



2023-2024 UNIVERSITY CATALOG

106 S. 6th St. Forest City, IA
waldorf.edu // 800.292.1903

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The content and policies included in this catalog are subject to change and will be updated periodically throughout the year as needed. The most recent version of this catalog can be found at waldorf.edu/Download-Information.

In compliance with Iowa Code § 261B.9, prior to the commencement of a course of instruction and prior to the receipt of a tuition charge or fee for a course of instruction,

Waldorf University provides written disclosure to students of the following information. This information is provided in the university catalog, both in print and on the university's website.

- A brief description of the subject matter of the course.
- The name or title of the course.
- The tuition charge or other fees charged for the course. If a student is enrolled in more than one course, the tuition charge or fee for all courses may be stated in one sum.
- The refund policy for the return of the refundable portion of tuition, fees, or other charges.
- That the completion of the course is applicable toward a degree granted by Waldorf University. This is identified in the degree requirements for associate, bachelor, and master's programs.
- The name of Waldorf's accrediting agency, the Higher Learning Commission (HLC), as recognized by the United States Department of Education.
- The provisions of this catalog are not to be seen as a binding contract between the student and Waldorf University. The university reserves the right to make changes that seem necessary or desirable, including course, policy and program changes and cancellations.
- To graduate, students must meet the degree requirements from the catalog of any year in which they are enrolled full-time. If the student withdraws for more than one semester, the requirements of a subsequent catalog must be followed.
- The fulfillment of graduation requirements is the responsibility of the student, not the Registrar, faculty, or the academic advisor. To this end, the student should keep a copy of the catalog under which they intend to graduate.
- Waldorf University
106 South Sixth Street
Forest City, Iowa 50436-1713
641.585.8103 or 1.800.292.1903
- Waldorf University is accredited by:
- The Higher Learning Commission
230 South La Salle Street
Suite 7-500, Chicago, IL 60604-1411
800.621.7440

Waldorf Acquisition, L.L.C., d.b.a. Waldorf University is a wholly owned subsidiary of the Waldorf Lutheran College Foundation, Inc. and is classified as independent with its own separate governance and accreditation by the Higher Learning Commission (HLC). For more information about our graduation rates, the median debt of students who have completed the program, and other important information, please visit our website at waldorf.edu/disclosure

PREFACE

Non-Discrimination

Waldorf University does not discriminate on the basis of race, color, ethnicity, age, religion, national origin, sexual orientation, gender identity, sex, marital status, disability, or status as a U.S. Veteran. All students have equal access to the facilities, financial aid, and programs of the University.

Higher Education Opportunity Act

The University complies with Readmission Requirements for Service Members as outlined in the Higher Education Opportunity Act section 487. This applies to active duty in the Armed Forces, whether voluntary or involuntary, including service as a member of the National Guard or Reserve, for a period of more than 30 days under a call or order to active duty.

The HEOA provides that a prompt readmission of a previously enrolled or admitted student may not be denied to a service member of the uniformed services for reasons relating to that service. In addition, a student who is readmitted under this section must be readmitted with the same academic status as the student had when he or she last attended the University. Affirmative Action Waldorf University is an equal opportunity employer in the recruitment and hiring of faculty and staff.

Family Educational Rights and Privacy Act (FERPA)

The provisions of the Family Educational Rights and Privacy Act (FERPA) prohibit the University from releasing grades or other information about academic standing to parents unless the student has released such information in writing. Further information concerning Waldorf University procedures in compliance with FERPA is available in the Office of the Registrar and included in this catalog.

Solomon Amendment of 1997

Pursuant to the regulations of the Solomon Amendment of 1997, Waldorf University is required to make student recruiting information available to military recruiters who request it.

Reservation of the Right to Modify

The provisions of this catalog are to be considered directive in character and not as an irrevocable contract between the student and the University. The University reserves the right to make changes that seem necessary or desirable, including course and program cancellations. Responsibility for understanding and meeting graduation requirements as stated in the Waldorf University Catalog rests entirely with the student. Faculty, advisors and the Registrar's Office will assist in every way possible.

LETTER FROM THE PRESIDENT

Thank you for your interest in Waldorf University! Whether you're a brand-new freshman deciding on your first Waldorf classes, or a senior getting ready to finish your degree, the information in this catalog is crucial to your success. As the President of Waldorf University, I'm pleased to welcome you to our course offerings, our degree programs, and our community. I invite you to experience the four pillars on which Waldorf stands: Tradition, Community, Passion and Success.

I came here to Forest City almost two decades ago to teach English at a small, two-year Lutheran college. A lot has changed since then—we're now a university with more than 20 majors, 18 intercollegiate sports teams, outstanding fine arts and an excellent online program. I am particularly excited about our burgeoning master's program.

Though many things have changed, the most important ones remain the same as Waldorf's commitment to quality education and our dedication to an excellent student experience. Waldorf professors really care about your academic success and staff go the extra mile to keep you on track and engaged. When you come to Waldorf, you become a member of our community, a vibrant and cooperative association of learners, athletes, scholars, artists and performers.

Lives are changed here. Lifelong friendships are forged, between students themselves, with staff, and with teachers. I hope you take our mission statement to heart as you read through these pages. And that you join us as we learn, live and serve together.

Sincerely,



Robert Alsop, Ph. D.
Waldorf University President



I. THE UNIVERSITY

ABOUT WALDORF UNIVERSITY

Mission

Waldorf University seeks to be an engaging community of learning and faith where relationships are formed and opportunities for learning and service abound. Our mission is to educate the entire person, equipping students for lives of fulfillment in communities where they live and serve.

