistication expected in both learning and instruction. A single course may be offered at both levels simultaneously, in which case the syllabus will clearly differentiate the course expectations and assessment measures for students enrolled at each of the two levels. A Special Topics course must be approved by the School of Arts and Sciences Curriculum Committee before it is offered, and it must address one or more Major Outcomes within the discipline.

**SPN 299 Special Project 1-3 credits**
A Special Project allows the student to expand on work already completed in previous coursework. It is undertaken with the guidance of one or more faculty members and is intended to encourage the student into original investigation of a defined problem within the discipline. Examples include theses and themed portfolios or exhibitions.

**SPN 301 Advanced Spanish I 3 credits**
The course is meant to deepen a student's knowledge of Spanish and to teach steps towards fluency. Students are expected to show grammatical accuracy, use correct pronunciation/orthography, display a rich vocabulary, and demonstrate cultural awareness about Spain and Latin American countries in all class activities. Students with questions about their language level are strongly advised to consult the instructor before signing up for a Spanish class. Prerequisite: SPN 202 or consent of the instructor. Meets the humanities general education requirement.

**SPN 302 Advanced Spanish II 3 credits**
Continuation of learning Spanish on the advanced level. Students should demonstrate the ability to communicate in the language and work towards achieving proficiency in line with this level in all facets. Students with questions about their language level are strongly advised to consult the instructor before signing up for the class. Prerequisite: SPN 301 or consent of the instructor. Meets the humanities general education requirement.

**SPN 306 Culture and Society of Spain 3 credits**
This course provides a look at the world of Spain in all facets: culture, society, politics, and economy. It provides a general historical overview, with the greatest degree of material focusing on the past century, beginning with the Restoration and Spain’s loss of the final pieces of its empire with the Spanish-American War (1898), and touching on important events and the cultural climate and forms of Spain, from literature to regime changes. Prerequisite: at least one prior social science or cultures course. Meets the cultures or the social science general education requirement, but not both.

**SPN 320 Introduction to Modern Hispanic Literature 3 credits**
Survey of contemporary Hispanic literature, preceded by a short review of the historical literary development through sampling brief fragments of a few pillar writers. Course activities consist of reading in Spanish and discussing selections from the short stories, essays, novels, dramas and poetry of various Spanish-language authors. Prerequisite: SPN 202 or consent of the instructor.

**SPN 401 Professional Spanish 3 credits**
This course develops effective oral and written communication skills for a variety of professional situations, including: business, health care, education, and human services. Emphasis is placed on use of the language in specific professional environments, in line with student needs. Prerequisite: SPN 302 or consent of the instructor.

**SPN 450 Special Topic 3 credits**
Special Topics courses are studies of selected problems, periods or movements in the subject area not otherwise included in the curriculum. They are typically chosen from a faculty member’s particular expertise and field of scholarly inquiry, and offered to a student or group of students forming an interest in the particular subject matter. The 250 designation denotes a General Education level of instruction and may include an appropriate General Education task to be completed. The 450 designation denotes a senior level degree of sophistication expected in both learning and instruction. A single course may be offered at both levels simultaneously, in which case the syllabus will clearly differentiate the course expectations and assessment measures for students enrolled at each of the two levels. A Special Topics course must be approved by the School of Arts and Sciences Curriculum Committee before it is offered, and it must address one or more Major Outcomes within the discipline.

**SPN 499 Special Project 1-3 credits**
A Special Project allows the student to expand on work already completed in previous coursework. It is undertaken with the guidance of one or more faculty members and is intended to encourage the student into original investigation of a defined problem within the discipline. Examples include theses and themed portfolios or exhibitions.

**Special Education**

**SPED 250 Special Topics 1-3 credits**
Special Topics courses cover special topics not covered by current courses taught in the department. The department determines the topic according to current need and interest. This course requires department chair approval.

**SPED 299 Special Project 1-3 credits**
Special Project courses provide an opportunity to complete a special project related to a field of study beyond the scope of courses offered within the university. Proposals must include an overview or abstract of the study, indicate the anticipated learning outcomes of the project, the timeline for the study and the deliverables (paper, presentation, project, etc.) upon which the study will be evaluated. Requires department chair approval.

**SPED 304 Exceptional Persons 3 credits**
This course is an introduction to students with disabilities. English language learners, students placed at risk, and students who are gifted are also addressed. Upon completion of this course, the preservice educator should have basic knowledge of teaching strategies and instructional modifications and accommodations for inclusive education.

**SPED 434 Student Teaching Prekindergarten Including Special Education 4 credits**
Student teaching is the capstone experience of the Teacher Education Program. The student teacher accepts the major responsibilities and performs the activities of a full-time instructor under the supervision of the cooperating teacher.

**SPED 450 Special Topics 1-3 credits**
Special Topics courses cover special topics not covered by current requirements.
courses taught in the department. The department determines the topic according to current need and interest. This course requires department chair approval.

**SPED 459 Home, School and Community Relations 3 credits**
This course develops the skills of listening, supporting, guiding and assisting behaviors used in developing strong relationships with parents and community members in addition to an examination of the impact of cultural diversity, factors which place families at-risk, advocacy, and public policy. This course explores community resources and promotes the effective use of parent-teacher conferences, home visits, and interviews. Prerequisites: EDU 110 and admittance to the UIU Teacher Education Program.

**SPED 462 Individual Behavior and Classroom Management 3 credits**
This course provides strategies for identifying, anticipating, preventing, and managing individual and group behavior difficulties within a class setting. There is a focus on creating positive learning environments and structuring individual and group learning activities to enhance instruction, increase positive social interactions, and prevent problem behaviors.

**SPED 465 Methods/Curriculum: Behavior Disorders Prek-12 3 credits**
Catalog Course Description: This course provides knowledge of characteristics and application of definitions and methods for managing and teaching Prek-12 students with behavior disorders. This course includes strategies and curriculum for preventing behavior disruptions, provides opportunities to develop and justify the components of Individual Education Program (IEPs), and examines appropriate assistive technology service and devices. A requirement of the course is 10 hours observing and/or assisting in a special education setting. Prerequisites: EDU 110, SPED 304, and admittance to the UIU Teacher Education Program.

**SPED 467 Fundamentals of Special Education 3 credits**
This course addresses characteristics of and current trends and issues in serving students with disabilities. It offers basic theoretical and practical approaches, educational alternatives, implications of federal and state statutes and related services, and rationale for the multidisciplinary team in providing appropriate educational programming. A requirement of this course is 10 hours observing and/or assisting in a special education setting. Prerequisites: EDU 110, SPED 304, and admittance to the UIU Teacher Education Program.

**SPED 468 Coordination of Occupational Programs 3 credits**
This course examines how to establish collaborative community relationships in order to develop cooperative occupational programs for students with exceptional needs. This course promotes awareness of existing services within the community and various supports to ensure smooth transitioning from education to postsecondary occupational settings. There is an examination of the role of a work experience coordinator in effectively managing on-the-job training and making instructional decisions pertaining to on-the-job training. This course includes information on assessing students’ job skills, locating and placing students in work experience opportunities, working with students and the job site sponsors to ensure that effective training is occurring, evaluating student performance, and other related activities. Prerequisites: SPED 468: EDU 110, SPED 304, SPED 477.

**SPED 469 Methods/Curriculum: Learning Disabilities K-12 3 credits**
The purpose of this course is to extend the knowledge of learning disabilities for those who seek to work with students with learning disabilities ages 5-21. This course addresses characteristics of learning disabilities, definitions, history, assessment, medical aspects, teaching of preschoolers through adolescents, and research-based curriculum and teaching strategies for preacademic learning, oral language, reading, writing, mathematics, and social-emotional development. This course also examines appropriate assistive technology services and devices. A requirement of this course is 10 hours observing and/or assisting in a special education setting. Prerequisites: EDU 110, SPED 304, SPED 467 and admittance to the UIU Teacher Education Program.

**SPED 473 Methods/Curriculum: Intellectual Disabilities 3 credits**
The purpose of this course is to extend the knowledge of intellectual disabilities for those who seek to work with students with intellectual disabilities ages birth-21. This course emphasizes empirically-validated practices in the education of students with intellectual disabilities: assessment of instructional needs, instructional strategies, research-based curriculum, classroom management and behavioral support, promotion of social and communication skills, promotion of self-determination, and utilization of appropriate assistive technology services and devices. A requirement of this course is 10 hours observing and/or assisting in a special education setting. Prerequisites: SPED 473: SPED 304 and SPED 467.

**SPED 475 Methods/Curriculum: Mild/Moderate Disabilities 5-12 3 credits**
This course provides knowledge of appropriate empirically-based curriculum and strategies useful for developing methods, strategies and curriculum and adapting traditional materials for use with secondary students receiving special education services. A requirement of the course is 10 hours observing and/or assisting in a special education setting. Prerequisites: EDU 110, SPED 304, SPED 467, and admittance to the UIU Teacher Education Program.

**SPED 477 Career and Vocational Programming 3 credits**
This course provides knowledge and application of career planning and transition for adolescents from school to adult living, including major laws, suggestions for planning and developing assessment and instructional procedures, and coverage of some of the major issues facing schools, parents, and students today. This course offers practice developing Individual Education Program (IEPs) and transition services under the mandate of Individuals with Disabilities Education Act (IDEA). A requirement of this course is 10 hours observing and/or assisting in a secondary special education setting.

**SPED 478 Methods/Curriculum: Mild/Moderate Disabilites Prekindergarten-8 3 credits**
This course provides knowledge and application of characteristics, definitions, methods, and curriculum for managing and teaching students with mild and/or moderate disabilities in a multi-categorical setting. This course provides opportunities for developing and justifying components of Individual Education Program. It includes strategies for note-taking and remembering, spoken and written information, solving math problems, taking tests, writing papers and assignments, and prioritizing and managing time and assignments. There is an examination of assistive technology services and devices. A requirement of the course is 10 hours observing and/or assisting in a special education setting. Prerequisites: EDU 110, SPED 304, SPED 467 and admittance to the UIU Teacher Education Program.

**SPED 479 Student Teaching Instructional Strategist 4 credits**
Student teaching is the capstone experience of the Teacher Education Program. The student teacher accepts the major responsibilities and performs the activities of a full-time instructor under the supervision of the cooperating teacher.

**SPED 480 Student Teaching Instructional Strategist Elementary/Secondary 4 credits**
Student teaching is the capstone experience of the Teacher Education Program. The student teacher accepts the major responsibilities and performs the activities of a full-time instructor under the supervision of the cooperating teacher.

**SPED 482 Student Teaching Instructional Strategist 8 credits**
Student teaching is the capstone experience of the Teacher Education Program.
Program. The student teacher accepts the major responsibilities and performs the activities of a full-time instructor under the supervision of the cooperating teacher.

SPED 483 Student Teaching Instructional Strategist
- Elementary/Secondary 8 credits
Student teaching is the capstone experience of the Teacher Education Program. The student teacher accepts the major responsibilities and performs the activities of a full-time instructor under the supervision of the cooperating teacher.

SPED 484 Student Teaching Prekindergarten
- Inc. Special Education 8 credits
Student teaching is the capstone experience of the Teacher Education Program. The student teacher accepts the major responsibilities and performs the activities of a full-time instructor under the supervision of the cooperating teacher.

SPED 499 Special Project
- 1-3 credits
This course is designed to provide an opportunity to complete a special project related to a student’s field of study that is beyond the scope of courses offered within the university. Proposals must include an overview or abstract of the study, indicate the anticipated learning outcomes of the project, the timeline for the study and the deliverables (paper, presentation, project, etc.) upon which the study will be evaluated. This course required department chair approval.

Sport Administration
SA 348 Sports Administration 3 credits
Students will be given an overview of the components involved in sports programming and athletic administration. These include, but are not limited to: the history of sport and sports administration, legal issues, ethics, marketing, facilities, and leadership skills.

SA 355 Administration of Intercollegiate Athletics 3 credits
This course will cover topics including the NCAA and other athletic organizations, their member divisions and conferences, athletic department administration and the responsibilities of the athletic directors, coaches and their staff, and management of student-athletes from multiple perspectives. Prerequisite: BA 210

SA 363 Sport Marketing 3 credits
The purpose of this course is to explore the basic concepts and principles of sport marketing as it relates to strategic planning, market analysis, legal considerations, and media concerns. This course will also focus concepts as they relate to sport marketing such as licensing, sponsorship, advertising, public relations, and consumer behavior. Prerequisite: MKT 208

SA 365 Ethical and Legal Issues in Sports Administration 3 credits
This course will introduce legal concepts and how sports administrators will apply these concepts into their management of personnel, events, facilities, athletic programs, governance issues, and marketing as well as conducting basic legal research. Types of law discussed will include, but not be limited to, tort, contract, intellectual property, liability and negligence, and constitutional laws. Prerequisite: BA 302

SA 371 Planning Facilities for Physical Activity 3 credits
The purpose of this course is to familiarize students with the knowledge and foundational principles pertinent to the planning techniques concerning indoor and outdoor facility development used for college athletics, sport, recreation and physical education. Prerequisite: BA 210

SA 401 International Sport Management 3 credits
This course will be an introduction to the principles and practices of the business and management of international sport. This emerging field deals with transnational and cross-cultural issues including but not limited to international politics, cultures, economics, law, marketing, ethics, monetary policies and foreign competition. It will create a greater awareness and appreciation for working in a multicultural, multinational setting. Prerequisite: BA 210

SA 403 Internship 3 credits
Advanced students work in sport/sport business related employment. The internship is designed to assist students with their personal and professional development within their field, help them clarify their career goals, and allow them to apply the knowledge and experience they have gained through their undergraduate coursework in a real world setting. Prerequisite: Consent of the instructor.

SA 435 Governance and Policy in Sport Organizations 3 credits
This course will identify the structure and function of sport organizations along with the issues that sport managers will have to address. Where the power lies and how individual sport organizations fit into the greater sport industry play a critical role in how successful a sport manager will be in an ever more global sport industry. Prerequisite: BA 210.

Student Teaching
Student teaching is the capstone experience of the Teacher Education Program. The student teacher accepts the major responsibilities and performs the activities of a full-time instructor under the supervision of the cooperating teacher. The minimum experience for those seeking initial licensure is 16 weeks (16 semester credits) and must be completed in two consecutive sessions. Placements are made by the Teacher Education personnel. During student teaching enrollment in other courses does not occur. Prerequisites: See Student Teaching. Admittance to the Teacher Education Program is required.

ST 440 Elementary School with Instructional Strategist I K-8 and Instructional Strategist II BD/LD and Instructional Strategist II ID K-12 16 credits
ST 441 Elementary School with Instructional Strategist I K-8 and Instructional Strategist II BD/LD
ST 445 K-12 Instructional Strategist II Behavior Disorders/Learning Disabilities/Intellectual Disabilities with K-6 Elementary Education
ST 446 K-12 Instructional Strategist II Behavior Disorders/Learning Disabilities/Intellectual Disabilities with Instructional Strategist I 5-12
ST 447 K-12 Instructional Strategist II Behavior Disorders/Learning Disabilities/Intellectual Disabilities with Instructional Strategist IBD/LD/ID with K-12 English as a Second Language
ST 448 K-12 Instructional Strategist II Behavior Disorders/Learning Disabilities/Intellectual Disabilities with Instructional Strategist I K-8
ST 449 K-12 Instructional Strategist II Behavior Disorders/Learning Disabilities/Intellectual Disabilities with Instructional Strategist I K-8 and Instructional Strategist I 5-12
ST 450 K-12 Instructional Strategist II Behavior Disorders/Learning Disabilities/Intellectual Disabilities with K-8 Instructional Strategist I and Elementary Education
ST 456 Elementary and Secondary Schools with K-6 Elementary Education
ST 457 Elementary and Secondary Schools with Instructional Strategist II ID K-12
ST 458 Elementary and Secondary Schools with Instructional Strategist II BD/LD K-12
ST 459 Elementary and Secondary Schools with Instructional Strategist I 5-12
ST 460 Elementary and Secondary Schools with Instructional Strategist I K-8
ST 464 Secondary School with Instructional Strategist I 5-12 and English as a Second Language
ST 465 Secondary School with English
UNDERGRADUATE COURSE DESCRIPTIONS

Supply Chain Management
SCM 310 Sourcing Analysis 3 credits
This SkillFlex Learning course examines strategies to identify and evaluate sources for procurement to demonstrate an understanding of internal and external supply chain processes and management. Factors that can have implications on sourcing strategies will also be reviewed, including forecasting, business process design, e-solutions and organizational structure.

SCM 320 International, Domestic, Local and In-sourcing 3 credits
This SkillFlex Learning course examines the opportunities and issues in international business on an organization’s management of its supply chain. Implications are examined such as global business transactions; options for domestic, local and in-sourcing; and total cost ownership.

SCM 330 Transportation 1 credit
This SkillFlex Learning course provides the student an understanding of the overarching principles and methods associated with the various modes of transportation, transportation metrics, and planning/distribution options.

SCM 331 Materials and Inventory Management 2 credits
This SkillFlex Learning course examines the implementation and value of warehouse and inventory management systems, inventory management project plans, and technology for a warehouse management system (WMS).

SCM 400 Product Development 3 credits
Successful organizations create product development plans that include design and marketing steps. This SkillFlex Learning course enables student to develop a plan that includes improvement, product line extension and the latest technology trends.

SCM 410 Quality 3 credits
This SkillFlex Learning course enables students to demonstrate the implication of quality and measurements on continuous improvement in the production, delivery, and marketing of products. Knowledge of the application of quality strategies, methods, and technologies can reduce costs and increase efficiencies.

SCM 420 Supplier Relationship Management 3 Credits
This SkillFlex Learning course provides students an understanding of Supplier Relationship Management (SRM) and the qualification of suppliers. Students will apply SRM theory in the development of a qualification plan.

Theatre
THE 110 Introduction to Theatre 3 credits
An introduction to the world of theatre through a survey of its independent parts: (1) the unique qualities of its varied dramatic forms, (2) genres or types of theatre into which most plays can be categorized, and (3) the relationships that exist between an audience and the major participants of a play-playwright, director, designer and actor.

THE 213 Principles of Acting 3 credits
A technique-oriented approach for beginning actors. This course will provide students with both theoretical and practical experience in character analysis, research, inanimate elements of production, and voice and movement with a special emphasis on the British Method of working from the outside in.

THE 240 Oral Interpretation 3 credits
This course introduces students to performance studies theory and embodied performance through the staged interpretation of works of fiction, nonfiction, and poetry. Students will select texts to perform, gain appreciation and understanding of their chosen texts, and communicate their interpretation of the text through purposeful performance choices on stage.
THE 250  Special Topics  3 credits
Special Topics courses are studies of selected problems, periods or movements in the subject area not otherwise included in the curriculum. They are typically chosen from a faculty member’s particular expertise and field of scholarly inquiry, and offered to a student or group of students forming an interest in the particular subject matter. The 250 designation denotes a General Education level of instruction and may include an appropriate General Education task to be completed. A Special Topics course must be approved by the School of Arts and Sciences Curriculum Committee before it is offered, and it must address one or more Major Outcomes within the discipline.

THE 260  Storytelling  3 credits
Students explore the intersections of identity, storytelling, and performance by crafting personal narratives and adapting them into staged performances. Students will explore how lived histories and experiences with friends, family, and community contribute to who we are and how we move through the world while experimenting with different methods and theories for adapting written narratives texts into staged performances.

THE 299  Special Project  3 credits
A Special Project allows the student to expand on work already completed in previous coursework. It is undertaken with the guidance of one or more faculty members and is intended to encourage the student into original investigation of a defined problem within the discipline. Examples include theses and themed portfolios or exhibitions.
GRADUATE PROGRAMS

MASTER OF BUSINESS ADMINISTRATION (MBA)
  Accounting
  Corporate Financial Management
  General Management
  Human Resources Management
  Leadership
  Organizational Development

MASTER OF EDUCATION (M.Ed.)
  Early Childhood
  ESL
  Higher Education
  Instructional Strategist
  Reading
  Talented and Gifted
  Teacher Leadership

MASTER OF PUBLIC ADMINISTRATION (MPA)
  Emergency Management and Homeland Security
  Government Administration
  Healthcare Management
  Nonprofit Organizational Management
  Public Management

MASTER OF SCIENCE IN COUNSELING (MSC)
  Clinical Mental Health Counseling
  School Counseling

MASTER OF SPORT ADMINISTRATION (MSA)
  Sport Management
Applying for Admission
To qualify for admission to the Upper Iowa University Graduate Program, the student must meet the requirements listed in this section. The graduate academic advisor will evaluate prior educational experience and grades to determine admission to Upper Iowa University’s Graduate Program. The student will be notified in writing of the approval or denial of admission.

A student should check with the program staff to determine whether graduate degrees are offered with the student's learning experience.

MBA, M.Ed., MPA, MSC, MSA

Admission Requirements:
1. A baccalaureate degree from an institution accredited by an agency that is recognized by the U.S. Department of Education Office of Post-secondary Education (USDE-OPE) or by the Council for Higher Education Accreditation (CHEA). (If from a foreign institution, an English translation and evaluation must accompany the record.)