Vision Statement

Waldorf University aspires to be distinctive, affordable, values driven, innovative, and digital.

As a University Born of a Strong Academic Heritage

Waldorf has roots in the Lutheran tradition of excellence in education since the University was founded in 1903. This tradition values service to the community, academic excellence, freedom of inquiry, a liberating education, and learning through the open exchange of ideas.

As a University with Core Values

Waldorf instills values of service, community, critical inquiry, and lifelong learning in each student through a liberal arts education and professional studies. These values and education prepare our graduates to understand and contribute to life in our complex and ever-changing world.

As a Residential University

Waldorf offers an active student life program as well as extensive co-curricular, cultural and leadership opportunities. This coupled with our quality academic programs give students a well-rounded educational experience where lasting friendships, personal development, and a growing awareness of community service occur.

As an Online University

Waldorf offers a broad range of quality online programs both at the undergraduate and graduate level that are delivered in an innovative, affordable, and flexible format. This allows students the opportunity to be successful regardless of location, family life, or professional obligations.

As a University that Values Faith

Waldorf uses academic coursework and co-curricular activities to explore the meaning and depth that religion and spirituality can add to life. Students are encouraged to develop a deep respect for the role religious devotion can play in giving direction, purpose, and a moral foundation to life.

As a University Engaged with the World

Waldorf broadens our community by enrolling students from throughout the United States and internationally. Inclusivity and diversity are an integral part of the Waldorf experience.

HISTORY AND CHARACTER

Waldorf's character is shaped by the values and beliefs of its Norwegian Lutheran founders: veracity, discipline, the dignity and responsibility of the individual, a commitment to service, and faith in God.

Waldorf University was founded in 1903 by the Reverend C. S. Salvesson, then the pastor of what is now Immanuel Lutheran Church in Forest City. Unlike several other Lutheran colleges founded by Norwegian immigrants and the first generation of their progeny, Waldorf began operation as an academy and business college rather than as a preparatory program primarily for future pastors.

Thus, from its earliest days, Waldorf has viewed sponsored by the church as vital for persons who would serve primarily in secular society. Waldorf's emphasis is fundamentally a "stewardship emphasis": human lives are viewed as a gift from God, and the educational enterprise offers the opportunity for the full flowering of one's potential. Waldorf's mission has always stressed service to others as the means to serve God and achieve fulfilling lives. Whether as future business leaders, teachers, professors, scientists, entrepreneurs, ordained clergy, psychologists, or musicians—it is hoped that Waldorf graduates will aspire to lives of service.

Since 1920, when Waldorf became a junior college, the curriculum has gradually evolved to fully reflect a liberal arts emphasis. Now, nearly all students enroll with the intent of ultimately earning a Bachelor's degree. In the spring of 1994, the College was accredited by the North Central Association of Colleges and Schools to offer its first bachelor's degrees. In February of 2001, Waldorf became a fully accredited Bachelor's degree granting college.

During January of 2010, Waldorf University launched its first three online programs. Today, Waldorf offers a full slate of certificate, associate, bachelor's and master's degree programs online and on campus. In 2016, Waldorf College became Waldorf University. With the success of our graduate program and the diversity of academic offerings, we felt the title university best represents who we are and who we strive to be.

The "core" of the liberal arts program has as goals that students:

- Learn to think, write, and speak clearly;
- Begin the process of developing a mature and inquiring mind, with the ability to formulate questions, solve problems and make both intellectual and value judgments;
- Engage in and appreciate the arts;
- Acquire understanding of our historical and scientific heritage;
- Begin to develop an appreciation of other cultures and their ways of knowing; and,
- Consider their religious commitments for their meaning in life and the world in which they live and serve.

Finally, the faculty recognizes that concern for the goals of liberal arts education does not begin at Waldorf, nor are these goals likely to be fully achieved on this campus. The development of an appreciation of "a life of the mind" should begin in the home and at school, be further nurtured at Waldorf, continue in baccalaureate studies at Waldorf and in graduate schools, and become a lifelong process. We believe the success of Waldorf's program results from the interplay of several characteristics:

- A dedicated, capable faculty who take pride in effective teaching and who share a personal commitment to the faith, values, and traditions of the university;
- A low student to faculty ratio, permitting a high level of faculty/student interaction;
- Solid curricular offerings in a variety of disciplines, enabling students to begin to clarify career goals;

- An environment in which faith and values are a subject of inquiry, and one in which growth toward moral maturity is a valued goal;
- A special emphasis on writing, speaking, and global awareness; and,
- A solid tradition in the fine arts, coupled with a lively program of cultural events, and a broad program of varsity and intramural sports to help students shape a life of enrichment and physical well-being.

Lux et Veritas, "Light and Truth," reads the motto on the official seal of the university. In its Lutheran and Norwegian roots and uncommon quality of community, Waldorf University offers a distinctive educational experience in a spiritual and moral framework. This catalog will introduce you to the Waldorf University community (waldorf.edu/wu-catalog.aspx).

ACCREDITATION & MEMBERSHIPS

Waldorf University is accredited by the Higher Learning Commission (HLC) and is recognized by the U.S. Department of Education as one of six regional institutional accreditors in the United States. The HLC as an independent corporation that was founded in 1895 accredits degree-granting postsecondary educational institutions in the North Central region.

STATE REGISTRATION

Waldorf University is registered with the Iowa College Student Aid Commission (Commission). The Commission's address is:

475 SW Fifth Street, Suite D
Des Moines, IA 50309-4608
Phone: 515.725.3400
iowacollegeaid.gov

For additional information on state authorization, please visit waldorf.edu/about/accreditation-licensure/state-authorization

California-STRF

The State of California established the Student Tuition Recovery Fund (STRF) to relieve or mitigate economic loss suffered by a student in an educational program at a qualifying institution, who is or was a California resident while enrolled, or was enrolled in a residency program, if the student enrolled in the institution, prepaid tuition, and suffered an economic loss.

Unless relieved of the obligation to do so, you must pay the state-imposed assessment for the Fund STRF, or it must be paid on your behalf, if you are a student in an educational program, who is a California resident, or are enrolled in a residency program, and prepay all or part of your tuition.

You are not eligible for protection from the STRF and you are not required to pay the STRF assessment if you are not a California resident, or are not enrolled in a residency program.

It is important that you keep copies of your enrollment agreement, financial aid documents, receipts, or any other information that documents the amount paid to the school. Questions regarding the STRF may be directed to:

Bureau for Private Postsecondary Education
1747 North Market, Suite 225
Sacramento, CA 95834
916.574.8900 or 888.370.7589.

To be eligible for STRF, you must be a California resident or enrolled in a residency program, prepaid tuition, paid or deemed to have paid the STRF assessment, and suffered an economic loss as a result of any of the following:

1. The institution, a location of the institution, or an educational program offered by the institution was closed or discontinued, and you did not choose to participate in a teach-out plan approved by the Bureau or did not complete a chosen teach-out plan approved by the Bureau.
2. You were enrolled at an institution or a location of the institution within the 120 day period before the closure of the institution or location of the institution, or were enrolled in an educational program within the 120 day period before the program was discontinued.

3. You were enrolled at an institution or a location of the institution more than 120 days before the closure of the institution or location of the institution, in an educational program offered by the institution as to which the Bureau determined there was a significant decline in the quality or value of the program more than 120 days before closure.
4. The institution has been ordered to pay a refund by the Bureau but has failed to do so.
5. The institution has failed to pay or reimburse loan proceeds under a federal student loan program as required by law, or has failed to pay or reimburse proceeds received by the institution in excess of tuition and other costs.
6. You have been awarded restitution, a refund, or other monetary award by an arbitrator or court, based on a violation of this chapter by an institution or representative of an institution, but have been unable to collect the award from the institution.
7. You sought legal counsel that resulted in the cancellation of one or more of your student loans and have an invoice for services rendered and evidence of the cancellation of the student loan or loans.

To qualify for STRF reimbursement, the application must be received within four (4) years from the date of the action or event that made the student eligible for recovery from STRF.

A student whose loan is revived by a loan holder or debt collector after a period of non-collection may, at any time, file a written application for recovery from STRF for the debt that would have otherwise been eligible for recovery. If it has been more than four (4) years since the action or event that made the student eligible, the student must have filed a written application for recovery within the original four (4) year period, unless the period has been extended by another act of law. However, no claim can be paid to any student without a social security number or a taxpayer identification number.

NC-SARA

Waldorf University is approved by the Iowa College Student Aid Commission 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.

Alaska

Waldorf University is registered with the Alaska Commission on Postsecondary Education (ACPE).

California

Waldorf University is registered with the California Bureau for Private Postsecondary Education.

Wyoming

Waldorf University is registered with the Wyoming Department of Education.

DOD DISCLOSURE STATEMENT RESPONSES:

Waldorf University Online does not offer programs that require programmatic accreditation to validate the degree in the work force. This information will be incorporated into both the Waldorf website and the Waldorf catalog.

Waldorf University Online does not offer programs that require graduates to attain professional credentials and/or licensure to obtain employment in the applicable field.

REGISTERING A COMPLAINT

Waldorf University takes pride in our service to students. From time to time, students may have questions concerning policies or practices. Generally, there are logical explanations for situations, and usually most questions can be resolved in an informal setting through direct discussion with the individual or office involved. In instances where a student raises a question about a policy or decision, the affected staff or faculty member may

respond. If it is not possible to resolve a matter through direct discussion, a student may appeal for further consideration by registering a complaint or address the issue with Student Senate.

Registering a Complaint with Waldorf University

Waldorf University is committed to providing high quality academic programs and services for students and encourages students to contact the university if there is cause for concern regarding academic or non-academic matters. A complaint is defined as dissatisfaction occurring when a decision, act, or condition, based upon specific factual data, affects the student in a perceived negative or unjust manner; furthermore, an allegation of improper, unfair, arbitrary, or discriminatory treatment by university personnel.

Residential students who wish to register an academic complaint may contact the Waldorf University Vice President for Academic Affairs at 800.292.1903. To clarify the student's concerns, complaints should be sent in writing to:

Vice President for Academic Affairs
Waldorf University
106 S. 6th St.
Forest City, IA 50436.

Residential students who wish to register a non-academic complaint may contact the Waldorf University Vice President of Student Life at 641.585.8160 or by email at ramakeri@waldorf.edu where an incident report/complaint form may be completed and reviewed for follow up.

Online program students who wish to file a complaint, academic or non-academic, may contact their assigned Student Services Representative at 877.267.2157 for assistance. To clarify the student's concerns, complaints should be sent in writing to: students@waldorf.edu
OR

Student Services Department
Waldorf University
P.O. Box 3269
Orange Beach, AL 36561.

Registering a Complaint with External Agencies

Contact information for registering a complaint with external agencies should be contacted only after the student has registered a complaint with Waldorf University and has not received a response to the request for resolution.