2. GPA or GRE/GMAT score:
   a) A cumulative GPA of 2.75 or better in undergraduate degree, or
   b) For MBA, MPA and MSA, an acceptable GRE or GMAT score. An acceptable score is 1090 for GRE, 308 for GRE revised General Test, or 550 for GMAT. An official GRE/GMAT transcript, which is only available for five years following completion of the GMAT or GRE must be submitted directly to Upper Iowa University. See www.gre.org or www.gmat.org for information on these exams.

3. Verification of English language proficiency requirements. See page 33.

4. International students must provide proof of financial responsibility. Contact advisor for more information.

Additional requirements for MSC:
1. Two professional and/or academic letters of recommendation
2. Personal Statement essay
3. Completion of a Criminal Background Check (Note: A second criminal background check will be required before practicum.)
4. Group interview

If the minimum GPA or GRE/GMAT test score is not met, additional documentation may be requested by the graduate program chair or director for further consideration.

1. MBA: Resume; an essay may also be requested

2. M.Ed: Complete two graduate courses as non-degree seeking and earn a grade of B or above in each course to be considered for admission to the program

3. MPA: Two letters of reference, resume, and essay

4. MSC: 3.0 GPA or better in the student’s first 12 credit hours

5. MSA: Two letters of reference, resume, and essay

Foundation courses are available through UIU’s Undergraduate Program.

Application Procedure
1. Submit an application for admission. Apply online at uiu.edu/apply.

2. Submit official transcripts from each college or university attended. Send directly to Upper Iowa University, Attn: Student Enrollment Center, PO Box 1857, Fayette, IA 52142.

3. The complete admission file will be reviewed and a letter will be forwarded to the student concerning admission status.

4. Once admitted, the student may register for classes.

Students who complete the admission process and do not enroll within one year may be required to resubmit certain documents.

Transferring Credits
The MBA, M.Ed, MPA, MSC and MSA programs will accept up to 12 relevant graduate credits from graduate institutions and/or programs accredited by an agency recognized by the U.S. Department of Education Office of Post-secondary Education (USDE-OPE) or by the Council for Higher Education Accreditation (CHEA). Transfer credit should be arranged at the time of application. Only courses in which the student has earned a grade of B or above are eligible for transfer. All graduate transfer credit is subject to review and credit will be transferred only from institutions recognized by the above listed agencies or graduate level ACE evaluated coursework. Experiential learning without an ACE recommendation is not an option in the graduate program. All credit transferred must be closely related to the student’s program. The substitution of any transferred course for a core or emphasis course will be based on an evaluation of the student’s exposure to equivalent subject matter. Approved transfers of credit will be officially recorded after the student is accepted in the program and completed at least one course with Upper Iowa University. All requests for transfer of credit must be submitted in writing by the student to the graduate academic advisor, Upper Iowa University, PO Box 1857, Fayette, IA 52142.

Transferring within UIU Graduate Programs
Students who have been admitted to an UIU graduate program but would like to switch to a different UIU graduate program will need to complete the Change of Major form located on myUIU. The completed form is emailed by the student to uiuregistrar@uiu.edu and the student's academic advisor. To be considered for admis-
sion into the new program, the applying student must meet the new program’s admission and foundational requirements. Transferring students must meet all foundational requirements before taking graduate courses in the new program. Non-matriculated students (as defined on page 23 of the 2021-2022 Academic Catalog) must meet all foundational requirements before taking more than six graduate credits.

Military Tuition Assistance: Active-duty Army, Army National Guard, and Army Reserve personnel must register through the ArmyIgnitED portal. All other military personnel using military tuition assistance (MTA) will have their education officer approve the class and submit the completed TA form to an academic advisor. All military tuition assistance forms must be received before the first day of the session. Forms may be mailed to Upper Iowa University, SEC, PO Box 1857, Fayette, IA 52142 or scanned and emailed to distance@uiu.edu. If a student needs assistance applying for Military Tuition Assistance, they should contact the respective education office.

Employee Tuition Assistance: If a student is receiving tuition assistance, a voucher approved by Upper Iowa University must accompany any portion of the payment for which the student is responsible. Contact an academic advisor for more details.

Writing
The ability to write clearly and succinctly is essential for success in the graduate program. Students should expect that assignments in every course will require demonstrated writing competency. All graduate courses require the use of a current style guide for all formal assignments.

Graduate Tuition and Fees
2021-2022 Academic Year

<table>
<thead>
<tr>
<th>Course Type</th>
<th>Tuition per Graduate Semester Credit</th>
<th>Application and Evaluation Fee</th>
<th>Transcripting Credit</th>
</tr>
</thead>
<tbody>
<tr>
<td>MEd/MSA courses</td>
<td>$512</td>
<td>No Charge</td>
<td>No Charge</td>
</tr>
<tr>
<td>MSC courses</td>
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<td>MPA courses</td>
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<tr>
<td>MBA courses</td>
<td>$625</td>
<td></td>
<td></td>
</tr>
<tr>
<td>U.S. Online and Center Programs</td>
<td>No Charge</td>
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<td></td>
</tr>
<tr>
<td>Transcripts, per copy by email or mail</td>
<td>$10</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Graduation fee, payable at time of application for graduation</td>
<td>$70</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

All fees are in U.S. dollars

Student refunds will be processed the 25th calendar day of each semester if a student has completed all requirements for registration, financial aid, and attendance validation per the course catalog.

Books or instructional materials are generally required with each course. Some courses may require additional fees. Book costs are estimated at $100-$300 per graduate course.

Online Program Information

Online Program Registration
New students must register with their admissions advisor.
All returning Upper Iowa University students register through myUIU, Upper Iowa University’s online portal. Access to myUIU is on the University website at my.uiu.edu/ics. Step-by-step instructions for course registration are listed on the student tab and also found under the student handouts portlet.

Auditing a course is not an available option in the Online Program.

Changes in Registration (Drop Procedures)
Students may drop a class at any time during the registration period and up to the last day prior to the first day of the semester.

Changes in Enrollment
Validation of Enrollment/Non-Attendance
Registration for each online course must be validated by attending class (attended by discussion post, reply to a post, quiz completion or assignment submission) during the first seven days of the session. Failure to validate enrollment when courses begin will result in a grade of NA (never attended) and removal from the course. An NA will be recorded on the student’s transcript and financial aid funding may be affected.

Withdrawal
If a student wishes to withdraw from an active course, an academic advisor must be notified by email prior to the published last day to drop a class, which is the last day of the of the fifth week of the session. A grade of W will be recorded on the transcript.
Informing the course faculty member is not sufficient notice for a drop or withdrawal.

**Administrative Withdrawal**

During weeks one through six of an eight-week session, students who have not yet posted (attended by discussion post, reply to a post, quiz completion, or dropbox submission) for 14 consecutive days will be administratively withdrawn from the course. A grade of AW will be recorded in the student’s permanent record. Students who post in week 5 or after will not be administratively withdrawn.

During weeks one through five of a six week session, students who have not yet posted (attended by discussion post, reply to a post, quiz completion, or dropbox submission) for 14 consecutive days will be administratively withdrawn from the course. A grade of AW will be recorded in the student’s permanent record. Students who post in week 4 or after will not be administratively withdrawn.

Administrative withdrawal will affect financial aid funding. If financial aid funds have been released to the student because of a credit balance on the student’s account at Upper Iowa University, then the student may be required to repay some or all of the amount released to the student. This policy is subject to federal regulations. Contact the Financial Aid Office for details.

**Course Attendance and Participation**

The Online Program course week begins on Monday and ends the following Sunday, except in week 8 when the last day is Thursday. Students will be given access to their classroom the first day of the course.

A student is expected to actively participate and contribute to the learning experience in the course at least four of each seven day academic week. Participation means providing substantive comments, questions and contributions that advance the learning process for the student and other learners in the course.

Attainment of the minimum expected participation is representative of an average learner. Participation in excess of the minimum is expected of superior learners. For grading purposes, the faculty member will determine the number and quality of postings for participation. If the student actively participates in the course, the student should not have an attendance issue.

If a student does not meet the minimum attendance requirement (attended by discussion post, reply to a post, quiz completion, or dropbox submission) for 14 consecutive days, the student will receive an AW for the course which may affect financial aid funds for payment of the course. Financial aid and tuition adjustments will be calculated based on the day the student last posted to the online classroom. Merely logging into the online classroom website is not considered a posting for attendance or participation purposes.

**Collaborative Learning**

Online courses may incorporate one or more collaborative learning assignments that utilize “virtual teaming.” In collaborative assignments a group of students works on and submits an assignment as a team. Work done in the group is not considered participation for grade purposes. In general, all members of the group will earn the same grade on the assignment. If the faculty member determines that one or more group members did not do a fair share of the assignment, those students may receive a lower grade. Some faculty members assign the members of groups while others allow students to self-select their group. A faculty member’s policy on this will be in the course syllabus.

**Technical Requirements**

It is UIU’s goal to make the student’s learning experience the best it can be. One way to achieve this goal is to ensure that certain essential tools are available when the student accesses their web-based course. Information related to technical requirements for the Upper Iowa University learning management system, uiuLearn, can be found under the browser information section on the uiuLearn Student Tutorials page.

**Learning Management System**

Upper Iowa University utilizes D2L Brightspace learning management system (LMS). UIU has branded the LMS with the name uiuLearn. All students who enroll in online classes are expected to complete the student orientation tutorial and have appropriate knowledge to use the system effectively. The system is supported by a 24/7 helpdesk chat as well as via email and phone at helpdesk@d2l.com or 877-325-7778.

**U.S. Center Program Information**

**Center Program Registration**

- New students must register at the center.
- Currently enrolled students need to register through myUIU.

All Upper Iowa University students register through myUIU, Upper Iowa University’s online portal. Access to myUIU is on the University website at uiu.edu. Step-by-step instructions for course registration are listed on the student tab and also found under the student handouts portlet. All students are issued a username and password through their center/program after their first Upper Iowa University registration.

Registration begins at least six weeks before the start of each semester. Students are strongly encouraged to register early. Classroom capacity may limit the size of classes, but, if enrollments dictate and there is adequate lead time to make the necessary arrangements, a second section of a course may be added. Without adequate lead time, courses may close when enrollment reaches classroom capacity.

Tuition and any course-related fees are due at the time of registration or before the first night of class. International students need to contact their advisor regarding specific information on admission and registration.
Changes in Center Program Registration
Note the following policies for changing registration:

1. A student may not add a course after it meets for 1/8 of the total hours it is scheduled to meet.

2. If a student wishes to withdraw from a course, the student must complete a Course Withdrawal Card (contact the center office) prior to the last day of the fifth week of the session. Failure to attend class does not constitute withdrawal. Students who register for a course and fail to attend it will be assigned a grade of NA unless a withdrawal form is completed prior to the first day of the session.

Validation of Enrollment
Registration for each course must be validated by attending at least one of the first three class sessions. Failure to validate enrollment when courses begin will result in a grade of NA (never attended) and removal from the course.

Administrative Withdrawal
During weeks one through six of an eight-week session, students who have not yet attended an on site class or posted in uiuLearn (attended by discussion post, reply to a post, quiz completion, or assignment submission) for 14 consecutive days will be administratively withdrawn from the course. A grade of AW will be recorded in the student’s permanent record. Students who post in week 5 or after will not be administratively withdrawn.

During weeks one through five of a six-week session, students who have not yet attended an on site class or posted in uiuLearn (attended by discussion post, reply to a post, quiz completion, or assignment submission) for 14 consecutive days will be administratively withdrawn from the course. A grade of AW will be recorded in the student’s permanent record. Students who post in week 4 or after will not be administratively withdrawn.

Leave of Absence
Upper Iowa University does not grant a leave of absence. A student needing to withdraw from the University will follow the withdrawal procedures.

Delivery, Schedule and Refund

Delivery & Schedule
The goal of Upper Iowa University is to offer its curriculum on a schedule that allows students to take courses and continue their careers. Please contact the program office for the course schedule and exact starting dates. A schedule is available at uiu.edu/online.

Refund Policy and Course Withdrawal
If a student decides to withdraw from the University before the end of a semester or session, the student’s charges, financial aid, tuition assistance, and/or veteran benefits could be affected. All students should consult with the Business Office and Financial Aid Office to understand the financial impact of withdrawing prior to initiating the withdrawal process.

Tuition adjustments are independent from academic and financial aid deadlines. Tuition will be adjusted based on the percentages listed in the following table for the weeks completed in the eight-week enrollment period. If the course meets on an alternative schedule, consult the center for the refund schedule. The student’s last date of attendance is the official withdrawal date that will be used when calculating a refund.

For students from Wisconsin, state laws apply.

<table>
<thead>
<tr>
<th>Academic Year</th>
<th>Session 1</th>
<th>Session 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall Semester 2021</td>
<td>Aug 30 - Oct 21</td>
<td>Oct 25 - Dec 16</td>
</tr>
<tr>
<td>Charge Refund</td>
<td>Last Date of Attendance</td>
<td>Last Date of Attendance</td>
</tr>
<tr>
<td>25% 75%</td>
<td>Aug 30 - Sep 5</td>
<td>Oct 25 - Oct 31</td>
</tr>
<tr>
<td>50% 50%</td>
<td>Sep 6 - Sep 12</td>
<td>Nov 1 - Nov 7</td>
</tr>
<tr>
<td>100% 0%</td>
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<td>After Nov 7</td>
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<table>
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<th>Session 3</th>
<th>Session 4</th>
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<tbody>
<tr>
<td>Charge Refund</td>
<td>Last Date of Attendance</td>
<td>Last Date of Attendance</td>
</tr>
<tr>
<td>25% 75%</td>
<td>Jan 10 - Jan 16</td>
<td>Mar 14 - Mar 20</td>
</tr>
<tr>
<td>50% 50%</td>
<td>Jan 17 - Jan 23</td>
<td>Mar 21 - Mar 27</td>
</tr>
<tr>
<td>100% 0%</td>
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<table>
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<th>Summer Semester 2022</th>
<th>Session 5</th>
<th>Session 6</th>
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<tr>
<td>Charge Refund</td>
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<td>Last Date of Attendance</td>
</tr>
<tr>
<td>25% 75%</td>
<td>May 16 - May 22</td>
<td>July 11 - July 17</td>
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<td>July 18 - July 24</td>
</tr>
<tr>
<td>100% 0%</td>
<td>After May 29</td>
<td>After July 24</td>
</tr>
</tbody>
</table>

These percentages will also be used to determine eligibility for state aid the student may have received. Examples of refund calculations are available online www.uiu.edu/financialaid or upon request in the Financial Aid Office.

Course withdrawal may impact financial aid eligibility. A financial aid counselor is available to discuss this decision with students.

Upper Iowa University is required to use a pro rata schedule to determine the amount of Title IV aid the student has earned at the time of withdrawal. If financial aid funds have been released to the student because of a credit balance on the student’s account at Upper Iowa University, the student may be required to repay some or all of the amount released to the student. This policy is subject to federal regulations. Contact the Financial Aid Office for details.

Withdrawing from a course in progress may result in significant student account charges. Consult with the Business Office before withdrawing. For more information on financial aid implications, go to uiu.edu/financialaid.
Classification and Course Loads

Classification of Graduate Students

Registration Status

1. Full-time: A student registered in a graduate division for six or more credits each semester.
2. Half-time: A student registered for three to five credits per semester.
3. Less than half-time: A student registered for less than three credits per semester.
4. Non-Matriculated: A student attending classes for the purpose of obtaining credit, but not a candidate for degree.

Course Loads

Students enrolled in the UIU Graduate Program are considered full-time with the completion of six or more graduate credits during each semester. Enrollment in six semester graduate credits during an eight-week session is allowed as long as the student is successfully completing the course requirements. Graduate students should carefully consider personal time management issues, including outside the university commitments, before enrolling in more than one graduate course in a session.

Graduation Requirements

A student will have five years after initial enrollment in the first of either a foundational or graduate level course to complete the graduate program under the requirements in effect at the time of enrollment. If the student does not complete the graduate degree program within the five-year period, the requirements in effect at the time of the next enrollment will be used to determine the student’s graduation requirements. Upper Iowa University reserves the right to make changes in its academic regulations and requirements when, in its judgment, the best interests of the institution are served.

Additional Coursework

Students completing a graduate degree with Upper Iowa University may not take additional courses exceeding the required credits to graduate. If additional courses are desired, a letter of request must be submitted to the graduate advisor/program director with information supporting the reason for the additional courses, including but not limited to transfer of courses for an additional degree or required for employment or certification. The request must be received four weeks prior to the session start and must specifically list the courses and sessions the student plans to complete. The graduate advisor will review the request and, following discussion with the student, approve or deny the request. In general, a request will not be approved if taking the additional courses would delay or interfere with the student’s progress towards a degree. Students using financial aid for degree-required courses are not eligible for additional funds for courses that do not count towards the degree.

Multiple Masters Degrees

Students who have earned one master’s degree at Upper Iowa University may desire to earn one or more additional masters degrees at UIU. There may be certain courses in common for these programs.

1. A student may use a graduate course taken at UIU in satisfaction of one graduate degree towards the requirements of another graduate degree provided that the grade earned was B or better. This grade requirement is consistent with the grade requirement for graduate courses transferred to UIU from external graduate programs.
2. Not more than 12 semester credits in total from a prior UIU master’s degree or transferred from another institution may be used towards a subsequent UIU master’s degree.

Graduate degrees represent attainment of advanced knowledge in specific disciplines. Therefore, each graduate degree will have its own grade point average calculation (GPA). Courses not part of the graduate degree will not be included in the calculation of a student’s GPA for that degree.

Students may complete only one area of emphasis in each graduate degree. Students who wish to change areas of emphasis should submit a petition to do so to their Graduate Academic Advisor who will approve or disapprove the petition based on whether the change is justified by changes in the student’s career circumstances.

Grading System

Grades in the program are:

<table>
<thead>
<tr>
<th>Grades</th>
<th>Quality Points</th>
</tr>
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<tbody>
<tr>
<td>A</td>
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<tr>
<td>A-</td>
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<tr>
<td>B+</td>
<td>3.33</td>
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<tr>
<td>B</td>
<td>3.00</td>
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<tr>
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<tr>
<td>C+</td>
<td>2.33*</td>
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<tr>
<td>C</td>
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<tr>
<td>C-</td>
<td>1.67</td>
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<tr>
<td>F</td>
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</tr>
</tbody>
</table>

All grades of "F" posted at Upper Iowa University are considered to be earned "F" grades.

* C+ grades and lower are below the standard expected of graduate students.

Instructors are required to implement +/- grades in their courses. The instructor’s course syllabus will outline the +/- grading scale and assigned percentage associated with each grade.

P – Pass (for internship only)
I – Incomplete

A temporary grade assigned by the faculty member that will be changed to a letter grade of A-F by the end of the following session (center or online courses) or semester (Fayette Campus courses).
**W – Withdrawal**
The grade **W** is used to denote courses dropped (student-initiated) between the first and the fifth week of an eight-week session or between the first and fourth week of a six-week session. Courses no longer attended after the fifth week of the eight-week session will be issued a letter grade based on work completed in relation to total course requirements.

**AW – Administrative Withdrawal**
The grade **AW** is assigned to courses in which the student has been administratively withdrawn.

**NA – Non-Attendance**
If a student has not attended class (or posted in each of the student's registered online class(s) one or more notes to the main class meeting during the first week of the session) the student will be considered to be in non-attendance and will be withdrawn from the course. An **NA** will be recorded on the student's transcript and financial aid funding will be affected.

A student's official grade is the grade posted to myUIU at the end of the grading period. It is the student's responsibility to check myUIU grades for accuracy. Grades leading to academic concern, warning, or suspension apply to one three-semester credit course or any combination of courses that equal three semester credits. A cumulative grade point average of 3.0 in graduate-level courses is required to receive a graduate degree from Upper Iowa University.

**Grade Appeal Process**
The grade for any given course is based on the achievement or success of the student as defined by the individual instructor. This may be a quantitative score or a qualitative and subjective decision. The grade received for a course is final unless the instructor makes a formal grade change. If a student wishes to appeal a grade they feel was determined incorrectly, the student must complete the process outlined in this policy within six weeks after the final grade was posted in myUIU.

1. If the student disputes a final grade, the instructor of record must be contacted by the student within 7 Upper Iowa University business days of the final grade being posted in myUIU. The instructor of record and student should make every effort to resolve the concern with the final grade within 14 Upper Iowa University business days of the final grade being posted in myUIU. This must occur before the formal grade appeal process begins.

   a. If the concern is resolved by both the student and the instructor of record, if necessary, the instructor of record will submit a grade change form to the Department Chair and Registrar.

   b. If the concern is not resolved, and the student does not agree with the decision of the instructor of record, the student may begin the formal grade appeal process. The formal process involves levels of review beyond the instructor of record. The student is required to provide evidence of communication with instructor, or attempted email correspondence, after the final grade has been posted in myUIU to begin the formal process.

2. The student may appeal the decision of the instructor of record to the Department Chair/ Director in which the class resides. A student must submit this appeal within 19 Upper Iowa University business days from the final grade being posted in myUIU. The Chair or Director of the department will investigate and may meet with the student or additional personnel as needed.

   a. The Chair/ Director of the department in which the class resides will render a decision in writing to the student and instructor, within 10 Upper Iowa University business days.

   b. The Chair or Director of the department will submit a grade change to the Registrar if the grade appeal is successful.

3. The student may appeal the decision of the chair/director to the Dean of the school in which the class resides only if new and compelling evidence can be provided in support of the grade appeal. A student must submit this appeal within five Upper Iowa University business days from the denial by the chair/director. The Dean will review the new evidence and render a final decision within 10 Upper Iowa University Business days. The decision of the Dean is final.

   a. The Dean of the school in which the class resides will submit a grade change to the Registrar if the grade appeal is successful.

The grade appeal process must conclude in 6 weeks of final grade posted in myUIU.

**Standards for Academic Standing**
Please refer to page 11 for additional information regarding Standards for Academic Standing.

**Satisfactory Academic Progress Policy**
Please refer to pages 12-14 for information regarding the Satisfactory Academic Policy.

**Academic Misconduct**
Cheating, academic dishonesty, and plagiarism constitute a violation of the offender’s own integrity, as well as the integrity of the entire University; they will not be tolerated. Violators will receive sanctions based on the level of academic misconduct.

Cheating includes, but is not limited to:

1. The use of unauthorized books, notes or other sources in the giving or securing of help in an examination or other course assignments.

2. The copying of other students’ work or allowing others to copy your work. The submission of work that is not your own or allowing others to submit your work as theirs.
3. The submission of the same work for two or more classes without the approval of the instructors involved.

Academic dishonesty includes, but is not limited to:
1. Sharing academic materials knowing they will be used inappropriately.
2. Accessing another person’s work without permission.
3. Providing false or incomplete information on an academic document.
4. Changing student records without approval.
5. Obtaining and using texts or other materials intended for instructor use only.

Plagiarism includes, but is not limited to:
1. The presentation of another's published or unpublished work as one's own.
2. Taking words or ideas of another and either copying them or paraphrasing them without proper citation of the source.
3. Using images, charts, graphs, statistics or tables without proper citation.

Levels of Academic Misconduct and Sanctions
The faculty member teaching the course has the primary responsibility for resolving allegations of academic dishonesty, though egregious violations will be resolved by the School administration, the Academic Misconduct Board, or some combination thereof. The final decision on the level of a violation rests with the Academic Misconduct Board. Options for resolving an alleged case of academic dishonesty range from dismissing the allegation with no negative sanction to being expelled from the university. A negative sanction is defined as an action taken by the faculty member that affects the student’s grade for the assignment or his or her cumulative grade for the course. Anytime academic misconduct is detected, the procedures outlined will be followed. The incident will be maintained in a searchable database maintained by the Office of Academic Affairs.

Additional information regarding sanctions is located in Policy 107 at uiu.edu/about/policies-reports.

Teaching Strategies
Each course focuses on applying theoretical principles and practical experience to business situations and problems. Case studies, report writing and class discussions are blended to assure students an opportunity to clarify and assimilate course learning outcomes. Assessments can take a variety of forms including team projects, individual reports and case study analysis. Participation in discussions is crucial to student success.

Master of Business Administration
School of Business
and Professional Studies

The Master of Business Administration (MBA) Program prepares graduates to find innovative solutions to marketplace opportunities. The program offers emphases in accounting, corporate financial management, general management, human resources management, leadership, and organizational development. Skill and competence in specific business areas are developed through individual and team assignments and application of relevant theories to practical case study situations. The program provides a balance of quantitative and qualitative studies to strengthen contemporary managerial skills.

The program concludes with BA 590 Research Seminar providing a capstone experience for the student to apply the concepts of the program in the development of a business report or proposal. The report or proposal is presented to peer students and/or business leaders using presentation software. The researched report or proposal provides the student an opportunity to demonstrate integration of the core curriculum and emphasis acquired knowledge and skills using graduate level communication and critical thinking skills.

Program Outcomes
• Analyze the implications of regulatory and legal issues for corporations competing in the current economic environment.
• Identify and resolve problems, create change, or develop recommendations using analytical tools for business decision making.
• Explain the interdependence of corporate functional responsibilities.
• Evaluate effective business and management practices of corporations competing in the global or domestic economy.

Requirements for a Master of Business Administration Degree
The Upper Iowa University Master of Business Administration degree requires a minimum of 36 semester credits of graduate level coursework with a minimum cumulative grade point average of 3.0 on a 4.0 scale for completion. At UIU, three-semester-credit courses are scheduled in five eight-week sessions and one six-week session each year.

The student completes 15 semester credit hours in core requirements, 3 semester credit hours in the capstone, 18 semester credit hours in a chosen area of emphasis and any required prerequisite credits. Students choosing an emphasis with an elective can select courses in another emphasis or graduate program relevant to the student’s area of emphasis.

Students entering the MBA program are required to hold a BS or BA in a business discipline or be able to demonstrate a basic level
of knowledge and achievement in accounting and finance. Students who have not completed a bachelor's degree in business and cannot demonstrate a basic level of knowledge as listed above will be required to take MBA 500 - Accounting and Finance Principles. This course is a prerequisite course to FIN 513 - Financial Management. At the time of admission, the student's file is reviewed and it is determined if MBA 500 is required.

Degree Completion
To receive the Master of Business Administration degree, the student must successfully complete 36 semester credits of graduate work and earn a cumulative GPA of not less than 3.0 on a 4.0 point scale.

A graduate student will have five years after initial enrollment in the first graduate level course to complete the graduate program under the requirements in effect at the time of enrollment. If program requirements change, the student can elect to complete the revised curriculum or to complete under the original curriculum.

If the student does not complete the graduate degree program within the five-year period, the requirements in effect at the time of the next enrollment will be used to determine the student's graduation requirements.

Upper Iowa University reserves the right to make changes in its academic regulations and requirements when, in its judgment, the best interests of the institution are served.

Program Requirements

Core requirements
The core curriculum is a forward-thinking academic program developing comprehension and competence in financial risk, economics and change, innovation through sustainability, current legal implications, product improvement and market analysis. Many courses include group work that prepares students to work in teams in the corporate world, a skill sought by many organizations.

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
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<tbody>
<tr>
<td>BA 506</td>
<td>Organizational Strategy and Economic Change</td>
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<tr>
<td>BA 508</td>
<td>Current Issues in Corporate Law and Ethics</td>
<td>3</td>
</tr>
<tr>
<td>BA 511</td>
<td>Corporate Entrepreneurship and Sustainability</td>
<td>3</td>
</tr>
<tr>
<td>FIN 513</td>
<td>Financial Management</td>
<td>3</td>
</tr>
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<td>MKT 504</td>
<td>Marketing and Product Management</td>
<td>3</td>
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<tr>
<td>BA 590</td>
<td>Research Seminar</td>
<td>3</td>
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</tbody>
</table>

Areas of emphasis

Accounting
The Accounting Emphasis integrates management skills with accounting theory and practice. It is strongly recommended that students have an undergraduate degree in accounting when pursuing this emphasis. The Accounting Emphasis will provide students an opportunity to meet the 150 credit requirement for the Uniform CPA examination. The completion of the Accounting Emphasis does not guarantee that the requirements to sit for the Uniform CPA examination have been met. Contact the Board of Accountancy in the state that the student wishes to sit for the examination for that state's specific requirements.

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
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<tr>
<td>ACCT 533</td>
<td>Advanced Accounting Information Systems</td>
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</tr>
<tr>
<td>ACCT 547</td>
<td>Contemporary Topics in Financial Accounting</td>
<td>3</td>
</tr>
<tr>
<td>ACCT 551</td>
<td>Taxation for Corporations</td>
<td>3</td>
</tr>
<tr>
<td>ACCT 552</td>
<td>Forensic Accounting</td>
<td>3</td>
</tr>
<tr>
<td>ACCT 553</td>
<td>Advanced Managerial Accounting</td>
<td>3</td>
</tr>
<tr>
<td>Graduate Elective</td>
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</tbody>
</table>

Corporate Financial Management
The Corporate Financial Management Emphasis provides students with a broad understanding of financial management, financial institutions, and investment strategies. Graduates will evaluate investments, develop management strategies using corporate financial information, and apply various corporate financial management strategies to evaluate risk.

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
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</thead>
<tbody>
<tr>
<td>FIN 531</td>
<td>Financial Markets and Financial Strategy</td>
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</tr>
<tr>
<td>FIN 536</td>
<td>Derivatives and Risk Management</td>
<td>3</td>
</tr>
<tr>
<td>FIN 551</td>
<td>Financial Data Analysis</td>
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</tr>
<tr>
<td>FIN 552</td>
<td>Investment Management</td>
<td>3</td>
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<tr>
<td>ACCT 553</td>
<td>Advanced Managerial Accounting</td>
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</tr>
<tr>
<td>Graduate Elective</td>
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</tr>
</tbody>
</table>

General Management
The General Management Emphasis allows learners, in collaboration with their academic advisor, to develop a program that meets their specific career needs and goals. Elective courses can be selected from other MBA courses not already required in the emphasis or from another graduate program. If selecting elective courses from a graduate program outside the MBA, course substitution approval will be required prior to registration in the course.

<table>
<thead>
<tr>
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<tbody>
<tr>
<td>MBA 501</td>
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</tr>
<tr>
<td>Graduate Elective</td>
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<td>3</td>
</tr>
</tbody>
</table>

Human Resources Management
The Human Resources Management Emphasis assists students as they explore the theories and methods to manage the personnel resources of an organization. The emphasis has been reviewed and aligns with SHRM curriculum guidelines.
Leadership (SkillFlex Learning option only. See page 45.)
The Leadership Emphasis is intended for seasoned professionals desiring an MBA with a focus on leadership. Graduates of the Leadership Emphasis will gain skills in the holistic view of leadership including foundational groundwork, globalization, diversity, and conflict management from a leadership position.

Credits
LDR 520 Foundations of Organizational Leadership 3
LDR 530 Globalization and Diversity 3
LDR 540 Team Leadership and Collaboration 3
LDR 550 Leadership and Business Operations 3
LDR 560 Change Management 3
LDR 570 Conflict and Negotiation 3
T8

Organizational Development
The Organizational Development Emphasis provides students with the skills and understanding of organizational structure and culture and the ability to analyze and diagnose problems to develop recommendations supporting long-term change.

Credits
BA 520 Training and Development 3
BA 553 Organizational Development 3
BA 555 Organizational Culture 3
BA 560 Organizational Diagnosis and Intervention 3
BA 570 Team Building Techniques 3
Graduate Elective 3
T8

The student is responsible to complete all prerequisite requirements for elective courses. Exceptions must be approved by the MBA Program Director.

Certificate Programs
The Upper Iowa University School of Business and Professional Studies Post-Graduate Certificate Program provides students the opportunity to pursue additional coursework within specific emphasis areas. The 15 credit hour certificates provide a framework for professional development that challenges students to find innovative solutions to marketplace opportunities.

Admission Requirements
To be unconditionally accepted into the Post-Graduate Certificate Program a learner must hold a conferred Graduate Degree from an accredited institution recognized by the U.S. Department of Education or the Council of Higher Education Accreditation.

Transfer Credits
The MBA Post-Graduate Certificate Program will accept up to 3 relevant graduate credits from institutions recognized by the U.S. Department of Education or the Council of Higher Education Accreditation. This would require that 12 additional credits be completed through UIU.

Certificate Completion
A graduate student will have five years after initial enrollment in the first graduate level course to complete the certificate program under the requirements in effect at the time of enrollment. If program requirements change, the student can elect to complete the revised curriculum or to complete under the original curriculum.

If the student does not complete the certificate program within the five-year period, the requirements in effect at the time of the next enrollment will be used to determine the student’s certificate requirements.

Upper Iowa University reserves the right to make changes in its academic regulations and requirements when, in its judgment, the best interests of the institution are served.

Certificate Areas and Requirements
Accounting
ACCT 533 Advanced Accounting Information Systems
ACCT 551 Taxation for Corporations
ACCT 552 Forensic Accounting
ACCT 553 Advanced Managerial Accounting
Graduate Elective

Corporate Financial Management
FIN 531 Financial Markets and Financial Strategy
FIN 551 Financial Data Analysis
FIN 552 Investment Management
ACCT 553 Advanced Managerial Accounting
Graduate Elective

Human Resources Management
BA 524 Managing in the International Environment
BA 540 Labor/Management Relations
BA 544 Organizational and Management Theories
BA 546 Compensation and Benefits
BA 548 Development & Management of HRM

Organizational Development
BA 520 Training and Development
BA 553 Organizational Development
BA 555 Organizational Culture
BA 560 Organizational Diagnosis and Intervention
BA 570 Team Building Techniques

Note: Financial aid is not available for certificate programs.
Master of Education
Andres School of Education

Upper Iowa University’s Master of Education (M.Ed.) program is designed to increase an educator’s skill set when working with students as well as enhance knowledge, skills, and dispositions to be an effective leader in the educator’s discipline. Classes are taught by individuals who have strong hands-on experience teaching in K-12 and working in higher education. Within the M.Ed. emphases, we offer advanced coursework that targets the needs of those seeking endorsements in Special Education, Early Childhood Education, English as a Second Language, Talented and Gifted, and Reading. We also offer emphases in Higher Education and Teacher Leadership. We expect to serve those students who seek to earn certain teaching license endorsements and/or meet the requirements for the Master of Education degree. Students may earn one or more of the following Iowa endorsements:

• Early Childhood (PreK-K)
• Early Childhood Unified (Birth-Grade 3: Inclusive Settings)
• ESL K-12
• Instructional Strategist I: Mild/Moderate (K-8 and/or 5-12)
• Instructional Strategist II: Behavior Disorders/Learning Disabilities K-12
• Instructional Strategist II: Intellectual Disabilities K-12
• Reading (K-8 and/or 5-12)
• Reading Specialist
• Talented and Gifted

All students who complete endorsements are encouraged to complete the additional graduate work to earn a Master of Education degree in one of the following areas of emphasis:

• Early Childhood
• ESL
• Instructional Strategist
• Reading
• Talented and Gifted
• Teacher Leadership

To be eligible for admission to the Master of Education program, the applicant must have earned a bachelor’s degree from an institution recognized by its own regional accreditation association and must have earned a cumulative undergraduate grade point average of 2.75 (A = 4.0) or above.

Program Planning
There are three categories of graduate students—those just seeking a teaching license endorsement, those seeking a graduate certificate and those seeking the Master of Education degree. Candidates in all three categories must follow the degree plan/advising worksheet developed for the individual. The degree plan is developed by the candidate and his/her graduate advisor in a manner consistent with expectations of the graduate program.

Degree Requirements
To be awarded the Master of Education, candidate must earn a minimum of 36 credits in an approved program of study and achieve a minimum cumulative grade point average of 3.00 for all graduate courses. All requirements for the Master of Education degree must be completed within five years from the date of admission to the graduate program.

Program Student Learning Outcomes
Candidates successfully completing the Master of Education core and an emphasis in Teacher Leadership, Instructional Strategist, Reading, Early Childhood, English as a Second Language, Talented and Gifted, or Higher Education will be able to:

1. Read and evaluate educational research and/or engage in a research project.
2. Using the student’s knowledge of different backgrounds, ethnicities and cultures, explain how to collaborate effectively with constituents.
3. Identify and solve problems in program finance, legal issues, distance learning, curriculum design, methods, or assessment using research.
4. Demonstrate effective leadership decision making and analytical skills.

Areas of Emphasis
The Masters of Education is offered in the following areas of emphasis:

• Early Childhood
• ESL (English as a Second Language)
• Higher Education
• Instructional Strategist
• Reading
• Talented and Gifted
• Teacher Leadership

Generally, candidates who pursue the Master of Education Instructional Strategist, Reading, Talented and Gifted, Early Childhood and/or ESL sequence of courses seek a teaching license endorsement. These candidates must complete the Iowa State Department of Education approved Upper Iowa University endorsement requirements, successfully complete the Master of Education core requirements and additional coursework in the Teacher Leadership area of emphasis, if necessary, to meet the Master of Education degree credit hour requirements.

Early Childhood Prekindergarten
To be awarded the Master of Education Early Childhood emphasis, the candidate must earn a minimum of 36 approved graduate credit hours that include the following courses/requirements:
### Prekindergarten – Kindergarten

#### Core Requirements

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
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<tbody>
<tr>
<td>EDU 512</td>
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<td>EDU 531</td>
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#### Kindergarten Emphasis

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<td>EDU 142</td>
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Graduate Electives: 3

Note: If not endorsed in elementary education, please contact an advisor for additional requirements.

To complete the 36 credit hour requirements for the Master of Education degree, candidates will be advised on an individual basis about appropriate coursework.

### Birth - Grade 3: Inclusive Settings

#### Core Requirements

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDU 512</td>
<td>3</td>
</tr>
<tr>
<td>EDU 531</td>
<td>3</td>
</tr>
<tr>
<td>EDU 590-01</td>
<td>3</td>
</tr>
</tbody>
</table>

### Birth - Grade 3: Inclusive Settings Emphasis

Current certification in infant CPR and first aid.

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDU 306</td>
<td>3</td>
</tr>
<tr>
<td>SPED 304</td>
<td>3</td>
</tr>
<tr>
<td>ECE 501</td>
<td>1</td>
</tr>
<tr>
<td>ECE 502</td>
<td>2</td>
</tr>
<tr>
<td>ECE 523</td>
<td>3</td>
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<tr>
<td>ECE 551</td>
<td>3</td>
</tr>
<tr>
<td>ECE 552</td>
<td>3</td>
</tr>
</tbody>
</table>

Graduate Electives: 9

### ESL

To be awarded the Master of Education ESL emphasis, the candidate must earn a minimum of 36 approved graduate credit hours that include the following courses/requirements:

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDU 512</td>
<td>3</td>
</tr>
<tr>
<td>EDU 531</td>
<td>3</td>
</tr>
<tr>
<td>EDU 590-02</td>
<td>3</td>
</tr>
</tbody>
</table>

### K-12 English as a Second Language (ESL)

#### Core Requirements

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDU 512</td>
<td>3</td>
</tr>
<tr>
<td>EDU 531</td>
<td>3</td>
</tr>
<tr>
<td>EDU 590-02</td>
<td>3</td>
</tr>
</tbody>
</table>

### English as a Second Language Emphasis

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDU 543</td>
<td>3</td>
</tr>
<tr>
<td>EDU 544</td>
<td>3</td>
</tr>
<tr>
<td>EDU 545</td>
<td>3</td>
</tr>
<tr>
<td>EDU 546</td>
<td>3</td>
</tr>
<tr>
<td>EDU 547</td>
<td>3</td>
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<td>EDU 548</td>
<td>3</td>
</tr>
<tr>
<td>EDU 549</td>
<td>1</td>
</tr>
</tbody>
</table>

Graduate Electives: 9

To complete the 36 credit hour requirements for the Master of Education degree, candidates will be advised on an individual basis about appropriate coursework.

### Higher Education

To be awarded the Master of Education Higher Education Emphasis, the candidate must earn a minimum of 36 approved graduate credit hours that include the following courses/requirements:

#### Higher Education Core Requirements

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDU 512</td>
<td>3</td>
</tr>
<tr>
<td>Course Code</td>
<td>Course Title</td>
</tr>
<tr>
<td>------------</td>
<td>-------------------------------------------------------</td>
</tr>
<tr>
<td>EDU 531</td>
<td>Teaching and Working in a Multicultural Setting</td>
</tr>
<tr>
<td>EDU 590-03</td>
<td>Capstone Seminar Higher Education</td>
</tr>
</tbody>
</table>

**Higher Education Emphasis Requirements**

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEA 504</td>
<td>Student Affairs Practice in Higher Education</td>
<td>3</td>
</tr>
<tr>
<td>HEA 508</td>
<td>Ethical and Legal Issues for the Administrator</td>
<td>3</td>
</tr>
<tr>
<td>HEA 509</td>
<td>Student Development Theory in Higher Education</td>
<td>3</td>
</tr>
<tr>
<td>HEA 511</td>
<td>Leadership and Governance in Higher Education</td>
<td>3</td>
</tr>
<tr>
<td>HEA 512</td>
<td>Finance and Budgeting in Higher Education</td>
<td>3</td>
</tr>
<tr>
<td>HEA 521</td>
<td>Politics in Higher Education</td>
<td>3</td>
</tr>
<tr>
<td>HEA 556</td>
<td>Strategic Decision Making in Higher Education</td>
<td>3</td>
</tr>
<tr>
<td>HEA 558</td>
<td>Quality Improvement and Accreditation</td>
<td>3</td>
</tr>
</tbody>
</table>

Graduate Elective: 3

To complete the 36 credit hour requirements for the Master of Education degree, candidates will be advised on an individual basis about appropriate coursework.