Accrediting Agency

Students may submit a complaint to the Higher Learning Commission (HLC) by using the format hlccommission.org/HLC-Institutions/complaints.html

or contact the HLC at:

Higher Learning Commission
230 South. LaSalle Street, Suite 7-500
Chicago, IL 60604-1411

Students who wish to register a complaint with Iowa, may file a complaint with the Iowa College Student Aid Commission by toll-free phone at 877.272.4456 and/or submitting the online Student Dispute Resolution form at iowacollegeaid.gov/StudentComplaintForm

Contact information for additional states is available at waldorf.edu/about/accreditation-licensure/registering-a-complaint

Students who wish to register a complaint with Alaska, may file a complaint with the Alaska Commission on Postsecondary Education (ACPE). A student is encouraged to pursue the complaint/grievance process at Waldorf University prior to contacting the ACPE.

To request a complaint form, please send an email to: EED.ACPE-IA@alaska.gov

For questions or assistance relative to complaints, please contact:

Alaska Commission on Postsecondary Education (ACPE)

PO Box 110505
Juneau, AK 99811-0505

Telephone: 907.465.6741

II. ADMISSIONS

WALDORF UNIVERSITY

While most Waldorf University students come from the small towns of America's heartland, the student body is increasingly diverse geographically, economically and culturally. Typically, the student body has representatives from 39 states and approximately 22 foreign countries. Their interests range across a wide selection of academic disciplines and co-curricular activities. Each student is an individual who is a vital part of a small community of scholarship and fellowship.

For admitted students choosing to enroll at Waldorf, the university is committed to maintaining the lowest possible costs and to offering financial aid.

Waldorf seeks students whose academic preparation, potential for successful collegiate study and qualities of character will benefit from and contribute to the university community. The admissions committee seeks to look beyond standardized test scores and grades to individually consider each applicant's qualities.

Consideration may be given to such matters as the quality of the high school courses completed; college-level classes completed; excellence in the visual or performing arts; achievement in co-curricular activities; and maturity, initiative, and seriousness of purpose as evidenced through work, travel experiences, or contributions to home, church, community, and school.

Applicants are judged on individual merit without regard for race, color, creed, religion, sex, age, sexual orientation, national or ethnic origin. An otherwise qualified applicant will not be excluded from admission solely by reason of a disability.

Waldorf's admission program is operated fully in compliance with the "Statement of Principles of Good Practice" adopted by the National Association of College Admissions Counselors. Copies of this statement are available on request from the Admissions Office.

Additional Information

Applicants are welcome to submit additional information in support of their application, or discuss with an admissions counselor, personal matters which may have affected previous academic performance. Each applicant will be reviewed for acceptance based upon grade point average, test scores, class rank, coursework taken and recommendations.

On occasion, the admissions committee may also defer a decision on an applicant's admission until other information has been received. For example, more recent test scores, results of the present semester's coursework, additional letters of recommendation or a meeting with members of the Admissions Committee may be requested. If additional credentials are needed, the Office of Admissions will inform the applicant.

Notification of Admission Decision

Students are notified of the admission decision usually within two weeks after the application file is complete and has been evaluated by the admissions committee. Acceptance of new freshmen who have not yet graduated from high school at the time of acceptance is tentative until such time as official transcripts are received notifying the university of graduation.

Falsification or omission of information on university application may be cause for rescinding admission acceptance.

Non-Discrimination Policy

Waldorf University does not discriminate on the basis of race, color, national/ethnic origin, age, sexual orientation, or gender in admitting students to its programs or in administering its educational policies, scholarship programs or other institution-administered programs. Applicants under the age of 18 are required to provide parental consent when entering into signed agreements with the university.

Academic Accommodations

It is the policy of Waldorf to provide reasonable accommodation for persons defined as disabled under Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990, and all other local and state requirements dealing with students who have recognized disabilities. A

request for reasonable accommodation will be granted provided that the following criteria are met:

- The request for reasonable accommodation is based on individual needs.
- The request does not require a financial burden on Waldorf that is beyond what is viewed as customary and reasonable.
- The request does not compromise the basic requirements of the course.

Waldorf students who would like to request academic accommodations for a disability will need to contact the Disabilities Specialist in the Academic Achievement Center (AAC) to request and set up academic accommodations and provide appropriate documentation of their disability at least two weeks prior their first class meeting.

Disabilities Specialist
Phone: 641.585.8211
Fax: 641.585.8125, Attn: AAC Disabilities Specialist
AAC@waldorf.edu

Appropriate documentation will include the Initial Academic Accommodation Request (available in the AAC or via the *myWaldorf* Student Portal for online students), a diagnosis of the disability, testing results and the impact of the disability on the student in the online learning environment. The university is required by law to have current documentation of the disability in order to provide accommodations. Typically, academic testing results are required to be within the last three years. (The timeframe of testing for certain disabilities can be more or less frequent based on the area of disability and the possibility of a change in the disability or condition pertaining to student need and the requirements of our office.) Insufficient or incomplete documentation can result in a delay in the accommodations or the implementation of limited or temporary accommodations until appropriate and up-to-date documentation is received in our office.

Recommended High School Program of Study

While Waldorf does not have a mandatory program of high school coursework required for admission, the following is recommended: 4 years of English, 3 years of mathematics, 2 years of foreign language, 3 years of natural science and 4 years of social studies. Waldorf also believes that coursework in the arts or advanced level courses are invaluable, and may, in certain circumstances, replace some of the requirements listed above. However, the university stresses English as the most critical area affecting success in collegiate study.

RESIDENTIAL UNDERGRADUATE ADMISSIONS

FRESHMEN

Application for Admission

Applicants must complete the Waldorf University Application for Admissions. An application may be submitted online at waldorf.edu.