**Instructional Strategist I 5-12 Credits**

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDU 512</td>
<td>Educational Research Methods</td>
<td>3</td>
</tr>
<tr>
<td>EDU 531</td>
<td>Teaching and Working in a Multicultural Setting</td>
<td>3</td>
</tr>
<tr>
<td>EDU 590-04</td>
<td>Capstone Seminar Instructional Strategist</td>
<td>3</td>
</tr>
</tbody>
</table>

**Instructional Strategist I 5-12 Emphasis Requirements**

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>SPED 304</td>
<td>Exceptional Persons (required for licensure, not available for graduate credit)</td>
<td>3</td>
</tr>
<tr>
<td>EDU 507</td>
<td>Diagnostic Assessment Practices in Reading and Language Arts</td>
<td>3</td>
</tr>
<tr>
<td>SPED 559</td>
<td>Home, School, and Community Relations</td>
<td>3</td>
</tr>
<tr>
<td>SPED 562</td>
<td>Individual Behavior and Classroom Management Prek-12</td>
<td>3</td>
</tr>
<tr>
<td>SPED 565</td>
<td>Methods/Curriculum: Behavior Disorders Prek-12</td>
<td>3</td>
</tr>
<tr>
<td>SPED 567</td>
<td>Fundamentals of Special Education</td>
<td>3</td>
</tr>
<tr>
<td>SPED 575</td>
<td>Methods/Curriculum: Mild/Moderate Disabilities 5-12</td>
<td>3</td>
</tr>
<tr>
<td>SPED 577</td>
<td>Career and Vocational Programming</td>
<td>3</td>
</tr>
<tr>
<td>SPED 579</td>
<td>Clinical Teaching Experience: Instructional Strategist</td>
<td>4</td>
</tr>
<tr>
<td>or</td>
<td></td>
<td></td>
</tr>
<tr>
<td>SPED 582</td>
<td>Clinical Teaching Experience: Instructional Strategist</td>
<td>8</td>
</tr>
</tbody>
</table>

Graduate Elective: 3

To complete the 36 credit hour requirements for the Master of Education degree, candidates will be advised on an individual basis about appropriate coursework.

**Instructional Strategist II: Behavior Disorders/Learning Disabilities K-12 Credits**

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
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<tbody>
<tr>
<td>EDU 512</td>
<td>Educational Research Methods</td>
<td>3</td>
</tr>
<tr>
<td>EDU 531</td>
<td>Teaching and Working in a Multicultural Setting</td>
<td>3</td>
</tr>
<tr>
<td>EDU 590-04</td>
<td>Capstone Seminar Instructional Strategist</td>
<td>3</td>
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</tbody>
</table>

**Instructional Strategist II: Behavior Disorders/Learning Disabilities K-12 Emphasis**

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>SPED 304</td>
<td>Exceptional Persons (required for licensure, not available for graduate credit)</td>
<td>3</td>
</tr>
<tr>
<td>EDU 507</td>
<td>Diagnostic Assessment Practices in Reading and Language Arts</td>
<td>3</td>
</tr>
<tr>
<td>SPED 559</td>
<td>Home, School, and Community Relations</td>
<td>3</td>
</tr>
<tr>
<td>SPED 562</td>
<td>Individual Behavior</td>
<td>3</td>
</tr>
</tbody>
</table>
GRADUATE PROGRAMS

and Classroom Management Prek-12 3  
SPED 565 Methods/Curriculum: Behavior Disorders Prek-12 3  
SPED 567 Fundamentals of Special Education 3  
SPED 569 Methods/Curriculum: Learning Disabilities K-12 3  
SPED 577 Career and Vocational Programming 3  
SPED 579 Clinical Teaching Experience: Instructional Strategist 4  
or  
SPED 582 Clinical Teaching Experience: Instructional Strategist 8  
Graduate Elective 3  

To complete credit hour requirements for the Master of Education degree, candidates will be advised on an individual basis about appropriate coursework.  

Instructional Strategist II: Intellectual Disabilities K-12 Credits  
Core Requirements  
EDU 512 Educational Research Methods 3  
EDU 531 Teaching and Working in a Multicultural Setting 3  
EDU 590-04 Capstone Seminar Instructional Strategist 3  

Instructional Strategist II: Intellectual Disabilities K-12 Emphasis  
Current certification in CPR  
SPED 304 Exceptional Persons (required for licensure, not available for graduate credit)  
EDU 507 Diagnostic Assessment Practices in Reading and Language Arts 3  
SPED 559 Home, School, and Community Relations 3  
SPED 562 Individual Behavior and Classroom Management Prek-12 3  
SPED 567 Fundamentals of Special Education 3  
SPED 573 Methods/Curriculum: Intellectual Disabilities 3  
SPED 577 Career and Vocational Programming 3  
SPED 579 Clinical Teaching Experience: Instructional Strategist 4  
or  
SPED 582 Clinical Teaching Experience: Instructional Strategist 8  
Graduate Electives 6  
EDU 516 and EDU 519 recommended.  

To complete the 36 credit hour requirements for the Master of Education degree, candidates will be advised on an individual basis about appropriate coursework.  

Reading  
To be awarded the Master of Education, Reading emphasis, the candidate must earn a minimum of 36 approved graduate credit hours that include the following courses/requirements:  

Reading K-8 Credits  
Core Requirements  
EDU 512 Educational Research Methods 3  
EDU 531 Teaching and Working in a Multicultural Setting 3  
EDU 590-05 Capstone Seminar Reading 3  

Reading K-8 Emphasis  
SPED 304 Exceptional Persons*  
EDU 326 Developmental Reading and Language Arts*  
EDU 333 Literature: Birth-Adolescence*  
EDU 335 Teaching Elementary Language Arts*  
EDU 507 Diagnostic Assessment Practices in Reading and Language Arts 3  
EDU 509 Practicum: Elementary Reading and Language Arts 3  
EDU 525 Content Area Literacy 3  
EDU 545 Language Acquisition 3  
EDU 585 Advanced Instructional Issues and Methods in Reading and Language Arts 3  

Graduate Electives 12  
(EDU 516 and EDU 519 recommended.)  

*Prerequisites; not available for graduate credit  

To complete the 36 credit hour requirements for the Master of Education degree, candidates will be advised on an individual basis about appropriate coursework.  

Reading 5-12 Credits  
Core Requirements  
EDU 512 Educational Research Methods 3  
EDU 531 Teaching and Working in a Multicultural Setting 3  
EDU 590-05 Capstone Seminar Reading 3  

Reading 5-12 Emphasis  
SPED 304 Exceptional Persons*  
EDU 326 Developmental Reading and Language Arts*  
EDU 333 Literature: Birth-Adolescence*  
EDU 507 Diagnostic Assessment Practices in Reading and Language Arts 3  
EDU 510 Practicum: Secondary Reading and Language Arts 3  
EDU 525 Content Area Literacy 3  
EDU 545 Language Acquisition 3  
EDU 585 Advanced Instructional Issues and Methods in Reading and Language Arts 3  

One of the following:  
ENG 102 English Composition II  
ENG 201 Expository Writing  
An equivalent composition course  

Graduate Electives 12  
EDU 516 and EDU 519 recommended.
To complete credit hour requirements for the Master of Education degree, candidates will be advised on an individual basis about appropriate coursework.

### Reading K-12 Specialist

**Core Requirements**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDU 512</td>
<td>Educational Research Methods</td>
<td>3</td>
</tr>
<tr>
<td>EDU 531</td>
<td>Teaching and Working in a Multicultural Setting</td>
<td>3</td>
</tr>
<tr>
<td>EDU 590-05</td>
<td>Capstone Seminar Reading</td>
<td>3</td>
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</table>

**Reading K-12 Specialist Emphasis**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDU 507</td>
<td>Diagnostic Assessment Practices in Reading and Language Arts</td>
<td>3</td>
</tr>
<tr>
<td>EDU 522</td>
<td>Assessment for Learning</td>
<td>3</td>
</tr>
<tr>
<td>EDU 525</td>
<td>Content Area Literacy</td>
<td>3</td>
</tr>
<tr>
<td>EDU 534</td>
<td>Instructional Coaching</td>
<td>3</td>
</tr>
<tr>
<td>EDU 545</td>
<td>Language Acquisition</td>
<td>3</td>
</tr>
<tr>
<td>EDU 580</td>
<td>Best Practices in Literacy Intervention</td>
<td>3</td>
</tr>
<tr>
<td>EDU 581</td>
<td>Administration of Literacy Programs</td>
<td>3</td>
</tr>
<tr>
<td>EDU 585</td>
<td>Advanced Instructional Issues and Methods in Reading and Language Arts</td>
<td>3</td>
</tr>
<tr>
<td>EDU 589</td>
<td>Reading Specialist/Literacy/Coaching Internship</td>
<td>3</td>
</tr>
</tbody>
</table>

Note: Must also hold a master's degree, standard license and a teaching endorsement and have at least one year of experience which included the teaching of reading as a significant part of the responsibility.

### Talented and Gifted (TAG)

**Core requirements**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDU 512</td>
<td>Educational Research Methods</td>
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</tr>
<tr>
<td>EDU 531</td>
<td>Teaching and Working in a Multicultural Setting</td>
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<tr>
<td>EDU 590-07</td>
<td>Capstone Seminar TAG</td>
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**Talented and Gifted Emphasis**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
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<tbody>
<tr>
<td>EDU 516</td>
<td>Best Practices: Research-Based Teaching Strategies</td>
<td>3</td>
</tr>
<tr>
<td>EDU 519</td>
<td>Teaching with Technology</td>
<td>3</td>
</tr>
<tr>
<td>EDU 524</td>
<td>Issues in Educational Psychology and Learning</td>
<td>3</td>
</tr>
<tr>
<td>EDU 539</td>
<td>Introduction to Gifted Education</td>
<td>3</td>
</tr>
<tr>
<td>EDU 540</td>
<td>Methods and Curriculum: Gifted Education PreK-12</td>
<td>3</td>
</tr>
<tr>
<td>EDU 541</td>
<td>Administration and Supervision of Gifted Programs</td>
<td>3</td>
</tr>
<tr>
<td>EDU 542</td>
<td>Practicum: Gifted Programs</td>
<td>3</td>
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</tbody>
</table>

**Graduate Electives**

<table>
<thead>
<tr>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>6</td>
</tr>
</tbody>
</table>

To complete the 36 credit hour requirements for the Master of Education degree, candidates will be advised on an individual basis about appropriate coursework.

### Teacher Leadership

To be awarded the Master of Education, Teacher Leadership emphasis, the candidate must earn a minimum of 36 approved graduate credit hours that include the following courses:

**Core Requirements**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDU 512</td>
<td>Educational Research Methods</td>
<td>3</td>
</tr>
<tr>
<td>EDU 531</td>
<td>Teaching and Working in a Multicultural Setting</td>
<td>3</td>
</tr>
<tr>
<td>EDU 590-06</td>
<td>Capstone Seminar Teacher Leadership</td>
<td>3</td>
</tr>
</tbody>
</table>

**Teacher Leadership Emphasis Requirements**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDU 516</td>
<td>Best Practices: Research-Based Teaching Strategies</td>
<td>3</td>
</tr>
<tr>
<td>EDU 519</td>
<td>Teaching with Technology</td>
<td>3</td>
</tr>
<tr>
<td>EDU 522</td>
<td>Assessment for Learning</td>
<td>3</td>
</tr>
<tr>
<td>EDU 524</td>
<td>Issues in Educational Psychology and Learning</td>
<td>3</td>
</tr>
<tr>
<td>EDU 526</td>
<td>Selective Methods</td>
<td>3</td>
</tr>
<tr>
<td>EDU 532</td>
<td>Professional Learning Communities</td>
<td>3</td>
</tr>
<tr>
<td>EDU 534</td>
<td>Instructional Coaching</td>
<td>3</td>
</tr>
<tr>
<td>EDU 536</td>
<td>Classroom Curriculum Design</td>
<td>3</td>
</tr>
<tr>
<td>EDU 538</td>
<td>Educational Policy and Reform</td>
<td>3</td>
</tr>
</tbody>
</table>

**Certificate Programs**

### M.Ed. Literacy Coach

**Certificate Course Requirements**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDU 425/525</td>
<td>Content Area Literacy</td>
<td>3</td>
</tr>
<tr>
<td>EDU 534</td>
<td>Instructional Coaching</td>
<td>3</td>
</tr>
<tr>
<td>EDU 580</td>
<td>Best Practices in Literacy Intervention</td>
<td>3</td>
</tr>
<tr>
<td>EDU 581</td>
<td>Administration in Literacy Programs</td>
<td>3</td>
</tr>
<tr>
<td>EDU 589</td>
<td>Reading Specialist/Literacy Coaching Internship</td>
<td>3</td>
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</tbody>
</table>

**M.Ed. Teacher Leadership**

**Certificate Course Requirements**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDU 516</td>
<td>Best Practices: Research-based Teaching Strategies</td>
<td>3</td>
</tr>
<tr>
<td>EDU 531</td>
<td>Teaching and Working in a Multicultural Setting</td>
<td>3</td>
</tr>
<tr>
<td>EDU 532</td>
<td>Professional Learning Communities</td>
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</tr>
<tr>
<td>EDU 534</td>
<td>Instructional Coaching</td>
<td>3</td>
</tr>
<tr>
<td>EDU 536</td>
<td>Classroom Curriculum Design</td>
<td>3</td>
</tr>
</tbody>
</table>

Note: Financial aid is not available for certificate programs.

### Other Resources

**Professional Development**

One-credit, online, and self-paced graduate-level professional development courses

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDGD 503</td>
<td>Classroom Management by Robert Marzano</td>
<td>2</td>
</tr>
<tr>
<td>EDGD 503</td>
<td>Better Conversations by Jim Knight</td>
<td>3</td>
</tr>
<tr>
<td>EDGD 503</td>
<td>Mindset by Carol Dweck</td>
<td>4</td>
</tr>
<tr>
<td>EDGD 503</td>
<td>Collaborative Leadership by Peter Dewitt</td>
<td>5</td>
</tr>
</tbody>
</table>

Note: Financial aid is not available for certificate programs.


EDGD 501 – 7 Differentiated Classroom  
by Carol Ann Tomlinson

Learners Edge  
Learners Edge is a national, private company that partners with Upper Iowa University to offer relevant, applicable continuing education for graduate credit. Learners Edge offers 100+ online courses that are rigorous and align with the Quality Matters framework - and the Learners Edge Professional Learning Model. Courses are self-paced, and each 3-credit course carries the equivalent of 45 hours of content and coursework. The majority of courses are built around seminal texts that are a balance of research and applicability, and written by major authors in the field of education. Courses include high quality tutorial videos, multi-media clips and research-based articles to supplement course texts.

Master of Public Administration  
School of Arts and Sciences

The Master of Public Administration (MPA) degree at Upper Iowa University prepares students to assume managerial and leadership positions at all levels of government and in nonprofit organizations. The core courses are designed to give students a broad overview of the discipline while preparing them to develop their analytical, communication, and leadership skills.

The Upper Iowa University MPA degree provides students with the current theories, concepts and learning models necessary to assume managerial and leadership roles in a public sector or nonprofit agency with an emphasis in government administration, healthcare management, emergency management and homeland security, nonprofit organization or public management. Graduates will be positioned to make significant contributions to their organizations.

Program Mission  
The UIU MPA program is a diverse community of students and faculty dedicated to the development of leadership, managerial, and analytical skills in a well-managed, collaborative and inclusive environment that ensures students’ academic and professional success and guides students and faculty to promote the public interest and strengthen core democratic values through public service in government and non-profit organizations in accordance with applicable laws and policies.

Program Values  
The UIU MPA program identifies diversity, democracy, and due process as the “core democratic values” described in our mission statement.

1. Diversity: Diversity obligates public administrators to respect the humanity of all people.

2. Democracy: Public administrators are committed to the inclusive, effective, and constructive participation of stakeholders in the political process by providing them with transparent, clear, accurate, and relevant information.

3. Due Process: Due process includes all processes that provide important checks (procedural and substantive) on the discretionary authority of unelected public administrators.

Program Goals  
Goal 1: Develop and maintain a collaborative and inclusive learning environment that promotes the values of diversity, democracy, and due process.

Goal 2: Develop and maintain a high-quality curriculum that develops students’ leadership, managerial, and analytical skills for public service in government and non-profit organizations.

Goal 3: Develop a culture of intellectual inquiry for faculty to pursue teaching excellence and for both students and faculty to pursue scholarship that advances the public administration field.

Program Core Competencies  
The MPA degree is a flexible program designed for those who wish to hold management and leadership positions in the government sector or in nonprofit agencies. The program core competencies are those recommended by the National Association of Schools of Public Affairs and Administration. The program is designed to promote and develop the following:

1. To lead and manage: Public Management is the mobilization of organizational resources to accomplish the goals by balancing competing values including effectiveness and efficiency in an ethical and legal manner. Public Leadership is the ability to articulate goals consistent with laws and public policies and influence others to achieve those goals in a moral and ethical manner.

2. To participate in and contribute to the public policy process: To be a relevant and involved actor in the policy process requires our students to have the ability to structure problems, collect policy relevant information, and offer viable policy recommendations.

3. To analyze, synthesize, think critically, solve problems and make decisions, the UIU MPA program uses 1987 definition of critical thinking developed by the National Council for Excellence in Critical Thinking: “Critical thinking is the intellectually disciplined process of actively and skillfully conceptualizing, applying, analyzing, synthesizing, and/or evaluating information gathered from, or generated by, observation, experience, reflection, reasoning, or communication, as a guide to belief and action.”

4. To articulate and apply a public service perspective: Relying on the UIU MPA program’s core values of democracy, diversity, and due process, students demonstrate the ability to determine how public administrators in public organizations should operate and how they interact with their stakeholders.
5. To communicate and interact productively with a diverse and changing workforce and citizenry: The ability to effectively communicate, both verbally and non-verbally, complex ideas to a diverse citizenry.

MPA Foundational Requirement
MATH 220 Elementary Statistics is a foundational requirement for the MPA program and must be completed with a grade of C or better.

Requirements for a Master of Public Administration Degree
The Upper Iowa University Master of Public Administration degree requires 36 semester credits of graduate level coursework with a minimum cumulative grade point average of 3.0 on a 4.0 scale for completion.

Degree Completion
A graduate student will have five years after initial enrollment in the first of either a foundational or graduate level course to complete the graduate program under the requirements in effect at the time of enrollment. If program requirements change, the student can elect to complete the revised curriculum or to complete under the original curriculum.

If the student does not complete the graduate degree program within the five-year period, the requirements in effect at the time of the next enrollment will be used to determine the student’s graduation requirements.

Upper Iowa University reserves the right to make changes in its academic regulations and requirements when, in its judgment, the best interests of the institution are served.

Degree Requirements
Students completing the 18 credit MPA core requirements will have a broad overview of the discipline with an understanding of organizations, ethics, policy and research methods. Students must take PA 500, PA 501, PA 502 and PA 503 sequentially as their first four graduate courses. The 18 credit emphasis areas provide more in-depth knowledge into the areas of healthcare management, public management, nonprofit organizations, emergency management and homeland security or government administration. PA 590 should be taken as the last course in the program. It cannot be taken concurrently with any course unless permission is granted from the program director.

<table>
<thead>
<tr>
<th>Core requirements</th>
<th>Credits</th>
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</thead>
<tbody>
<tr>
<td>PA 500 Writing for Public Administrators</td>
<td>3</td>
</tr>
<tr>
<td>PA 501 Graduate Survey of Public Administration</td>
<td>3</td>
</tr>
<tr>
<td>PA 502 Introduction to Program Evaluation</td>
<td>3</td>
</tr>
<tr>
<td>PA 503 Program Evaluation Implementation and Evaluation</td>
<td>3</td>
</tr>
<tr>
<td>PA 504 Political Economy and Regulatory Policy for Public Administrators</td>
<td>3</td>
</tr>
<tr>
<td>PA 511 Gov’t and NFP Financial Mgmt</td>
<td>3</td>
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</tbody>
</table>

Capstone: PA 590 Research Seminar 3

Areas of emphasis
Emergency Management and Homeland Security
This emphasis area is designed to prepare students for leadership positions in agencies and organizations with missions to protect life, liberty, and property.

Emphasis Competency: Students will possess the knowledge needed to provide strategic leadership for an all hazards/ Whole Community approach to an emergency event given a networked environment operating within a democratic political system.

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<th>Credits</th>
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Choose four of the following:
PA 508 Terrorism and Politics
PA 522 Psychology and Culture of Terrorism
PA 523 Emergency Management, Homeland Security, and Public Policy
PA 524 Leadership Issues with Critical Incidents
PA 525 Comparative Strategies of National Security
PA 526 Emergency Management: Mitigation, Recovery, and Continuity
PA 535 Counter-Terrorism
PA 543 Emergency Management: Planning and Response
PA 555 Critical Infrastructure: Vulnerability Analysis and Protection

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Government Administration
This emphasis area is intended for students who are pursuing leadership positions in local, state, or national government.