Transcripts

An official high school transcript is required of all first-time degree seeking applicants. Please note that the University will require high school transcripts at two points in the Admissions enrollment process. Freshmen applicants who are high school students at the time of application should have their most recent official transcript sent which will include all course taken and the grades earned during the student's freshman, sophomore, and junior years. A final, official transcript upon graduation from high school is required. Official General Education Development (GED) scores may be presented instead of a high school transcript.

High school applicants who have taken any college class work while in high school need to have an official college transcript sent to the Office of the University Registrar if they want to receive credit for the college coursework

Admissions

(Post-Secondary Education Options (PSEO) and/or Dual Enrollment programs).

Students who have graduated from a non-credited high school or a home school program may be required to submit additional information and/or other documentation about their educational program.

No scholarship or federal financial aid will be disbursed to students who fail to submit all required final, official transcripts. In addition to not being eligible to receive aid, students who are still missing official transcripts after beginning courses will not be allowed to register for courses the following semester, nor will they be able to obtain their official Waldorf University transcript until all required transcripts have been received. Final, official transcripts should include the following:

- The names and grades for all courses completed during high school education along with the number of credits.
- The date of graduation, which must be after the date of the completion of all courses.
- The signature of the Registrar or designated official at the high school.

While Waldorf University will extend an offer of admission to students based on a "conditional" basis, the University reserves the right to revoke that offer if the student fails to submit an official transcript following the completion of graduation requirements, or if a discrepancy exists between the "conditional" acceptance data and the official transcript submitted following graduation.

High School Advanced Placement Courses

High school applicants who have taken Advanced Placement (AP) Examinations while in high school need to have an official AP College Board Exam Transcript sent to the Office of the University Registrar if they want to receive credit for the Advanced Placement exams.

ACT & SAT Scores

Freshmen applicants for the residential program must have a minimum high school CGPA of 2.200. We do not require standardized test scores from either the American College Test (ACT) or Scholastic Aptitude Test (SAT) because we believe our students are everything but standard. Waldorf University's size and focus on individual attention prepares students for lives of fulfillment in communities where they will live and serve.

Waldorf University Looks for Students Who...

- Have solid academic performance in high school. We look at the strength and quality of the student's curriculum, recent trends in performance, personal grit, and participation in extracurricular activities, including leadership, talents, conduct, and more.
- Will have graduated from an accredited high school or equivalent by the time of their enrollment at Waldorf University
- Rank in the upper half of their high school graduating class.

Process for Reviewing Applicants Not Automatically Admitted

Students who do not meet automatic admissions criteria will have their files reviewed by the Academic Progress Committee (APC). The committee evaluates secondary and postsecondary achievement. In evaluating applications, the APC may request additional materials from the student, including but not limited to a recommendation from a counselor or faculty member, a résumé describing personal achievement, a personal statement, and/or a retake/resubmission of a standardized exam prior to making an admission decision. Students may be accepted upon recommendation by the Committee. Students admitted in this manner may have specific limitations or requirements put in place as part of their offer of admission, including but not limited to, requirements to enroll in academic skills development courses through the Academic Achievement Center (AAC) to develop and follow an academic success plan, and/or to enroll in a limited number of credits their first semester.

Disclosure

Waldorf University requires that admission applicants for the residential program disclose whether they have had a history of criminal convictions.

Applicants must also disclose if they are required to register as a sex offender. Failure to disclose a history of criminal activity will result in immediate dismissal from the University.

Confirmation of Admission

Following notification of the admission decision, accepted students are required to submit a tuition deposit. After this deposit is received, the University will begin to work individually with the student to arrange class registration, housing, and orientation (the tuition deposit is refundable until May 1).

TRANSFER STUDENTS

Waldorf University welcomes students who wish to transfer from other colleges and universities. College credit may be granted for courses satisfactorily completed at accredited institutions. The University reserves the right not to grant credit for courses where it considers the work unsatisfactory, for courses taken at an unaccredited institution, and to require that certain courses be taken at Waldorf.

Transfer applicants are required to submit:

- Application for admission form
- An official final high school transcript
- Official transcript(s) from all colleges and universities attended (including all PSEO and Dual-Enrollment coursework)
- Upon accepted to the University, submit the tuition deposit (refundable until May 1)

Transfer students that have earned 60 credits prior to the first day of their first semester at Waldorf are exempt from the university three-year residency requirement and are not required to live in campus housing. Transfer students entering Waldorf with 59 credits or less are required to participate in the three-year on campus housing residency requirement.

TRANSFER CREDIT

Residential Program

Waldorf University allows transfer credits from other accredited institutions of higher learning, training, and relevant professional licenses and certificates. They will be evaluated according to the nature and quality of work presented as judged by the University Registrar or their designee through official transcripts as recognized by the U.S. Department of Education Office of Post-Secondary Education (USDE-OPE), the Council for Higher Education Accreditation (CHEA), the American Council on Education (ACE), and the professional code of review standards set forth by the American Association of Collegiate Registrars and Admissions Officers (AACRAO).

Students who have earned an Associate of Arts (A.A.) degree from an accredited institution will have their degree considered for meeting all general education core requirements with the exception of two religion courses and any specific courses required by the individual major area of study. Courses with D grades will be accepted within the Associates of Arts degree; however, transfer credit will not be recognized for those courses unless the total transfer credit awarded is less than or equal to the credits required to achieve Junior classification status. Students holding any other Associate's degree other than an Associate of Arts degree are not exempt from the general education core requirements.

If a student has completed courses comparable to Waldorf courses and successfully completed those courses with grades of C or better, then they will be considered for transfer credit. All coursework earned within a major or minor must have a grade of C- or higher to be considered for graduation dependent upon the major area of study.