Emphasis Competency: To analyze, develop, and utilize government capacity: Capacity refers to the “ability of people and institutions to do what is required of them” (Newland, 1981). Honadle (1981) provides some clarification by identifying specific activities an organization must master in order to fully develop its capacity. These activities include becoming a proactive organization that can identify where it is going, attract the resources necessary to get there, leverage its resources to maximum effect, and be adaptable in a changing environment.

<table>
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<th>Credits</th>
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</table>

Choose four of the following:
PA 507 Ethics of Public Service
PA 562 Seminar in Federalism and Intergovernmental Relations
PA 563 Administrative Law
PA 564 Seminar in State and Local Government Management

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Healthcare Management
This emphasis area is designed to provide students with specialized knowledge of the issues and challenges facing leaders in health and human services organizations.

Emphasis Competency: The student demonstrates an understanding of how to create and maintain a system of continuous quality improvement in healthcare organizations.

Credits
PA 537 Healthcare Quality Assessment and Improvement 3
PA 539 Healthcare Informatics Technology Management 3
Choose three of the following: 9
PA 530 Public Policy and Healthcare
PA 531 Introduction to the Healthcare Systems
PA 534 Healthcare Economics
PA 536 Healthcare Law and Ethics
PA 538 Healthcare Financial Management
Graduate Elective

Nonprofit Organizational Management
This emphasis is designed to prepare students with the knowledge and skills necessary to lead organization in the growing nonprofit sector.

Emphasis Competency: The student shows readiness for effective nonprofit organizational leadership by demonstrating the knowledge and skills needed for the development and responsible use of financial and human resources from both the public and private sectors in compliance with local, state, and federal regulations and laws.

Credits
Graduate Elective 3
Choose four of the following: 12
PA 515 Grant Writing and Contract Management
PA 541 Nonprofit Philanthropy and Fundraising
PA 546 Nonprofit Marketing and Public Affairs Advocacy
PA 547 Volunteer Recruitment and Management
PA 567 Board Governance and Strategic Management
PA 569 Gov’t and NFP Accounting and Budgeting

Public Management
This emphasis is designed to assist students develop the knowledge and skills necessary to successfully manage in complex and dynamic public organizational settings.

Emphasis Competency: The student demonstrates the knowledge, skills and ability to evaluate and apply contemporary managerial research, theories, concepts and principles in order to successfully maximize the potential of diverse human talent in order to develop contributing and productive public employees and teams so they are able to serve the needs of diverse citizen groups.

Credits
Graduate Elective
Choose four of the following: 12
PA 505 Organizational Behavior
PA 509 Theories of Leadership
PA 532 Human Resources Management in Public Organizations
PA 544 Productivity Improvement in Government
PA 545 Labor Relations and Conflict Resolution in the Public Sector
PA 548 Advanced Issues in Public Management

Internship
Students may complete, as an elective, an internship (PA 594). This means obtaining a full-time paid or unpaid position for a period of eight weeks (not less than 320 hours) in a public sector or not-for-profit agency. The internship typically involves the student working on an administrative policy or management issue confronting a public or not-for-profit organization. It is an opportunity for the student to relate her/his academic experience in the master’s program to the issue that is the focus of the experience.

Internship positions are coordinated by the MPA Program Chair. Some internships are competitive in nature and are available on a regular basis with federal, state, county, and local governments. Others are posted from time to time as they are made known to the University. Still others become available on an ad hoc basis through the initiative of the student. A student’s progress in an internship is monitored by the student’s immediate supervisor at the agency sponsoring the internship and by the instructor.

The student prepares a report on the internship documenting the experience and its product, indicating the value of the experience for the student, and offers personal reflection on:

- Achievement of the the core and emphasis area competencies.
- Opportunities for integration of program values in practice.
- Future career directions based on the experience and related learning.

The report incorporates documentation prepared for and submitted to the sponsoring organization regarding the issue studied, and is submitted to the instructor of record for PA 594 as the evidence of completion of the experience. The sponsoring organization will prepare a report on the work and effectiveness of the student. These reports, along with the student’s work product, will be considered in assigning a grade to the Internship. The report is graded on a pass/fail basis.

The Internship (PA 594) is graded pass/fail for transcript purposes.
MPA Graduate Certificate
Students need to meet UIU’s current admission requirements and pass MATH 220 Elementary Statistics with a grade of C or better. A certificate is offered in Public Management. A certificate is composed of 15 graduate credits. Students are required to earn at least a 3.0 cumulative GPA in the required certification coursework.

Public Management
Required:
PA 500 Writing for Public Administrators

Select four of the following:
PA 505 Organizational Behavior
PA 509 Theories of Leadership
PA 532 Human Resources Management in Public Organizations
PA 544 Productivity Improvement in Government
PA 545 Labor Relations and Conflict Resolution in the Public Sector
PA 548 Advanced Issues in Public Management

Note: Financial aid is not available for certificate programs.

Master of Science in Counseling
Andres School of Education

The online Master of Science in Counseling (MSC) program prepares students to become professional counselors for a unique profession which emphasizes prevention of emotional and mental disorders, early intervention when problems are identified, and empowerment of clients. The MSC program offers two emphases: 1) Clinical Mental Health Counseling and 2) School Counseling. The MSC program is CACREP-aligned.

Professional counselors utilize a wellness model in providing professional services to clients. Counselors aim not only to assist individuals. They are committed to working for social justice in our society and learn to work effectively with a diverse clientele. Graduates of the MSC program are usually employed as professional counselors in a variety of settings including but not limited to hospitals, substance abuse treatment centers, schools, colleges, universities, private practice, rehabilitation facilities, community counseling agencies, court systems, crisis and disaster mental health services and other settings in which counseling or other mental health services are offered.

Program Mission Statement
The online Master of Science in Counseling program at Upper Iowa University prepares exemplary graduates to serve in a variety of positions in community mental health and school settings. We establish academic expectations for an intellectual climate and provide a supportive environment for a diverse student body to grow and develop personally, interpersonally, clinically, and professionally.

Program Outcomes
• Students will develop identities as professional counselors
• Students will be exposed to issues in multicultural counseling
• All students will obtain a passing score on the comprehensive exam

Program Goals
Goal 1: Possess a clear and consistent awareness of themselves and their impact on others.
Goal 2: Acquire knowledge and skills to practice effectively and ethically.
Goal 3: Excel as practitioners and practice life-long learning.
Goal 4: Provide leadership to the community and advocate on behalf of their clients and their communities.
Goal 5: Value professional integrity and diligence.
Goal 6: Commit to the compassionate service of humanity and foster the growth, development, and wellness of individuals and communities at the local, state, national, and international levels.

Degree Requirements
The Master of Science in Counseling requires a total of 60 semester hours as follows: 48 semester hours of core credits, 9 semester hours of emphasis credits and 3 semester hours of counseling elective credits. These requirements include three semester hours of credit in research and nine semester hours of credit in field work. Students must pass a comprehensive examination which must be taken near the end of the student’s degree program. This examination covers all of the core areas of the student’s field of study.

Core Requirements

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Core Requirement</th>
<th>Credits</th>
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</thead>
<tbody>
<tr>
<td>CNSL 509</td>
<td>Theories of Counseling</td>
<td>3</td>
</tr>
<tr>
<td>CNSL 510</td>
<td>Ethical, Legal &amp; Professional Issues in Counseling</td>
<td>3</td>
</tr>
<tr>
<td>CNSL 515</td>
<td>Lifespan Human Growth and Development</td>
<td>3</td>
</tr>
<tr>
<td>CNSL 520</td>
<td>Research and Program Evaluation</td>
<td>3</td>
</tr>
<tr>
<td>CNSL 540</td>
<td>Multicultural Counseling</td>
<td>3</td>
</tr>
<tr>
<td>CNSL 543</td>
<td>Career Counseling</td>
<td>3</td>
</tr>
<tr>
<td>CNSL 550*</td>
<td>Diagnosis and Treatment Planning in Counseling</td>
<td>3</td>
</tr>
<tr>
<td>CNSL 552*</td>
<td>Group Work</td>
<td>3</td>
</tr>
<tr>
<td>CNSL 554*</td>
<td>Introduction to Counseling Techniques</td>
<td>3</td>
</tr>
<tr>
<td>CNSL 570*</td>
<td>Advanced Counseling Techniques</td>
<td>3</td>
</tr>
<tr>
<td>CNSL 571</td>
<td>Crisis Intervention Counseling</td>
<td>3</td>
</tr>
<tr>
<td>CNSL 573</td>
<td>Assessment in Counseling</td>
<td>3</td>
</tr>
<tr>
<td>CNSL 584</td>
<td>Substance Abuse Counseling</td>
<td>3</td>
</tr>
<tr>
<td>CNSL 590*</td>
<td>Practicum in Counseling (100 hours)</td>
<td>3</td>
</tr>
<tr>
<td>CNSL 597*</td>
<td>Internship in Counseling I (300 hours)</td>
<td>3</td>
</tr>
<tr>
<td>CNSL 598*</td>
<td>Internship in Counseling II (300 hours)</td>
<td>3</td>
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</tbody>
</table>

*Students must earn a grade of “B” or better in each prerequisite clinical course in order to enroll in the next counseling skills course. In the event a student earns a grade of “B-” or lower in a counseling skills course, the course must be repeated.

GRADUATE PROGRAMS

SELECTED COURSES

GRADUATE PROGRAMS

SELECTED COURSES

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Areas of Emphasis
Select one of the following emphases:

**Clinical Mental Health Counseling (CMHC)**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>CNSL 580</td>
<td>Couples, Marriage and Family Counseling</td>
<td>3</td>
</tr>
<tr>
<td>CNSL 581</td>
<td>Clinical Mental Health Counseling</td>
<td>3</td>
</tr>
<tr>
<td>CNSL 591</td>
<td>Supervision in Counseling</td>
<td>2</td>
</tr>
</tbody>
</table>

**School Counseling (SC)***

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>CNSL 582</td>
<td>Counseling Children and Adolescents</td>
<td>3</td>
</tr>
<tr>
<td>CNSL 583</td>
<td>School Counseling</td>
<td>3</td>
</tr>
<tr>
<td>CNSL 585</td>
<td>Scholl Counselors as Leaders in Re-imagining Student Discipline Practices</td>
<td>3</td>
</tr>
</tbody>
</table>

Select one of the following counseling electives: 3

- CNSL 574 Introduction to Play Therapy
- CNSL 576 Psychopharmacology
- CNSL 577 Consultation in Counselor Education
- EDU 536 Classroom Curriculum Design

**School Counseling (SC)**

*SPED 304 Exceptional Persons is required for those candidates who are not licensed teachers and want an Iowa license to serve as a professional school counselor.

**Master of Sport Administration**

**School of Business and Professional Studies**

The Master of Sport Administration (MSA) degree at Upper Iowa University offers students the opportunity for a market advantage by delivering business administration skills alongside sector specific knowledge in the areas of collegiate athletics, professional sport and sports business. The program offers emphases in Sport Management.

The MSA provides a balance of quantitative and qualitative studies to strengthen contemporary sports administration skills. The degree prepares learners for wide ranging variety of career opportunities that might include civic/regional sports, sporting goods manufacturers, high school athletic departments, college and university athletics departments, professional sports leagues, faculty positions and not-for-profit sports programs.

**Program Objectives**

- Evaluates the roles, functions, and interrelationships among collegiate athletics, professional sport and sport business’ major constituents.
- Analyze the economic, legal, political, and technological issues that affect higher education collegiate athletics, professional sport and sport businesses and plan for changes in these issues.

- Demonstrate skills including break-even analysis, management of operational budgets, financial planning and the basis for financial compliance in higher education collegiate athletics, professional sport and sport businesses.

- Evaluate the educational, fiscal, and political elements of administrative decision-making in organizations, including hiring and dismissal practices of higher education collegiate athletics, professional sport and sport business.

- Apply tested research designs and techniques to solve problems and discover opportunities in higher education collegiate athletics, professional sport and sport business.

- Integrate a holistic view of higher education collegiate athletic, professional sport and sport business administration that includes historical, social and political dimensions.

- Evaluate the role of leadership in higher education collegiate athletics, professional sport and sport business organizations.

- Analyze and assess facility needs within sport, including physical property and its planning, design and construction, financing, economic impact, risk management and legal issues.

- Value diversity both in and out of the workplace, model behavior becoming of a sport administration professional and practice global understanding.

**Degree Requirements**

Students are required to complete 18 credits of core requirements and 18 credits in the emphasis area for a total of 36 semester credits.

**Core Requirements**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
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<tbody>
<tr>
<td>SA 501</td>
<td>Sport Administration</td>
<td>3</td>
</tr>
<tr>
<td>SA 503</td>
<td>Ethics in Sport</td>
<td>3</td>
</tr>
<tr>
<td>SA 515</td>
<td>Sport Communication and Marketing</td>
<td>3</td>
</tr>
<tr>
<td>SA 525</td>
<td>Sport Law and Contract Negotiation</td>
<td>3</td>
</tr>
<tr>
<td>SA 570</td>
<td>Research Methods in Sport Administration</td>
<td>3</td>
</tr>
<tr>
<td>SA 590</td>
<td>Capstone Seminar</td>
<td>3</td>
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</tbody>
</table>

**Emphasis in Sport Management**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>SA 510</td>
<td>Managing Intercollegiate Athletics</td>
<td>3</td>
</tr>
<tr>
<td>SA 520</td>
<td>Sport Finance</td>
<td>3</td>
</tr>
<tr>
<td>SA 575</td>
<td>Sport Facilities Management</td>
<td>3</td>
</tr>
<tr>
<td>SA 580</td>
<td>International Sport Management</td>
<td>3</td>
</tr>
<tr>
<td>SA 582</td>
<td>Current Issues in Sport</td>
<td>3</td>
</tr>
<tr>
<td>SA 5xx</td>
<td>Sport Administration Elective</td>
<td>3</td>
</tr>
</tbody>
</table>

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Graduate Course Descriptions

Accounting

ACCT 533 Advanced Accounting Information Systems 3 credits
Students explore advanced topics in Accounting Information Systems (AIS) needed to understand and use technologies in making decisions in key practice areas of the accounting profession: managerial accounting, financial accounting, auditing, and tax accounting. Course topics include the technologies involved in AIS, types of AIS applications and systems, use of systems technology and database concepts as a philosophy of AIS, internal control issues of AIS, audit issues related to AIS, and systems development issues including the Software Development Life Cycle and current trends in AIS design. Prerequisite: Undergraduate degree in accounting or 30 semester credits of undergraduate accounting.

ACCT 547 Contemporary Topics in Financial Accounting 3 credits
This course covers contemporary issues in the accounting field. This class may include recent pronouncements of the Financial Accounting Standards Board (FASB), accounting and technology, cash flow analysis, and globalization in the accounting field. The focus of this class will change as the accounting field changes. Prerequisite: Undergraduate degree in accounting or 30 semester credits of undergraduate accounting.

ACCT 551 Taxation for Corporations 3 credits
This course focuses on advanced topics of taxation related to business entities. The class is designed to introduce students to topics related to tax research, corporate taxation, partnership taxation, limited liability companies, and capital structure. Students will also examine how these topics affect organizational strategy and management decisions.

ACCT 552 Forensic Accounting 3 credits
This course is designed to enhance a student’s understanding of the emerging field of forensic accounting. The course is structured to enhance the ability of students to think critically and to develop the knowledge, skills, and attitudes necessary to complete effectively in the rapidly changing world of information technology.

ACCT 553 Advanced Managerial Accounting 3 credits
Managerial Accounting at the graduate level examines various methods that are utilized to make decisions within the context of organizational strategy. Effective decisions are linked with management concepts such as strategic position analysis, value chain analysis, and the effects that decisions have on the organization’s competitive position. Students will learn how to use both non-financial and financial information to create strategic recommendations for the organization.

ACCT 554 Governmental and Not-For-Profit Accounting 3 credits
This course will cover financial reporting, managerial, auditing, taxation, and information systems issues in governmental and nonprofit entities. Ethics and professional standards, as well as communication and analytical skills, are developed. Students will develop skills at analyzing transactions in a governmental entity and follow their effect on the financial statements.

Business

BA 506 Organizational Strategy/Economic Change 3 credits
This course will examine strategy and economic systems to manage risk and assess the impact of economic changes including regionalism, government regulations, corporate governance, international fiscal and monetary policies, and the balance of payments for strategy development.

BA 508 Current Issues in Corporate Law and Ethics 3 credits
This course will examine ethical theories and styles in contemporary organizational decision making, examining the ethics of current regulatory and legal issues impacting organizations.

BA 509 Theories of Leadership 3 credits
This course will include the investigation of leadership theories and the role of leadership in organizations. The course will also focus on the characteristics of leadership and the implications leadership has for organizations. Same as PA 509.

BA 511 Corporate Entrepreneurship and Sustainability 3 credits
This course synthesizes the responsibilities of an organization as a leader in supporting global sustainability and integration of sustainability through entrepreneurial innovation and opportunities using industry analysis, competitive leverage, funding strategies, etc. within the organization.

BA 520 Training and Development 3 credits
This course provides a detailed review of the principles and methods for training and developing human resources in a work environment. Learning theory and principles of effective training provide the foundation, but the emphasis is on applied delivery including training and presentation skills. Methods for analyzing training and development needs and the principles and techniques of program evaluation are also emphasized. Development of a training proposal is a key element. This course provides “hands-on” experience in designing and implementing training programs.

BA 524 Managing in the International Environment 3 credits
This is a survey course of the issues presented to managers in the international environment. Students explore a variety of topics utilizing discussion, researched reports and case analysis. Students will explore issues including the nature of international business, the external environment of international business, strategy and planning, marketing, trade practices, human resources management, financial management, and operations management in an international environment. Students also explore the ethical considerations faced by international managers in decision making.

BA 540 Labor/Management Relations 3 credits
An investigation of the National Labor Relations Act and its implications to businesses. Labor legislation, labor unions and collective bargaining are topics to explore.

BA 544 Organizational and Management Theories 3 credits
This course provides an overview of the major principles of organization and management, in an integrated context. Frameworks for the analysis of managerial problems and decisions will be explored. Starting with basic organization theory and concluding with theories of micro-level processes, this course will introduce the different lenses with which to view behavioral processes within and between organizations. Special emphasis on issues of managing in a global business environment, the changing nature of governance, shareholder and stakeholder rights, multiculturalism in organizations, organizational power and domination and alternative organizational forms will be woven throughout.

BA 545 Business Study Travel Course 3 credits
This course is an intensive study of business in a specific country/region of the world. The course is a combination of classroom lectures and site visits to businesses. Classroom lectures and site visits provide students the basis to study the impact of economic, social, financial, infrastructure, and international elements on business. Destination of study travel course may change each time course is offered. The course will be conducted in English.
This course introduces students to the concept of the supply chain to facilitate an effective meeting. An exploration of the principles and practices required to forecast and acquire the human resources necessary to implement operational and strategic plans in organizations. Students will develop a plan for a specific project. Topics can include compensation, motivation and quality of work life.

**BA 550 Special Topics Seminar** 3 credits
This seminar is designed to examine in-depth current developments in specific areas of practice and research. Specific content of the seminar will change with each offering and will be announced prior to the session in which it is offered.

**BA 553 Organizational Development** 3 credits
An explanation of the core values and behavioral science theories that have shaped the field and defined the practice for organizational development and a prerequisite to understanding collaborative processes for managing planned change. Students are familiarized with the intellectual legacies of the major theorists and practitioners that have influenced the evolution of organization development as well as the traditional organizational development concepts, models and interventions. Contemporary practices and future trends in the field are also examined.

**BA 555 Organizational Culture** 3 credits
This course focuses on managing the informal organization, individual idiosyncrasies, the organization as a social system, and organization politics. The course reviews various models of organizational culture, including origins and purposes, how to establish and nourish a business-supporting culture, culture audits, and culture change.

**BA 560 Organizational Diagnosis and Intervention** 3 credits
This course utilizes the conceptual foundations acquired in Organizational Development and Organizational Culture as a basis for analyzing and diagnosing organizational performance and designing appropriate interventions. A primary focus is on understanding and applying organizational functioning, and becoming familiarized with different interventions and organizational development technologies. Heavy emphasis is placed on applying various diagnostic models. Both in-class case analysis of organizations and outside projects which require learners to conduct a diagnosis and assessment in an organizational setting are used to facilitate the acquisition of diagnostic competence.

**BA 567 Quality Management and Productivity** 3 credits
This course focuses on the concepts of continuous improvement and quality management, viewing quality as a systematic process that improves customer satisfaction. The course covers methods and technologies that will aid managers in assuring that the organization’s quality system is effectively meeting the organization’s continuous improvement goals.

**BA 570 Team Building Techniques** 3 credits
This course will illustrate how teams benefit organizations and analyze how teams function. The student will obtain and analyze techniques used to improve group dynamics and obtain skills in how to facilitate an effective meeting.