Up to 75-percent of undergraduate courses can be transferred into an undergraduate degree program based upon the degree requirements. Among the acceptable credits may be Advanced Placement (AP) tests, College Level Examination Program (CLEP), Prometric DSST Exams (DANTES), prior college credit, technical credit, military service credit, professional/life learning credit, and/or credit by examination.

All required internships and student teaching must be completed at Waldorf University to earn a Waldorf University degree. Departments may have additional requirements for admission and completion in a major field of study.

Grades earned in courses accepted for transfer are not included in the grade point average and are not used in computing academic honors, but the credits count toward the total number required for graduation.

INTERNATIONAL STUDENTS

Waldorf University welcomes international applicants from around the world. To apply for admission at Waldorf, international students must submit the following documents:

- Completed Application
- A Clear Copy of the Name/Identification Page of your Passport.
 - If you are currently on a Visa, please send a clear copy of the Visa as well.
- Original transcripts or officially certified copies from all secondary and post-secondary schools attended.
 - If the transcript is in a language other than English, it must be accompanied by certified English translations.
- A transcript evaluation from either InCred or a NACES accredited evaluation service.
- Athletes will be required to use an InCred evaluation for NAIA evaluation and eligibility requirements.
- Transcript evaluations are used for admissions, foreign credit transfer, and athletic eligibility. Student transferring from a college or university with an articulation agreement that waives the transcript evaluation may still be advised to complete it for athletic eligibility or course transfer.
- Standardized Test Results
 - Qualifying tests include: ACT, SAT, TOEFL, IELTS, Duolingo, or PTE.
 - Please request that official results be sent directly to Waldorf University. Some tests may request Waldorf University's test code in order to send your results. Those codes are as follows:
 - Submission Test Code for ACT: 1362
 - Submission Test Code for SAT: 6925
 - Submission Test Code for TOEFL: 6925
 - Scanned or photocopied results may be sent; however, Waldorf University reserves the right to request official or certified results for verification before full acceptance into Waldorf University.
 - Test Requirement may be waived if the student's transcripts show proof that the main language of instruction in High School and/or College was English.

International students are required to submit financial documentation showing their ability to support themselves while in the United States of America.

- Proof of adequate financial support may include bank letters (on letterhead and officially signed) or bank statements certifying the account holder and balance of the account.
- These documents must be dated in the last three months.
- The documents must show a total balance equal to or greater than the cost of the student's first year at Waldorf University after scholarships are applied.
- Should these accounts be in the name of someone other than the potential student, we also request an affidavit of support from the account holder outlining their relationship to the potential student and willingness to support the student while in the U.S.A.

Following notification of the admission decision, accepted students are required to submit the following:

- Half of their first semester out-of-pocket costs in addition to a \$125 USD housing deposit if the student is living on campus

Upon arrival at Waldorf University, students will be asked to complete the following medical requirements:

- Show proof of medical health insurance coverage or purchase insurance through the university. Information on the plan offered by Waldorf can be found at wellfleetstudent.com
- Submit a record of immunizations for MMR (measles, mumps and rubella), polio, varicella, chicken pox, tetanus/diphtheria/ pertussis, and tuberculin skin test. Recommended but not required: HPV (human papilloma virus vaccine), influenza, meningococcal, hepatitis A, and hepatitis B.

Minimum Admission Requirements:

International freshman undergraduate applicants must have graduated from a secondary/high school with a 2.2 Cumulative GPA or better. Transfer students must have a 2.2 Cumulative GPA or better from any post-secondary schools attended and show proof of high school graduation.

Minimum Test Scores for Admission:					
ACT	SAT	TOEFL	IELTS	DUOLINGO	PTE
18	470	61	5.5	90	44
ELA Score	Evidence-Based Reading and Writing				

Waldorf University requires ALL full-time residential students (12.0 or more semester credits) to be enrolled in and maintain health insurance. Coverage can be obtained through enrollment in the health plan offered through Waldorf University, participation in a family member's employee health plan, or through the purchase of a private health plan. Please see the Mandatory Primary Health Insurance Coverage Policy in the Financial Information section for additional details.

All initial-status international students coming from outside the USA are required to live on-campus for their first semester at Waldorf University. After the first semester, international student that are qualified to live off-campus, may do so. See Housing Residency Requirement for off-campus eligibility.

PART-TIME STUDENTS

A student enrolled in fewer than 12 credit hours of coursework during any semester is considered a part-time student. If a part-time student is applying for financial aid, the same application procedures must be followed as a full-time freshman. Otherwise, part-time non-degree seeking students enroll directly with the Office of the University Registrar. A degree-seeking, part-time student must submit all official transcripts of other high school/college/university coursework and/or complete an Application for Admissions and file a Declaration of Major with the Office of the University Registrar after completing 16.0 semester credit hours.

HONORS COLLEGE

Students seeking admission to the Honors College should notify either the Dean of the Honors College or the Admissions Office. The Honors Committee will consider the student based on materials submitted in the regular admissions process.

Normally, a student seeking admission to the Honors College must have at least a 3.5 grade point average (4.0 scale) in secondary school work and/or an ACT composite score of 24. Other promising students may be considered by the Dean of the Honors College.

Students enrolled at Waldorf who have a cumulative GPA of 3.5 after the first semester may be admitted to the Honors College. (A 3.5 CGPA and a "B" in all Honors courses must be maintained to complete the Honors Program and be a Waldorf Scholar.)

FORMER STUDENTS

Students who have interrupted attendance at Waldorf University for one semester or more and who wish to return must apply for re-admission through the Admissions Office. Returning students will follow the requirements of the most recent catalog. Students who have attended other institution(s) of higher learning during their absence from Waldorf University must have an official transcript sent from each institution to the Director of Admissions' Office.