**BA 576 Global Supply Chain Management** 3 credits
This course introduces students to the concept of the supply chain management with a focus on the issues of the global business environment. Topics covered include the sets of business processes called “channels,” channel integration, management functions of planning, organizing, and controlling, and collaboration. The context of the supply chain in today’s world is treated as highly significant and issues of culture and globalization will be addressed throughout the course.

**BA 586 Global Business Strategy** 3 credits
Students will explore and apply the essential theories of strategic management and operations concepts employed by best-practice companies in the transnational, international and global environments. Students will examine critical success factors in establishing and operating businesses in the global environment, including companies and their environments and the various external and internal issues not normally faced when operating solely in the domestic environment.

**BA 590 Research Seminar** 3 credits
The emphasis serves to integrate the student’s studies in Business Administration by examining in depth an issue or problem of significance and special interest to the student. Research, writing, and presentation skills are employed in this course. Each student will design his/her own project, subject to approval of the faculty member, in order to fulfill the course requirements. The project shall demonstrate (1) integration of the MBA program objectives, (2) graduate-level writing skills using APA format, (3) graduate level critical thinking skills and (4) in-depth understanding and application of the objectives of the area of emphasis utilizing appropriate research techniques. A PowerPoint™ presentation of the project, suitable for senior-level decision makers, is also required. Prerequisite: All core requirements and only 6 required credit hours or less remaining in the program.

**MBA 500 Accounting & Finance Principles** 3 credits
This course provides an introduction to financial concepts and principles. The course provides learners with an overview of the acquisition, analysis, and reporting of accounting information from the perspective of effective management decision-making in a global business environment. Attention is also given to the role of the financial system in the economy, investment analysis, and the financial decisions of business firms as related to capital budgeting, capital structure, and responsibility in the conduct of business financial operations. Prerequisite: Graduate Standing. This course will not satisfy a Graduate Elective in any emphasis area of any graduate program.

**MBA 501 Managerial Communication** 3 credits
Communication skills have consistently been ranked in the top five characteristics of successful managers for many years. Being able to communicate effectively is also a key component for success in academic situations as well. Through-out this course students will examine various communication strategies used in the 21st Century marketplace; additionally students will learn how to utilize these strategies to communicate information effectively using a variety of communication styles/tools. The course will provide students with the feedback, tools and coaching for both their academic and professional careers.

**Counseling**

**CNSL 509 Theories of Counseling** 3 credits
This course is an examination of the major theoretical approaches to counseling and their relationship to the counseling process. Analysis and evaluation of the function of theoretical constructs and their impact on counseling practice are emphasized. Prerequisite: Admission to MSC degree program or consent of program chair

**CNSL 510 Ethical, Legal & Professional Issues in Counseling** 3 credits
This is a graduate level course designed to explore ethical, legal, and professional issues in counseling, such as ethics codes, responsibility, competence, therapeutic boundaries, confidentiality, reporting abuse, and practicing in a managed care environment. Professional issues in the context of school and community mental health are also covered, as well as
Counseling practice. The art of counseling refers to the personalization the
This goal will be met through the application of counseling theory to
prerequired: Admission to MSC degree program or consent of program chair
CNSL 515  Lifespan Human Growth & Development  3 credits
This course provides an examination of major theories of human develop-
ment, including those from physical, psychological, cognitive, social, and
oral perspectives. Development is viewed across the human life span
in each of these areas. The course is designed to encourage an integrated
concept of these theoretical perspectives, which serves as a developmental-
tal framework for the counseling process. Prerequisite: Admission to
MSC degree program
CNSL 520  Research & Program Evaluation  3 credits
This course is an introductory research course for educators and those in
other fields of human development. It is designed to provide students with
the basic information needed to understand the process of systematically
researching a problem and to enable students to evaluate and interpret the
research of others. The course is taught using methods that provide the
opportunity for theory to interact with practice. Prerequisite: Admission
to MSC degree program or consent of program chair
CNSL 540  Multicultural Counseling  3 credits
This is an applied educational course designed to help students develop
culturally-competent counseling skills and knowledge involving diverse
clientele in a phenomenon of theory/practice interaction. Students in the
course will explore the systematically conditioned perceptual viewpoints
of human ethnic populations within the U.S. Such exploration will include
possible causal elements of individual and group identity development
and how such material is brought as a precondition into the counseling
session as transference and counter-transference phenomena. This course
assumes that the student has some prior knowledge of counseling/psycho-
logical theories and basic counseling skills. Prerequisites: CNSL 509 and
CNSL 510
CNSL 543  Career Counseling  3 credits
This is an applied educational course designed to help in the preparation
of professional mental health clinicians. Students will develop a theoreti-
cal foundation in career exploration skills, testing and strategic knowl-
edge involving all stages of the career counseling process (i.e. theoretical
orientation [career counseling orientation within the overall framing
psycho-theoretical orientation], rapport building and collaborative skills,
identifying client/macro-systemic multicultural issues and strengths, set-
ing life/career goals, planning interventions, and overall ethical practice
issues, etc.) under the supervision of faculty. Prerequisite: Admission to
MSC degree program or consent of program chair
CNSL 550  Diagnosis and Treatment Planning in Counseling  3 credits
The purpose of this course is for students to learn about select mental
disorders and psychopathologies that pose challenges to people across
the lifespan. Biological, psychological, social and environmental factors
implicated in vulnerability and resilience to these disorders are exam-
ined. Students develop skills in the diagnosis of mental disorders using
the most current Diagnostic and Statistical Manual of Mental Disorders
(DSM) criteria. Students also learn treatment planning strategies using
best practice and evidence-based treatment approaches and models. Pre-
requisites: CNSL 509, CNSL 510, CNSL 515, and CNSL 540
CNSL 552  Group Work  3 credits
An examination of the history, contemporary research findings, and
conceptual models, process issues, and ethics involved in the effective
practice of group work. Participation in a group experience is required.
Prerequisites: CNSL 554
CNSL 554  Introduction to Counseling Techniques  3 credits
This is a skills-based course designed to introduce students to the art
and science of counseling and the early stages of the helping process.
This goal will be met through the application of counseling theory to
counseling practice. The art of counseling refers to the personalization the
counselor brings to the counseling relationship and includes establish-
ing a positive rapport with the client. The science of counseling includes
critical thinking, assessment, use of data, and evaluation. Throughout
this course, we will employ role plays and practice sessions to explore
the ways in which theory informs practice and how counseling practice
informs theory development.
CNSL 570  Advanced Counseling Techniques  3 credits
This course provides an overview of the application of counseling skills
and theory to counseling practice. This course includes an experiential
approach to the development of counseling skills and the conceptualiza-
tion of client concerns. The application of principles and techniques of
major counseling theories will be presented. Skill practice will be
included. Tape recordings are required. Prerequisites: CNSL 509 and
CNSL 554
CNSL 571  Crisis Intervention Counseling  3 credits
In this course special attention is given to counseling approaches for use
with circumstantial and developmental life crises. Lecture/discussion,
interviews, and guest speakers will be used throughout the semester to
introduce and illustrate the uniqueness of crisis intervention and disaster
mental health services from a counseling perspective. Prerequisites:
CNSL 509 and CNSL 554
CNSL 573  Assessment in Counseling  3 credits
This is a graduate level course designed to cover ethical and legal is-
sues, selection, administration, and interpretation of various instruments
commonly used in clinical/school settings to assess psychopathologies,
measure achievement, intelligence, aptitude, interest, personality, and
ability. Students will be introduced to background statistics and test con-
struction issues which are salient to the practice of assessment. Emphasis
will be placed upon the selection of appropriate instruments, understand-
ing technical data, including basic statistical concepts and analyzing and
communicating results. Prerequisites: CNSL 509, CNSL 510, CNSL 515,
and CNSL 540
CNSL 574  Introduction to Play Therapy  3 credits
Introduction to major theories and counseling techniques specifically
designed for children ages 2-15. This will include play and creative
techniques applicable with various populations in numerous settings and
adaptable to individual, family, and group modalities. Prerequisites:
CNSL 509, CNSL 515, and CNSL 554
CNSL 576  Psychopharmacology  3 credits
This course provides an overview of the use of medications for treating
specific psychopathologies and mental disorders in adults. The emphasis
is on practical application: what should I know about the medicines my
clients are taking? How do I educate clients about their medications?
What positive effects and side effects might I see in my patients taking
medication? How can I better collaborate with medical practitioners and
other mental health professionals? This course will also explore related
historical, social, ethnic and cultural factors. In addition, this course will
look at how therapists can work effectively with family members, physi-
cians, and other members of the collaborative mental health care team.
Prerequisites: CNSL 509, CNSL 540 and CNSL 550
CNSL 577  Consultation in Counselor Education  3 credits
This graduate course emphasizes the application of theory to practice of
consultation with particular attention to several key elements: 1) the role
and function of the counselor-trained consultant, 2) the use of counsel-
ing skills and knowledge in diverse areas of consultative practice and
with a diverse clientele where counseling is not the primary driver of the
activity, and 3) the reframing of the consultand psyche to a mindset that is
primarily based on expertise, teaching (coaching), diagnosis and evalua-
tion. Prerequisites: CNSL 510 and CNSL 590
CNSL 580  Couples, Marriage and Family Counseling  3 credits
This course is a survey course of the field of family and marriage counsel-
ing/psychotherapy. This course begins by asking students to shift their
worldview from linear to systemic. This shift is imperative for students
to become effective counselors with families and couples. In-depth
CNSL 581  Clinical Mental Health Counseling  3 credits
This course provides an overview of the application of counseling theory
to counseling practice of counseling in human services agencies and other
community settings. Emphasis is given to the role, function, and profes-
sional identity of community counselors, and to principles and practices
of community outreach, intervention, education, consultation, and client
advocacy. Prerequisite: CNSL 509, CNSL 510, CNSL 554

CNSL 582  Counseling Children and Adolescents  3 credits
This course is designed to provide students with knowledge regarding
techniques and skills for counseling children and adolescents. Specific
discussions will focus on how counseling and play therapy theories influ-
ence the practice of counseling with children and adolescents and how
current research and clinical practice influence the development of play
therapy and counseling theories. Specific approaches and strategies for
working with children and adolescents in the school, agency and private
practice setting will be discussed. Prerequisites: CNSL 509, CNSL 510,
CNSL 515, CNSL 540, CNSL 554

CNSL 583  School Counseling  3 credits
This course will provide an introduction to current concepts relative to
the school counseling profession. Practical application of concepts within
the diverse range of school environments will be covered. Structuring
and implementation of a feasible comprehensive counseling program will
be emphasized. Prerequisite: CNSL 509, CNSL 510, CNSL 554

CNSL 584  Substance Abuse Counseling  3 credits
This course provides an overview of the skills and theories relevant for
treating substance abuse. Course will cover the psychological and psy-
chological aspects, assessment, and treatment of clients with substance
abuse disorders. The course will include application of knowledge using
appropriate techniques utilized in the treatment of alcohol and drug abuse. Prerequisites:
CNSL 509, CNSL 510, CNSL 554

CNSL 585  School Counselors as Leaders in
Re-Imagining Student Discipline Practices  3 credits
Engagement fosters successful teaching and learning for both students
and educators. In this course, school counseling and other graduate
students will learn how to maximize the informal, personal, collective,
and historical trauma may impact safety, relationships, regulation, and learning. Trauma-sensitive and equitable practices will
be introduced as a way to re-imagine not only how to understand and
address behavior as part of school discipline but also to foster three things:
1) classroom communities marked by justice, equity, inclusion, diversity,
and cultural responsiveness, 2) healthy management of stress responses,
and 3) emotional, social, and academic success. This requires examining
how injustice, including racism, impacts school discipline so that school
educators and other educators can be agents of positive change in their
work with students and for students. Prerequisite: Admission to MSC
degree program or consent of program director.

CNSL 590  Practicum in Counseling  3 credits
Application of theory and development of counseling skills under
supervision while counseling in schools, community agencies, higher
education, hospitals, or other controlled clinical settings that total a
minimum of 100 clock hours over a minimum 10-week academic term.
Prerequisite: The appropriate specialty course CNSL 581 or CNSL 583,
CNSL 509, CNSL 552, CNSL 554, CNSL 570, minimum of 36 credit
hours of coursework completed in the degree program, and approved
practicum application.

CNSL 591  Supervision in Counseling  3 credits
The theories and techniques counselor supervisors utilize in providing
clinical supervision to counselors. The process of administrative supervi-
sion utilized by counselor in work settings. Prerequisite: CNSL 509,
CNSL 510 and CNSL 554

CNSL 597  Internship in Counseling I  3 credits
Application of theory and development of counseling skills under super-
vision while counseling in schools, community agencies, higher educa-
tion, hospitals, or other controlled clinical settings that total a minimum
of 300 clock hours. Both CNSL 597 and CNSL 598 must be completed to
satisfy the program’s Internship requirement. Prerequisite: CNSL 590 and
approved internship application.

CNSL 598  Internship in Counseling II  3 credits
Application of theory and development of counseling skills under super-
vision while counseling in schools, community agencies, higher educa-
tion, hospitals, or other controlled clinical settings that total a minimum
of 300 clock hours. Both CNSL 597 and CNSL 598 must be completed to
satisfy the program’s Internship requirement. Prerequisite: CNSL 590 and
CNSL 597 and approved internship application.

Early Childhood Education

ECE 501  Field Experience: Infant/Toddler  1 credit
This field experience requires a minimum of 20 clock hours at the
infant/toddler level. The focus is observation and discussion of envi-
ronments, interactions, and activities appropriate for infants/toddlers.
There is an emphasis on Iowa’s Early Learning Standards.

ECE 502  Field Experience: PreKindergarten  2 credits
This field experience requires a minimum of 40 clock hours at the
prekindergarten level. The focus is observation and discussion of the
role of a prekindergarten teacher including the design and delivery of
lessons. There is an emphasis on Iowa’s Early Learning Standards and
Creative Curriculum.

ECE 523  Health, Safety, and Nutrition in Early Childhood  3 credits
This course addresses how health, safety, and nutrition affect the
growth and development of children birth through age 8. The focus is
on preventive health and working with families to promote wellness
in young children. Topics include chronic diseases and medical condi-
tions, medical emergencies, abused and neglected children, nutrients
and nutrition guidelines, health and safety education, and planning for
safety in indoor and outdoor environments.

ECE 536  Clinical Teaching Experience
Prekindergarten - Kindergarten  4 credits
Clinical teaching is a capstone experience. The student teacher
accepts the major responsibilities and performs the activities of a full-
time instructor under the supervision of the cooperating teacher.

ECE 537  Clinical Teaching Experience
Kindergarten - Grade 3  4 credits
Clinical teaching is a capstone experience. The student teacher accepts
the major responsibilities and performs the activities of a full-time
instructor under the supervision of the cooperating teacher.

ECE 538  Clinical Teaching Experience Birth - PreK  4 credits
Clinical teaching is a capstone experience. The student teacher accepts
the major responsibilities and performs the activities of a full-time
instructor under the supervision of the cooperating teacher.

ECE 550  Special Topics in Early Childhood  1-3 credits
This course covers special topics not covered by current courses taught
in the department. The particular topic is to be determined by the depart-
ment according to the current need and interest. This course requires
program chair approval.

ECE 551  Introduction to Early Childhood  3 credits
This course provides a historical and philosophical foundation of early
childhood education. Topics include issues and trends in the field early
childhood, theoretical perspectives related to child development, the
importance of play, developmentally appropriate practice, and careers and professionalism for early childhood educators. A requirement of this course is 10 hours of observation in an early childhood setting.

ECE 552 Observation and Assessment in Early Childhood 3 credits
This course explores the purpose of formal and informal assessment including different types of assessments used with infant through school age children. Topics include issues and trends in early childhood assessment, how to use assessment results, types of documentation and observation, checklists, rating scales and rubrics, portfolios, and communicating with parents. A requirement of this course is 10 hours of observation in an early childhood setting. Prerequisites: ECE 451/551.

ECE 556 Administration and Supervision of Early Childhood 3 credits
This course addresses the purpose of the administration, organization, and operation of high quality early childhood programs for children birth to age eight. Topics include roles and responsibilities associated with the director role, state and federal guidelines, staff selection, supervision, and evaluation, planning developmentally appropriate curriculum, financial and facility management, policy development, partnerships with families, and advocacy for young children. Prerequisites: ECE 451 or ECE 551

ECE 557 Methods and Curriculum of Early Childhood 3 credits
This course addresses the development of environments and curriculum for young children birth to preschool. Topics include developmentally appropriate practice, indoor and outdoor environments, the importance of play, anti-bias considerations, and exploration of curriculum models. A focus is planning curricula that incorporates dramatic play, art, music, fine and gross motor activities, sensory activities, science, social studies, math, literacy, and construction. Prerequisites: ECE 451/551.

ECE 588 Clinical Teaching Experience Birth - Prekindergarten 8 credits
Clinical teaching is a capstone experience. The student teacher accepts the major responsibilities and performs the activities of a full-time instructor under the supervision of the cooperating teacher.

ECE 596 Critical Thinking Experience Prekindergarten-Kindergarten 8 credits
Clinical teaching is a capstone experience. The student teacher accepts the major responsibilities and performs the activities of a full-time instructor under the supervision of the cooperating teacher.

ECE 598 Clinical Teaching Experience Kindergarten - Grade 3 8 credits
Clinical teaching is a capstone experience. The student teacher accepts the major responsibilities and performs the activities of a full-time instructor under the supervision of the cooperating teacher.

ECE 599 Special Project in Early Childhood 1-3 credits
Special Topics courses cover special topics not covered by current courses taught in the department. The department determines the topic according to current need and interest. This course requires department chair approval.

Education

EDU 507 Diagnostic Assessment Practices in Reading and Language Arts 3 credits
This course specifies how to assess students and how to use assessment results to provide effective instruction. The following components are included: knowledge of existing standardized diagnostic reading instruments, development and implementation of informal reading inventories and teacher-developed instruments, determination of reading and writing instructional strategies (including content area reading strategies) linked to assessment, and writing summative reports for stakeholders. A 15 hour tutoring experience is required.

EDU 509 Practicum: Elementary Reading 3 credits
This course develops the student’s understanding and application of curriculum development, individual assessment of student’s reading, writing, language arts and integrated research abilities, and group management and motivation at the elementary/secondary level. In this course, students accept responsibilities within the classroom setting to assist in the reading instructional program by working under the guidance of the cooperating teacher in both individualized and group reading situations. Sixty clock hours of practicum required. Prerequisite: EDU 407/507; Prerequisite or Co-require: EDU 485/585.

EDU 510 Practicum: Secondary Reading 3 credits
This course develops the student’s understanding and application of curriculum development, individual assessment of student’s reading, writing, language arts and integrated research abilities, and group management and motivation at the secondary level. In this course, students accept responsibilities within the classroom setting to assist in the reading instructional program by working under the guidance of the cooperating teacher in both individualized and group reading situations. Sixty clock hours of practicum required. Prerequisite: EDU 407/506; Prerequisite or Co-require: EDU 485/585.

EDU 512 Educational Research Methods 3 credits
This course primarily introduces Master of Education candidates how to read and evaluate educational research. Candidates translate administrative questions into problem statements and research questions in preparation for conducting and writing a literature review. This course includes the study of various research designs including ethnographic, action, evaluation, descriptive, historical, correlational, experimental, quasi-experimental, and causal-comparative.

EDU 516 Best Practices: Research-Based Teaching Strategies 3 credits
This course provides an opportunity to learn best practice related to creating effective and supportive classroom and school learning environments. Candidates examine instructional strategies designed specifically to improve student feedback, enhance delivery of content, and meet the contextual needs of students. A final research paper examines actual research results supporting instructional strategies of interest.

EDU 519 Teaching with Technology 3 credits
This course focuses on the design, development, and integration of educational technology methods for teaching, learning, and personal productivity. This course engages candidates in the application of current research and theory into the instructional design process. Candidates complete an action research project in their specialized areas. Candidates should be able to use basic computer software (word processing, spreadsheets, database management) upon entrance to the program.

EDU 520 Middle School Curriculum, Design, and Strategies 3 credits
This course examines middle school methodology in addition to the elementary or secondary school major. Curriculum design and instructional knowledge will be presented including: teaching, pedagogy and instructional methodology for a middle school. Preservice educators design a unit with associated lesson plans and teach a lesson from the unit. Prerequisite: Licensed teacher.

EDU 521 Middle School Students’ Growth, Development, and Management 3 credits
This course examines knowledge of growth and development of the middle school age student to include emotional, physical, and cognitive characteristics and needs. There is a focus on management of middle school students in relation to the variety of instructional strategies learned from either elementary or secondary methods courses to modify for use
with middle school age students. Specific middle school scenarios and management situations are discussed in relation to unique middle school management techniques. For preservice educators or in-service teachers not currently teaching in a middle school setting, a requirement is 10 hours of observing and/or assisting in a middle school setting. Prerequisites: Licensed teacher.

EDU 522 Assessment for Learning 3 credits
This course provides the theoretical foundation for student-involved classroom assessment. The course focuses on the role of classroom assessment in measuring student understanding and achievement as well as the various methods available to assess a variety of achievement targets. It provides complete coverage of educational assessment, including developing plans that integrate teaching and assessment, evaluating students and discussing evaluations with parents. No formal coursework in statistics or college mathematics is necessary to complete the course. The course includes comprehensive treatment of traditional and alternative assessments designed to provide practical use for classroom teachers.

EDU 524 Issues in Educational Psychology and Learning 3 credits
This course focuses on developments in educational psychology and cognitive science as they apply to student learning and teaching. Emphasized in this course are brain-based learning, multiple intelligences, motivational theory and practice, issues related to diversity and learning as well as other current topics in educational psychology.

EDU 525 Content Area Literacy 3 credits
This course provides instruction in how to develop individualized content reading skills for elementary through high school students; evaluate readability of textbooks and students’ ability to read texts through informal teacher made assessments (formative assessments); integrate technology in content area reading; and develop strategies to assist students in reading their content area textbooks. Additional topics include knowledge of the different types of writing and speaking; knowledge of narrative, expressive, persuasive, informational, and descriptive writing and speaking; writing as communication; and differentiated instructional strategies for reading and writing in the content areas.

EDU 526 Selective Methods 3 credits
This course focuses on the various instructional methods identified through research to be the most effective at enhancing student achievement. Candidates investigate the targeted strategies addressed in the Selective Methods course. The intention is to provide candidates experience with the strategies to use them effectively in the classroom.

EDU 531 Teaching and Working in a Multicultural Setting 3 credits
This course assists students in developing their own understandings of historical and contemporary issues related to diversity, equity and inclusion (inclusivity). It examines how we research and think about race, class, gender, ethnicity, nationality, religion, age, ability and sexuality. Candidates explore how the issues of personal and institutional racism and classism impact student achievement, in particular the achievement gap in American K-12 schools as well as within higher education. Broader theoretical constructs related to culture and identity are drawn upon to inform our understanding and analysis of students within the preschool to college context.

EDU 532 Professional Learning Communities 3 credits
This course affords candidates an opportunity to gain a deeper understanding about the effective use of professional learning communities. This course utilizes the Learning by Doing handbook for professional learning communities to help PLC leaders and participants learn how to improve PLCs and increase their impact on student achievement. There is an exploration of the process of creating common formative and common summative assessments use of data from those assessments to improve learning. The final project for this course requires candidates to complete a PLC Action Plan that incorporates the concepts learned in the class to a practical plan of action for achieving an effective PLC.

EDU 533 CAFÉ Workshop 3 credits
This workshop provides a foundational understanding of the Literacy CAFE. Emphasis is placed on research-based practices in literacy instruction along with materials, methods, and skills used to teach students reading in grades K-8. Components examined include: brain research, organizing student data, brief and detailed focus lessons, differentiation in the literacy classroom, moving from assessment to instruction, and tracking student progress. This workshop provides practitioners with the knowledge and skills to successfully implement the Literacy CAFE in their own classrooms.

EDU 534 Instructional Coaching 3 credits
This course focuses on the role of the instructional coach in the PreK-12 educational setting. Candidates learn to become reflective about their own teaching effectiveness and apply that knowledge to instructional coaching practices. Candidates learn to critique instructional delivery according to research-based models, especially Marzano’s Art and Science of Teaching Model. Candidates observe and conference with peers toward the goal of improved instruction. This course is one of the requirements for the IUU Master of Education Teacher Leadership Emphasis.

EDU 536 Classroom Curriculum Design 3 credits
This course focuses on backward design. Using the Understanding by Design model developed by Wiggins and McTighe, candidates design rigorous and engaging curriculum connected to state or national standards. There is an emphasis on the alignment of goals, objectives, activities and the assessment of learning. Candidates design actual units of instruction, integrating their knowledge of design, curriculum, methods, and assessment.

EDU 538 Educational Policy Seminar 3 credits
This course focuses on the societal and political contexts in which schools operate. After first becoming aware of various theories regarding educational policy issues and the various dimensions (or frames of reference) from which they can be viewed, candidates examine various issues that are likely to have an impact on classroom teaching and learning. Each week candidates defend a personal stance based on the readings and addition supportive research. Educational policy areas include governance, curriculum, accountability, personnel development, and school finance.

EDU 539 Introduction to Gifted Education 3 credits
This course discusses the characteristics, social, and emotional needs, and special populations of gifted children. Topics include identification, assessment, counseling, parenting, and program interventions for gifted children.

EDU 540 Methods and Curriculum: Gifted Education PreK-12 3 credits
This course provides knowledge and application of characteristics, methods, and curriculum for teaching gifted students. This course addresses methods for teaching differentiated strategies, collaborative strategies, and critical thinking strategies throughout the PreK-12 curriculum. Prerequisites: EDU 539 and licensed teacher.

EDU 541 Administration and Supervision of Gifted Programs 3 credits
This course explains the process in identifying gifted students and how to respond with appropriate programming. Designing, conducting, and reporting program evaluation and assessment are also explained. Prerequisites: EDU 539 and licensed teacher.

EDU 542 Practicum: Gifted Programs 3 credits
This course develops the understanding and application of curriculum, methods, assessment, and program evaluation for gifted programs. This course requires a 60-hour practicum under the guidance of the
EDU 544 Curriculum and Methods of ESL 3 credits
This course addresses the differential learning and transitional needs of culturally and linguistically diverse students. Goals of this course include understanding changes in the American classroom and significant factors in those changes, students and their families, who are culturally and linguistically diverse. An additional topic is effective programming models. In the context of these understandings, appropriate content-based instructional practices, accommodations to facilitate students’ access to the curriculum, and assessment of student learning are the main focus of this course. Prerequisites: EDU 543.

EDU 545 Language Acquisition 3 credits
This course provides oral language, reading, and writing development in English for K-12 English Language Learners. It addresses language acquisition theory, classroom organization, strategies, and assessment procedures for effective English learner instruction.

EDU 546 Practicum in ESL 3 credits
This course provides an understanding and application of curriculum and methods in ESL. This course requires acceptance of responsibilities within the classroom setting to assist in the instructional program by working under the guidance of the cooperating teacher in both individualized and group situations. A requirement is 60 hours of practicum in a classroom with ELLs present. Prerequisites: EDU 544.

EDU 547 Problems in English Grammar 3 credits
This course investigates the grammatical system of English. There is an emphasis on tools and processes used to identify, assess, and teach grammatical patterns in written and spoken English for English Language Learners (ELLs). Prerequisites: EDU 543.

EDU 548 Cultural and Linguistic Diversity 3 credits
This course addresses the link between cultural and linguistic diversity and how teachers must be prepared to effectively teach students whose backgrounds are different from their own. Topics include language, text, and context; teacher ideologies and motivation for change; issues of diversity and literacy learning; out-of-classroom influences on literacy learning; and sociolinguistics.

EDU 549 Clinical Experience Teaching in ESL 1 credit
Clinical teaching is a capstone experience. The student teacher accepts the major responsibilities and performs the activities of a full-time instructor under the supervision of the cooperating teacher.

EDU 550 Special Topics 1-3 credits
This course will address specific instructional approaches that are timely and relevant to current K-12 classrooms. The topics will vary based on the identified needs of K-12 teachers and the expertise available to address these needs.

EDU 555 Daily 5 and CAFÉ 3 credits
This course provides a foundational understanding of both the Daily 5 structure and the Literacy CAFE. Emphasis is placed on research-based practices in literacy instruction along with materials, methods, and skills used to teach students reading in grades K-8. Components examined include: classroom design, brain research, motivation in teaching and learning, developing independence, organizing student data, brief and detailed focus lessons, differentiation in the literacy classroom, moving from assessment to instruction, and tracking student progress. This course provides practitioners with the knowledge and skills to successfully implement both the Daily 5 and Literacy CAFE in their own classrooms. It is the only course approved by Gail Boushey and Joan Moser, the creators of Daily 5 and CAFE.

EDU 556 Environmental Issues Instruction 2 credits
This course is designed as professional development in environmental education for preservice and in-service educators in all subject areas. The Environmental Issues Instruction (ei) teaching model is presented in a hands-on, inquiry-based approach. Application of the model in the classroom is required to complete the course. Emphasis is placed on using research-based instructional strategies in the teaching of this environmental issue. This course may be repeated with different topics.

EDU 561 Cultural and Linguistic Diversity 3 credits
A child’s success in school and in life relies on the establishment of a strong foundation of literacy skills and experiences. Educators in this course learn and apply the CAFE (comprehension, accuracy, fluency, and expand vocabulary) Literacy System as an organizational framework for teaching. Components examined include: a protocol for instruction, the five pillars of reading, standards aligned instruction, data-driven decision making, learner diversity, brain compatible instruction, and organizing student information. This course provides practitioners with the knowledge and skills to successfully differentiate literacy instruction to meet student needs and required standards, in any setting. This course is created and approved by Gail Boushey and Allison Behne, authors of The CAFE Book, Expanded Second Edition.

EDU 566 CAFÉ 2.0 Differentiation with the CAFE Literacy System 3 credits
This course is a continuation of the study of elementary and secondary reading and language arts instruction. It identifies current instructional issues and offers methods to support children and youth with a wide range of learning needs within a comprehensive literacy program. Preservice educators use accumulated knowledge from prior reading and language arts coursework as a basis to launch additional exploration of challenges within instruction for phonemic awareness, word identification/phonics, vocabulary, fluency, comprehension, and writing. In this context, preservice educators critically consider and apply current research to support success for children and youth struggling with components of reading and language arts, including students participating in reading intervention, students with disabilities, and students learning English. A requirement of this course is a 15-hour practicum. Prerequisite: EDU 407/507; may be taken concurrently with EDU 509 or 510.
FIN 552 Investment Management 3 credits
Students will review principles of investment used to develop financial plans for individuals and businesses. Through analyses of financial forecasting in a dynamic environment, students will be prepared to create limited risk solutions. They will also examine accountability of financial managers to their clients in a volatile market.

Higher Education Administration
HEA 504 Student Affairs Practice in Higher Education 3 credits
This course examines the history, philosophy, purpose and functions of student affairs in a variety of higher education settings. Students will review topical areas: student services, issues, problems as well as implementing, managing and evaluating student affairs programs in college settings.

HEA 508 Ethical and Legal Issues for Administrators 3 credits
This course will assist present and future administrators to apply sensitivity and help with ethical and legal decision making in higher education. Issues include student, faculty, and classroom discrimination, equity, due process, disabilities, compliance, and academic freedom.

HEA 509 Student Development Theory 3 Credits
This course analyzes the role of the student affairs professional and the process by which development occurs. Theories of human development and learning, strategies for advising and retaining traditional and nontraditional learners are examined.

HEA 511 Leadership and Governance in Higher Education 3 credits
This course addresses the characteristics of fundamental reform and transformational change impacting leadership, administration, organization, and governance in contemporary higher education. An examination of the role of leadership in institutions of higher learning, including style, knowledge of the position, self-knowledge, personal characteristics, and ability to effectively initiate change, will be described. Unique challenges and opportunities affecting governance and organization in a global, market oriented, competitive system of higher education will be analyzed.

HEA 512 Finance and Budgeting in Higher Education 3 credits
An examination of higher education finance and budgeting systems, practices and issues. Topics include revenues vs. expenditures, cost vs. productivity the role of the public sector, student issues and budgeting.

HEA 521 Politics in Higher Education 3 credits
This course examines the complex political systems that shape higher education. Political actors include legislatures, interest groups, professional organizations, governmental analysts, and employee unions. Topics include accreditation, tuition, and affirmative action. Explores how to shape political options.

HEA 550 Special Topics in Higher Education 3 credits
This course explores in depth critical and current issues in the field of higher education, from the perspective of administrator and addresses how these critical issues impact two-year, four-year, public, private, for-profit and not-for-profit institutions.

HEA 556 Strategic Decision Making in Higher Education 3 credits
A survey of the theories and best practices of strategic planning and decision making in higher education. Provides students with major studies and models. Includes implementation techniques and outcomes evaluation, the impact of futurist technologies, emerging new providers of higher education, and accreditation bodies.

HEA 558 Quality Improvement and Accreditation 3 credits
This course is an examination of higher education assessment and accreditation practices and the utilization of quality principles.
for continuous improvement. Topics include assessment models, assessment practices, quality in higher education, the quality principles and using the quality principles for continuous improvement.

**HEA 599 Special Projects in HEA** 3 credits
Special Project courses provide an opportunity to complete a special project related to a field of study beyond the scope of courses offered within the university. Proposals must include an overview or abstract of the study, indicate the anticipated learning outcomes of the project, the timeline for the study and the deliverables (paper, presentation, project, etc.) upon which the study will be evaluated. This course requires department chair approval.

**Leadership**

**LDR 520 Foundations of Organizational Leadership** 3 credits
This course will explore classic to contemporary leadership theories and the necessary knowledge and skills to exercise effective leadership. Students will evaluate their personal leadership qualities and develop a plan to access their leadership potential. Prerequisite: Declared MBA Leadership emphasis.

**LDR 530 Globalization and Diversity** 3 credits
This SkillFlex Learning course examines the role, responsibilities and influence of leaders in diverse and global organizations. In this competency-based course, you will evaluate personal perspectives; assess barriers and biases that impact leadership and organizational success; and evaluate the importance of cultural intelligence and leadership effectiveness. Prerequisite: Declared MBA Leadership emphasis.

**LDR 540 Team Leadership and Collaboration** 3 credits
This SkillFlex Learning course will introduce students to the theories and practices of team leadership, skill development, group process, and the enhancement of cooperative climates. Students will acquire knowledge about the principles of effective team building, conflict mediation, cooperative learning and collaboration based upon theories of group process dynamics. Emphasis will be placed on interpersonal development of leadership skills to enhance the development of teams and promote interpersonal learning to achieve educational goals and objectives. Prerequisite: Declared MBA Leadership emphasis.

**LDR 550 Leadership and Business Operations** 3 credits
In order to be an effective organizational leader in our dynamic 21st century, it's important to understand each of the major operational units within an organization. This SkillFlex Learning course will provide insight into the impacts of each of these core business function and how leaders should make operational decisions. This competency-based course will also provide decision-making frameworks to assess organizational opportunities and challenges; as well as, learn and implement strategies to address these complex business challenges. Prerequisite: Declared MBA Leadership emphasis.

**LDR 560 Change Management** 3 credits
Change is a constant condition that can be planned or occur without warning. In this SkillFlex Learning course, students will be confronted with the realities of change and given opportunities to apply change management strategies and leadership approaches to authentic situations that mirror life. Change initiatives that are planned are ideal and often yield the best results but sometimes, managing change stems from the unexpected. Prerequisite: Declared MBA Leadership emphasis.

**LDR 570 Conflict and Negotiation** 3 credits
Conflict occurs in all organizations and can have both constructive and destructive outcomes. As an organizational leader, it is important to understand the nature of conflict and negotiation, and how to best approach these diverse situations. Through this SkillFlex Learning course, you will learn skills that will help with assessing and managing conflict, while applying the most effective communication strategies. Prerequisite: Declared MBA Leadership emphasis.

**Marketing**

**MKT 504 Marketing and Product Management** 3 credits
The course will synthesize marketing and product development models in, but not limited to, the creation of customer value, consumer buying patterns, product innovation and development, strategy development, and the delivery of goods and services in a culturally diverse marketplace.

**MKT 522 Global Marketing** 3 credits
This course introduces students to marketing concepts used by domestic and foreign companies seeking to market products in global markets. Students will recognize the opportunities and challenges in today's international business climate and understand how these opportunities and challenges are an important factor in modern marketing strategies and planning. A marketing plan/national audit of a specific product in a specific foreign market will also be designed.

**Public Administration**

**PA 500 Writing for Public Administrators** 3 credits
This course provides students with the skills necessary to write a variety of documents commonly produced by public administrators in the field. There are two overarching focal points for the course: 1) Introducing students to writing as a democratic process that will likely involve controversial issues and many different internal and external stakeholders, and 2) Learning about the contemporary writing conventions of government and non-profit organizations. Critical thinking skills will also be emphasized throughout the course.

**PA 501 Graduate Survey of Public Administration** 3 credits
This course serves as a broad, graduate level introduction to the study and practice of public administration. Using the overriding values of diversity, democracy, and due process, students will examine key historical and contemporary developments in the field within the context of economic, legal, political, and socio-cultural environments. Select public administration subfields will also be explored.

**PA 502 Introduction to Program Evaluation** 3 credits
A systematic approach to the planning and design of a program evaluation including the reporting of its results. This course provides students with an opportunity to employ the methodology and the qualitative tools used by evaluators to assess public programs. Students will also gain valuable experience by learning how to critically analyze evaluation research and use cost benefit analysis. Prerequisite: PA 501 or permission of the program chair.

**PA 503 Program Evaluation Implementation and Evaluation** 3 credits
An application of the principles of program evaluation research design is the focus of this course. Students will have an opportunity to apply quantitative research methods to program evaluation process. The basics of good program evaluation reporting will also be covered. Prerequisite: PA 502 or permission of the program chair.

**PA 504 Political Economy and Regulatory Policy for Public Administrators** 3 credits
This course introduces students to the method and history of political economy allowing students to compare and contrast political and market solutions to collective problems. This course also examines the underlying value judgments and ideological commitments that fuel the debates over public policy.

**PA 505 Organizational Behavior** 3 credits
Students will develop an understanding of organizational behavior by understanding what goes on in the minds of managers and employees when
they interact in organizations. Students will explore motivation as well as individual and group behavior in the communication process. Management for performance will be emphasized.

**PA 507 Ethics of Public Service** 3 credits
Analyzes and discusses the role of ethics for the practice of public administration. The development of ethical codes is traced from moral and constitutional roots. Explores the conflicts faced by program managers between ethical behavior and political/program expediency utilizing case studies and legal precedents. Focuses on the role of organizational, societal, and individual values in ethical public administration, consequences of ethical and unethical behaviors, and models for resolving ethical and values-based conflicts in public organizations.

**PA 508 Terrorism and Politics** 3 credits
This course reviews the history of terrorism, especially since the French Revolution; its evolving definition, and how it relates to state violence; and its protean contemporary forms.

**PA 509 Theories of Leadership** 3 credits
Same as BA 509.

**PA 511 Government and Nonprofit Financial Management and Control** 3 credits
This course is designed to cover various financial management functions. Students will develop the analytical skills necessary to make managerial decisions based on information contained in the financial statements. The political, economic, and social context of financial decisions will be explored.

**PA 515 Grant Writing and Contract Management** 3 credits
A study of the administration and management of the grants and funding contracts in public and nonprofit organizations including the basic principles, skills, methods, and techniques of grant writing. Students will explore the sources of grants, funding contracts, types of grants and contracts available, and strategies to submit proposals for grants. Students will examine the reporting requirements for contracted programs and services and prepare related materials. In addition, using hypothetical programs, students will identify applicable requests for proposals and will develop a responsive grant proposal.

**PA 522 Psychology and Culture of Terrorism** 3 credits
This course will review the definition and various forms of terrorism, as well as the strengths and weaknesses of terrorism and terrorist typologies. Various forms of political, religious, and cultural terrorism will be examined, as well as their causes. The course draws on theories and research from psychology, sociology and cultural studies to assist in reaching an understanding of terrorism from a psychological and cultural perspective.

**PA 523 Emergency Management, Homeland Security, and Public Policy** 3 credits
This course will introduce the student to the dynamic environment faced by intergovernmental actors as they strive to protect the homeland from man-made and naturally occurring incidents. The evolution of emergency management and homeland security policy will be discussed. Students will discuss how policy choices affect the practice of emergency management and homeland security.

**PA 524 Leadership Issues with Critical Incidents** 3 credits
This course examines concepts and theoretical approaches to managing critical incidents. Case studies will be used to examine the application of emergency management and homeland security strategies. This course builds on roles and responsibilities of all levels of government and the non-profit organizations in emergency management operations. Specifically, the Incident Command System, and the National Response Framework and the Stafford Act will be discussed.

**PA 525 Comparative Strategies of National Security** 3 credits
This course will examine transnational nature of crime, terrorism and assess national security strategies employed by the U.S. and other nations. This course will allow students to evaluate global threats that may impact the U.S. security interests. The focus of this course is to allow students to analyze how U.S. and foreign governments counter criminal activities and terrorism. The emphasis will be on current global and regional threats to the U.S. national security.

**PA 526 Emergency Management: Mitigation, Recovery, and Continuity** 3 credits
This course will explore strategic efforts to improve emergency management mitigation and recovery efforts at the local, state, and national level. The role of domestic and international organizations in helping prevent and recover from incidents will be explored. In addition, strategies to maintain uninterrupted government functions will be introduced.

**PA 530 Public Policy and Healthcare** 3 credits
An exploration of the analysis, development, implementation, and evaluation of policies and programs affecting health. Focuses on healthcare institutions, with some attention to managing health problems with non-medical interventions at the community level. Uses the case method applied to realistic situations in which specific decisions must be made by health managers or officials.