WITHDRAWAL OF OFFERS OF ADMISSION

Waldorf University requires all applicants for admission to provide complete and accurate information and to disclose any prior criminal history. The University reserves the right to withdraw offers of admission under the following circumstances:

1. the conduct of an applicant is not consistent with the goals, purposes, values, and philosophy of the University as stated in the university catalog and the student handbook.
2. the misrepresentation of facts to the University by an applicant during the application; or
3. the failure of an applicant to provide complete information as requested in the application process.

Additionally, Waldorf University reserves the right to rescind an admissions decision due to various circumstances deemed appropriate by the University; including, but not limited to personal behavior and social conduct that may poorly reflect Waldorf University's values.

- * Waldorf University does not discriminate based on race, color, religion, sex, age, national origin, disability, marital status or public assistance, in accordance with applicable laws.

ADMISSION SERVICES AND CAMPUS VISITS

Waldorf maintains an Admissions Office with counselors who are available to assist students in making college plans, including financial planning. Persons seeking admission services or desiring additional information about the university are encouraged to contact the Admissions Office:

Office of Admissions, Waldorf University
106 South 6th Street
Forest City, IA 50436

or phone 641.585.8112 or 1.800.292.1903

Email: admissions@waldorf.edu.

Prospective students and their parents are invited and encouraged to visit the campus. Standard campus visits include personalized admissions talk, an opportunity to meet individually with a professor, and campus tour. Additionally, one-on-one time with program directors and/or athletic coaches if applicable.

Events are held each semester and offer opportunities to tour the campus, meet students, chat with professors, and learn about Waldorf degree program options. Visit waldorf.edu/visit to view the event schedule.

UNDERGRADUATE ONLINE ADMISSIONS

To be considered for admission to an undergraduate program, applicants must submit the following:

- A complete application
- Evidence of high school completion or equivalent:
- Applicants transferring in 12 post-secondary credits or more may self-certify high school completion and provide the school's name, city, state and year of graduation.
- Applicants entering directly from high school or transferring less than 12 post-secondary credits must submit a high school

transcript with a GPA of at least 2.0 or equivalent prior to enrollment.

- Official transcripts from previously attended post-secondary institutions, if applicable
- For students enrolling into the RN-BSN completion program, a valid state issued RN license will be required for admission purposes.

If utilizing Federal Student Aid (FSA), applicants must be accepted to Waldorf University and meet all other FSA eligibility requirements.

START POINT STUDENTS

Admission for High School Students

To be considered for admission to the Online Start Point program, applicants must submit the following:

- A complete application
- 15 years of age and completed sophomore year of high school with a cumulative GPA of 2.5
- Recommendation from an administrator, academic advisor or counselor at their high school
- Copy of current high school transcript. If student is home schooled, the student's parents can self-report the student's GPA via a documented letter to the Registrar or Director of Admissions
- Letter from parent or guardian agreeing to financial responsibility.

INTERNATIONAL STUDENTS ONLINE PROGRAM

International students must self-certify as to successful completion of the equivalent of Grade 12 in a U.S. secondary school and provide evidence of successful completion of a program considered to be equivalent to an accredited high school diploma or GED certificate. You must submit original transcripts or officially certified copies from secondary and post-secondary schools attended. Your international academic transcript must be evaluated and certified by a National Association of Credential Evaluation Services member organization. Please request that the certifying organization's report be sent directly to the Registrar at Waldorf University.

International Students who are citizens of a country where English is not the primary language are required to submit one of the following prior to admission:

- **Official TOEFL (Test of English as a Foreign Language):**
Requirements for admission into our degree programs include:
 - A minimum of 500 in the paper-based version or
 - 61 in the internet-based version.
- **International English Language Testing System Exam (IELTS)**
A minimum of a band 5 or higher is required.
Duolingo: A minimum score of 85 is required.

TOEFL, IELTS, and Duolingo scores are not required from:

- International students who have completed two years of study in which English was the language of instruction.
- International students whose English language transcripts have been accepted by institutions domiciled in the U.S. and Canada
- Written proof of successfully completing (2.0 GPA or higher) at least 30 academic semester hours of university/college level courses (excluding ESL) that are transferable and that were taught completely in English

Transcripts not in U.S. equivalency must be translated through a National Association of Credential Evaluation Services (NACES) approved translating service or Association of International Credential Evaluators (AICE). Please visit the NACES and AICE websites for more information. Students who cannot meet the above requirements because of exceptional

circumstances may petition to enroll under an alternate admission status (see Admissions Status Policy). If permitted, the student will be allowed to take a maximum of four courses on a non-degree seeking student basis. If a student has a 3.0 GPA or higher after taking four courses, the student may be accepted as a degree-seeking student. If the student's GPA is lower than 3.0, the student's enrollment at Waldorf will be terminated.

ADMISSIONS STATUS POLICY ONLINE PROGRAM

Students may enroll in an undergraduate program at Waldorf under one of the following:

- **Accepted**—Application approved, transfer credit evaluated, and all required official transcripts on file.
- **Conditional**—Application approved, and transfer credit evaluated based on copies of transcripts.
- **Provisional**—With the approval of the VPAA or designee, students entering with a GPA of below a 2.00 may be accepted into the undergraduate program with Provisional Status.
- **Temporary**—Application submitted but has not been approved and evaluated for transfer credit.
- **Non-degree Seeking**—No additional evaluation of the student's application for admission is required.

Conditional admission to the online program allows undergraduate applicants to enroll in a program for up to twelve (12) semester credits based on copies pending the receipt of official high school transcript or equivalent (if transferring in less than 12 semester credits) or official post-secondary transcripts. Federal Student Aid is not available to students under Temporary Admission Status.