**PA 531 Introduction to Healthcare Systems** 3 credits
The course is designed to familiarize students with the financing, operation, regulation, and structure of the American health care system. Attention will be paid to environmental forces that shape and define the healthcare system.

**PA 532 Human Resources Management in Public Organizations** 3 credits
This course is designed to examine human resources management in public organizations. Topics examined in the course are from a public manager perspective and emphasize the importance of the human dimension in contributing to organizational effectiveness and productivity. The course explores due process, diligence, diversity and equal opportunity in regards to the classification, recruitment, appointment, development, compensation and overall satisfaction of public employees. Democratic principles and various associated paradoxes within the context of public service to include employee rights are investigated.

**PA 534 Healthcare Economics** 3 credits
Students explore the effect of macro- and micro-economic theory on the design, implementation, and outcomes of health and human services programs. Students explore optimization, consumer/client demand, production/service delivery, investment decisions, market structure, and information problems as applied to the public and not-for-profit health and human services sectors.

**PA 535 Counter-Terrorism** 3 credits
This course will include an analysis of counter-terrorist global policies, strategies, operations, and organizations since September 11. Students will become familiar with radical extremist organizations to evaluate current U.S. counterterrorism strategy to defeat these groups. A comparison will be made of U.S. counterterrorism strategy to other western nations’ strategy to defeat terrorism. Given a scenario, students will critically analyze a terrorist organization’s motives, methods, and tactics to develop a counterterrorism strategy. Prerequisite: PA 508

**PA 536 Healthcare Law and Ethics** 3 credits
Explores the legal and regulatory issues faced by executives responsible for delivering healthcare and social services in the not-for-profit and government sectors. The course uses readings and case analyses to develop an understanding of the range of actions available to healthcare and social service executives and the effect limitations on actions can have on the quality, efficiency, and effectiveness of the services provided. The issues of privacy concerns, conflicts of interest, and fiduciary responsibility are explored.
PA 537  Health Care Quality Assessment And Improvement  3 credits
This course examines the quality assessment of both business practices and health care delivery focusing on outcome measurements, process/outcome relationships, and methods for process improvement. Quality management tools and techniques are reviewed with a focus on patient safety, clinical quality, care outcomes, and cost benefit analysis in patient care.

PA 538  Healthcare Financial Management  3 credits
Explores the processes and methods of financial management in the healthcare industry. Patterns of healthcare expenditures, methods of financing healthcare, financial planning and development, third party reimbursement, and internal controls in health institutions and programs management.

PA 539  Health Care Informatics Technology Management  3 credits
This course addresses the importance of information systems and information technology in improving decision-making in healthcare organizations and provides an overview of the integration of technology in the health care setting. Students will examine the processes used in the selection, application, and evaluation of computer software and hardware. Method and processes to make informed business decisions related to the application and use of technology in health care will be discussed. Students will learn how integrated computer-based information systems can lead to decisions that improve and better coordinate care, allow for better management of medical records and orders, increase the timeliness of care, improve cost controls, enhance supply inventory and management, and become familiar with administrative data sets and information technology used in decision support.

PA 541  Nonprofit Philanthropy and Fundraising  3 credits
Students examine the ideal of philanthropy and sources of revenue for nonprofit organizations. It also allows for students to expand their understanding of the theories, best practices, and skills required to generate private funds for nonprofit organizations.

PA 543  Emergency Management: Planning and Response  3 credits
Examines the theory and practice of strategic and operational planning for hazards and disasters. Reviews the principles associated with evaluation of threats, risk and vulnerabilities as related to the formulation of prevention programs and plans. The principles of risk identification and communication, management and coordination of resources, and public education will be examined. The organizational aspects of emergency management and its position within local, state, and national governments will be discussed from the federal, state, local and tribal perspectives.

PA 544  Productivity Improvement in Government  3 credits
Explores and analyzes current topics on productivity in public organizations, with particular attention to change management, transparency, performance, accountability, work management processes, private sector management practice, outcome measurement, E-Government strategy, and labor-management relations. Contemporary productivity theories of a more generalized nature also will be explored. Integrates conceptual works in productivity with case studies that describe actual operations of public productivity programs. Cases cover concepts of measurement, management practice, technology and capital investment, and labor-management relations, with an emphasis on understanding the linkages between theory and practice.

PA 545  Labor Relations and Conflict Resolution in the Public Sector  3 credits
Labor relations in public organizations including collective bargaining and employment law will be examined. Theories of conflict and methods of alternative dispute resolution will be introduced.

PA 546  Nonprofit Marketing and Public Affairs Advocacy  3 credits
Introduction to the theories of advocacy in democratic processes including the ethical, legal, and regulatory issues surrounding its practice. It also examines communication and marketing theories nonprofit organizations use to effectively connect with vital stakeholders and constituencies and to promote activities, programs, positions, and services.

PA 547  Volunteer Recruitment and Management  3 credits
A critical examination of how nonprofit organizations must compete for volunteers, in an increasingly competitive market. This includes analyzing the potential conflict between nonprofit values, mission, and the requirements to manage resources efficiently and effectively.

PA 548  Advanced Issues In Public Management  3 credits
Examines how managers in public and nonprofit agencies can secure and utilize legal authority, human resources, and funds to accomplish organizational goals. Employs case studies to explore current problems and emerging issues of public administration.

PA 555  Critical Infrastructure: Vulnerability Analysis and Protection  3 credits
Students will explore the issues, complexities and challenges associated with developing vulnerability analyses and the subsequent allocation of resources once the vulnerability analysis has been done. The emphasis of the course is on how to use technologies such as SCADA to create a model-based vulnerability analysis in order to protect critical sectors. How to integrate vulnerability analysis into emergency management and homeland security policy and decision making will be explored.

PA 556  Seminar in Federalism and Intergovernmental Relations  3 credits
Seminar examining the evolution and practice of federalism and intergovernmental relations among American national, state, metropolitan, local, and tribal governments. Students will utilize different theoretical perspectives to analyze and critically evaluate the rationale for assigning and justifying which unit of government is best situated to develop, implement, monitor, and evaluate public policy.

PA 562  Seminar in State and Local Government Management  3 credits
An introductory exploration of the regulatory process including rule making, enforcement, and adjudication. Students will examine the history and evolution of administrative law, its role in defining the power and discretion of unelected officials, and the impact it has on the democratic process.

PA 564  Seminar in State and Local Government Management  3 credits
An introduction to how the American political system defines, constrains, and shapes public management at the state and local level. Of particular interest will be the role and responsibilities of public managers in promoting and upholding the public trust.

PA 565  Advanced Policy Analysis and Evaluation  3 credits
This course will introduce students to the tools and techniques used by policy analysts. Students will gain an appreciation for the political and logistical issues surrounding policy implementation. They will then explore the difficulties in evaluating program efficiency and effectiveness.

PA 566  Economic Development: Theory and Practice  3 credits
This is a seminar examining the theories, analytical tools, and political context of economic development at the state and local level. Students will examine current trends, issues, and controversies involving government-sponsored economic development.
PA 567 Board Governance and Strategic Management 3 credits
The theory and practice of strategic management in public and non-profit organizations will be examined. It will include a discussion of the roles and responsibilities of actors involved in strategic management including the ethical dimension of strategic planning. Students will also be introduced to the fundamentals of board governance and trusteeship.

PA 569 Government and Nonprofit Accounting and Budgeting 3 credits
This course is designed to allow students an opportunity to explore the foundation of government and non-profit accounting theory from a management perspective. Students will analyze and apply Generally Accepted Accounting Principles established for governmental and non-profit organizations and will become familiar with building basic fund-based financial statements. This course will also examine the budgeting policies and practices of not-for-profit and governmental organizations. Budgeting techniques will be addressed as will theories of fiscal policy.

PA 590 Research Seminar 3 credits
The seminar serves to integrate the learner’s studies in public administration by conducting a compliance audit type program evaluation beginning with the development of appropriate standards for each of the five program competencies and the competency established for the student’s emphasis area. The evaluation will demonstrate (1) integration of the MPA program objectives and competencies, (2) graduate-level writing skills using APA format (3) graduate level critical thinking skills and (4) in-depth understanding and application of the objectives of the area of emphasis utilizing appropriate research techniques. Prerequisites: completion of all core and area of emphasis courses or permission of the program director.

PA 594 Internship 3 credits
Supervised field experience in a public sector or not-for-profit agency. Consent of MPA Coordinator and written report are required. Prerequisite: completion of courses in the emphasis area. This course is graded on a pass/fail basis.

Sport Administration
SA 501 Sport Administration 3 credits
This course provides an overview of the components involved in sports programming and athletic administration. Specifically the course will focus on planning, organizing, leading and controlling sport situations.

SA 503 Ethics in Sport 3 credits
This course will investigate multiple aspects of sport ethics through a review of a wide range of literature in sport.

SA 510 Managing Intercollegiate Athletics 3 credits
This course will examine the leadership and management skills necessary for a fully functioning athletic department at the junior/community college level (NCAA), and at the Division I, II & III (NCAA) levels.

SA 515 Sport Communication and Marketing 3 credits
This course will explain and evaluate all aspects of sport communication and its impact on the management, marketing and operational goals of sport organizations.

SA 520 Sport Finance 3 credits
This course will examine the impact that finances have on decision making in sport organizations. Short case studies will be utilized throughout the course to clarify a variety of procedures and policies.

SA 521 Management and Performance Analytics in Sports 3 credits
A discussion of the theories, concepts and development of analytics in sports administration today. Students will evaluate and analyze the methods of sport analytics, player performance, player management, sports data strategies, team management, game day operations and strategies. They will also explore methods used in sports team market-
presentation are required. Prerequisite: completion of all courses in the MSA program (may take one other course concurrently).

**SA 599 Special Project** 3 credits
This course will be available to students who wish to work with their advisors on a special project that is outside the realm of the regular classes. The project will be developed on an individual basis and during the session that fits the student and advisor's schedules.

### Special Education

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<tr>
<th>Course Code</th>
<th>Course Name</th>
<th>Credits</th>
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<tbody>
<tr>
<td>SPED 534</td>
<td>Clinical Teaching Experiences: Prekindergarten including Special Education</td>
<td>4 credits</td>
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Clinical teaching is a capstone experience. The student teacher accepts the major responsibilities and performs the activities of a full-time instructor under the supervision of the cooperating teacher.

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<tbody>
<tr>
<td>SPED 550</td>
<td>Special Topics in Instructional Strategist</td>
<td>1-3 credits</td>
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Special Topics courses cover special topics not covered by current courses taught in the department. The department determines the topic according to current need and interest. This course requires department chair approval.

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<tr>
<td>SPED 559</td>
<td>Home, School, and Community Relations</td>
<td>3 credits</td>
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Catalog Course Description: This course develops the skills of listening, supporting, guiding and assisting behaviors used in developing strong relationships with parents and community members in addition to an examination of the impact of cultural diversity, factors which place families at-risk, advocacy, and public policy. This course explores community resources and promotes the effective use of parent-teacher conferences, home visits, and interviews.

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<tr>
<td>SPED 562</td>
<td>Individual Behavior and Classroom Management PreK-12</td>
<td>3 credits</td>
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This course provides strategies for identifying, anticipating, preventing, and managing individual and group behavior difficulties within a class setting. There is a focus on creating positive learning environments and structuring individual and group learning activities to enhance instruction, increase positive social interactions, and prevent problem behaviors.

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<tr>
<td>SPED 565</td>
<td>Methods/Curriculum: Behavior Disorders Prek-12</td>
<td>3 credits</td>
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Catalog Course Description: This course provides knowledge of characteristics and application of definitions and methods for managing and teaching Prek-12 students with behavior disorders. This course includes strategies and curriculum for preventing behavior disruptions, provides opportunities to develop and justify the components of Individual Education Program (IEPs), and examines appropriate assistive technology service and devices. A requirement of the course is 10 hours observing and/or assisting in a special education setting.

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<tr>
<td>SPED 567</td>
<td>Fundamentals of Special Education</td>
<td>3 credits</td>
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</table>

This course will address characteristics of and current trends and issues in serving students with disabilities. It offers basic theoretical and practical approaches, educational alternatives, implications of federal and state statutes and related services, and rationale for the multidisciplinary team in providing appropriate educational programming. A requirement of this course is 10 hours observing and/or assisting in a special education setting.

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<tbody>
<tr>
<td>SPED 568</td>
<td>Coordination of Occupational Programs</td>
<td>3 credits</td>
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This course examines how to establish collaborative community relationships in order to develop cooperative occupational programs for students with exceptional needs. This course promotes awareness of existing services within the community and various supports to ensure smooth transitioning from education to postsecondary occupational settings. There is an examination of the role of a work experience coordinator in effectively managing on-the-job training and making instructional decisions pertaining to on-the-job training. This course includes information on assessing students' job skills, locating and placing students in work experience opportunities, working with students and the job site sponsors to ensure that effective training is occurring, evaluating student performance, and other related activities. Prerequisites: SPED 477/577.

**SPED 569 Methods/Curriculum: Learning Disabilities K-12** 3 credits
The purpose of this course is to extend the knowledge of learning disabilities for those who seek to work with students with learning disabilities ages 5-21. This course addresses characteristics of learning disabilities, definitions, history, assessment, medical aspects, teaching of preschoolers through adolescents, and research-based curriculum and teaching strategies for preacademic learning, oral language, reading, writing, mathematics, and social-emotional development. This course also examines appropriate assistive technology services and devices. A requirement of this course is 10 hours observing and/or assisting in a special education setting. Prerequisites: SPED 467/567.

**SPED 573 Methods/Curriculum: Intellectual Disabilities K-12** 3 credits
The purpose of this course is to extend the knowledge of intellectual disabilities for those who seek to work with students with intellectual disabilities ages birth-21. This course emphasizes empirically validated practices in the education of students with intellectual disabilities: assessment of instructional needs, instructional strategies, research-based curriculum, classroom management and behavioral support, promotion of social and communication skills, promotion of self-determination, and utilization of appropriate assistive technology services and devices. A requirement of this course is 10 hours observing and/or assisting in a special education setting. Prerequisites: SPED 467/567.

**SPED 575 Methods/Curriculum: Mild/Moderate Disabilities S-12** 3 credits
This course provides knowledge of appropriate empirically-based curriculum and strategies useful for developing methods, strategies and curriculum and adapting traditional materials for use with secondary students receiving special education services. A requirement of the course is 10 hours observing and/or assisting in a special education setting. Prerequisite: SPED 467/567.

**SPED 577 Career and Vocational Programming** 3 credits
This course provides knowledge and application of career planning and transition for adolescents from school to adult living, including major laws, suggestions for planning and developing assessment and instructional procedures, and coverage of some of the major issues facing schools, parents, and students today. This course offers practice developing Individual Education Plans (IEPs) and transition services under the mandate of Individuals with Disabilities Education Act (IDEA). A requirement of this course is 10 hours observing and/or assisting in a secondary special education setting.

**SPED 578 Methods/Curriculum: Mild/Moderate Disabilities Prek-8** 3 credits
This course provides knowledge and application of characteristics, definitions, methods, and curriculum for managing and teaching students with mild and/or moderate disabilities in a multi-categorical setting. This course provides opportunities for developing and justifying components of Individual Education Program. It includes strategies for note-taking and remembering spoken and written information, solving math problems, taking tests, writing papers and assignments, and prioritizing and managing time and assignments. There is an examination of assistive technology services and devices. A requirement of the course is 10 hours observing and/or assisting in a special education setting. Prerequisites: SPED 567.
SPED 579  Clinical Teaching Experience: Instructional Strategist  4 credits
Clinical teaching is a capstone experience. The student teacher accepts the major responsibilities and performs the activities of a full-time instructor under the supervision of the cooperating teacher.

SPED 582  Clinical Teaching Experience: Instructional Strategist  8 credits
Clinical teaching is a capstone experience. The student teacher accepts the major responsibilities and performs the activities of a full-time instructor under the supervision of the cooperating teacher.

SPED 584  Clinical Teaching Experience: Prekindergarten Inc. Special Education  8 credits
Clinical teaching is a capstone experience. The student teacher accepts the major responsibilities and performs the activities of a full-time instructor under the supervision of the cooperating teacher.

SPED 599  Special Projects in Instructional Strategist  1-3 credits
Special Project courses provide an opportunity to complete a special project related to a field of study beyond the scope of courses offered within the university. Proposals must include an overview or abstract of the study, indicate the anticipated learning outcomes of the project, the timeline for the study and the deliverables (paper, presentation, project, etc.) upon which the study will be evaluated. This course requires department chair approval.
DIRECTORIES

FACULTY

School of Arts and Sciences

Dana Bates, Assistant Professor of Mathematics (2018)
B.S., B.S., M.A., Ph.D., University of Iowa

Jeffrey Butikofer, Professor of Chemistry (2005)
B.S. Upper Iowa University; Ph.D. University of Wyoming

Jordan Compton, Lecturer and Director of Forensics (2021)
B.A. Southwest Baptist University; M.A. Missouri State University; Ph.D. Ohio University

NiCole Dennler, Assistant Professor of Communications (2014)
B.A. Warburg College; M.S. University of Wisconsin-La Crosse

Scott Figdore, Professor of Science/Robert L. Fox Endowed Chair of Science (1992)
B.S. Pennsylvania State University; M.S., Ph.D. University of Wisconsin-Madison

Adrienne Finlay, Professor of English (2008)
B.A. State University of New York at New Paltz; M.A., Ph.D. Binghamton University

Matt Foy, Associate Professor of Communications (2014)
B.A. Waldorf College; M.A. University of Northern Iowa; Ph.D. Southern Illinois University-Carbondale

Nigel George, Professor of Mathematics and Physics (2003)
B.S., M.Sc. University of Auckland; M.S., Ph.D. Yale University

Laura Gleissner, Assistant Professor of Art (2015)
B.A. University of Northern Iowa; M.F.A. Northern Illinois University

John Grummel, Associate Professor of Political Science (2008)
B.A. San Jose State University; M.A.T. College of Notre Dame; M.A. San Francisco State University; Ph.D. Kent State University

Melinda Heinz, Associate Professor of Psychology (2013)
B.A. University of Northern Iowa; MS., Ph.D. Iowa State University

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B.F.A. Guangzhou Academy of Fine Arts; M.F.A. Cranbrook Academy of Art

Thomas Jordan, Associate Professor of English (2013)
B.A., Providence College; M.A., Binghamton University; Ph.D., Binghamton University

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B.A. St. Xavier’s College; M.A. Texas Women’s University; Ph.D. Texas Women’s University

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B.A., M.S., Ph.D. Iowa State University

Mitchell Lorenz, Assistant Professor of Psychology (2018)
B.A. Simpson College; M.S. Western Illinois University; Ph.D. Saint Louis University

Katherine McCravel, Professor of Geosciences (2005)
B.S. University of California at Los Angeles; M.Sc., Colorado School of Mines; Ph.D. South Dakota School of Mines and Technology

John Keller McKowen, Assistant Professor of Biology (2021)
B.S. Louisiana State University; Ph.D. Louisiana State University

Erik Olson, Professor of Chemistry (1994)
B.A. Juniata College; Ph.D. Dartmouth College

Charles Nick Serra, Professor of English (1999)
B.A. University of Notre Dame; M.A. Drake University; Ph.D. Binghamton University
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2. Edgar Fine Arts
   312 E. Clark Street*
3. Parker-Fox Hall
   300 E. Clark Street*
4. Colgrove-Walker Hall
   301 Washington Street*
5. Peacock Plaza
6. Alexander-Dickman Hall
   401 Washington Street*
7. President’s Home & Formal Garden
   308 Washington Street*
8. Henderson-Wilder Library
   411 Washington Street*
9. Liberal Arts
   408 Union Street*
10. Dorman Memorial Gymnasium
    500 Union Street*
11. Baker-Hebron Science
    500 1/2 Union Street*
12. Grace Meyer Square
13. Andres Center for Business and Education
    501 Washington Street*
14. Garbee Hall
    605 Washington Street*
15. Student Center/Dining
    603 Washington Street*
16. Recreation Center
    514 Union Street*
17. Alumni House
    513 Union Street*
18. Winston House
19. Lee Tower
    700 1/2 Union Street*
20. South Village Hall I
    211 A Wadena Road*
21. South Village Hall II
    211 A Wadena Road*
22. South Village Hall III
    211 A Wadena Road*
23. Facilities Management & Services
    211 Wadena Road*
24. Eischeid Softball Complex
25. Harms-Eischeid Football Stadium
26. Pattison Soccer Field
27. Soccer Practice Field
28. Football Practice Field
29. Tennis Complex
30. 9 Hole Disc Golf Course
31. Low Ropes Course
32. Robertson-Woods Athletic Fields
33. Peacock Arts and Athletic Center
34. Tailgate and Shelter Area
35. Lew Churbuck Prairie

Parking
A. Student Center
B. Recreation Center
C. Dorman Memorial Gymnasium
D. Peacock Arts and Athletic Center
E. Garbee Hall
F. Commuter
G. South Villages and Lee Tower
H. Hofmaster
I. Student Center Staff
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