Students who wish to begin enrolling in online courses immediately after their application has been received may do so under Temporary Admissions Status and, while Temporary, may complete up to twelve (12) credit hours. Once all official transcripts are received and evaluated, an Application Evaluation Report will be issued and, pending a favorable review, the student's status will be changed to Accepted. Conditional Status is not available to students under Temporary Status.

When enrolling in online courses while on Temporary status, the student is responsible to select courses that will fulfill the requirements of his/her selected program of study. Information on Waldorf program course requirements can be found on the Waldorf website. For assistance on course selection, students may contact an Academic Advisor at advising@waldorf.edu.

Before enrolling under Temporary status, the student should make certain he/she meets the Waldorf admissions requirements of a high school transcript or GED.

A Waldorf transcript cannot be issued while a student is on Temporary status. A Waldorf transcript may be issued for students on Conditional Status but will not list transfer credit. Students with Accepted Status may be issued a Waldorf transcript listing all institutional credit.

Non-degree seeking students are those interested in earning credit at Waldorf University, but are not, at this time, applying to enroll in a specific degree program. No additional evaluation of the students' application for admission is required. Non-degree seeking students are not eligible for Federal Student Aid. Students must be 15 years of age or older, have completed sophomore year of high school, and may take no more than 9 credits per term. Students with non-degree seeking status may be issued a Waldorf transcript upon completion of their courses.

TRANSFER STUDENTS

Waldorf University welcomes students who wish to transfer from other colleges and universities. College credit may be granted for courses satisfactorily completed at accredited institutions. The university reserves the right not to grant credit for courses where it considers the work unsatisfactory, for courses taken at an unaccredited institution, and to require that certain courses be taken at Waldorf.

Transfer applicants are required to submit:

- A complete application for admissions form
- Evidence of high school completion or equivalent:

- Applicants transferring in 12 post-secondary credits or more may self-certify high school completion and provide the school's name, city, state and year of graduation.
- Official transcript(s) from all colleges and universities attended (including all PSEO and Dual-Enrollment coursework), if and where applicable.

If utilizing Federal Student Aid (FSA), applicants must be accepted to Waldorf University and meet all other FSA eligibility requirements.

TRANSFER CREDIT ONLINE PROGRAM

Waldorf University allows transfer credits from other accredited institutions of higher learning, training, and relevant professional licenses and certificates. They will be evaluated according to the nature and quality of work presented as judged by the University Registrar or their designee through official transcripts as recognized by the U.S. Department of Education Office of Post-Secondary Education (USDE-OPE), the Council for Higher Education Accreditation (CHEA), the American Council on Education (ACE), and the professional code of review standards set forth by the American Association of Collegiate Registrars and Admissions Officers (AACRAO).

Up to 75-percent of undergraduate courses can be transferred into an undergraduate degree program based upon the degree requirements. Among the acceptable credits may be Advanced Placement (AP) tests, College Level Examination Program (CLEP), Prometric DSST Exams (DANTES), prior college credit, technical credit, military service credit, professional/life learning credit, and/or credit by examination.

If a student has completed courses comparable to Waldorf courses and successfully completed those courses with grades of C or better, then they will be considered for transfer credit.

Students who have earned an Associate of Arts (A.A.) degree from an accredited institution will have their degree considered for meeting all general education core requirements with the exception of two religion courses and any specific courses required by the individual major area of study. Courses with D grades will be accepted within the Associates of Arts degree; however, transfer credit will not be awarded for those courses unless the total transfer credit awarded is less than or equal to the credits required to achieve Junior classification status. All coursework within a major or minor must have a grade of C- or higher to be considered for graduation. Students holding any other Associate's degree other than an Associate of Arts degree are not exempt from the general education core requirements.

Grades earned in courses accepted for transfer are not included in the grade point average and are not used in computing academic honors, but the credits count toward the total number required for graduation.

All required internships and student teaching must be completed at Waldorf University to earn a Waldorf University degree. Departments may have additional requirements for admission and completion in a major.

Please see the Graduate Admissions section for information regarding the Graduate Transfer Credit Policy.

FORMER STUDENTS

Students who have interrupted attendance of more than 12 months at Waldorf University and who wish to return must apply for re-admission through the Online Admissions Office. Returning students will follow the requirements of the most recent catalog. Students who have attended other institution(s) of higher learning during their absence from Waldorf University must have an official transcript sent from each institution to the Online Registrar's Office.

GENERAL INFORMATION

Identity Verification

Waldorf University must establish the identity of the student who registers in distance education programs to assure it is the same student who participates in, completes courses, and receives academic credit. Applicants are required during the admissions process to submit a color image of a valid government-issued photo ID, such as a state driver's license, state identification card, or U.S. passport. Waldorf reserves the

right to require additional sources of identity verification, such as the following:

- SSN card
- Color, valid, unexpired U.S. Passport
- Utility bill less than 90 days old
- W-2 tax form
- Voter registration card
- Current lease or rental agreement
- Vehicle registration
- Current Homeowner's insurance policy with name and address

International applicants are required to submit a color image of a valid international government-issued driver's license, national/state/province identity card (including European ID card), or a valid international travel passport. Additional identity verification sources may be required, such as but not limited to the following:

- Permanent Resident card
- Immigration and Naturalization Service Employment Authorization Card (I-766) (for those working in the U.S.)
- Border Crossing card

Verification and Exceptional Cases

All documents submitted for review to determine admission status are subject to verification. Applicants selected for verification must provide official high school or GED transcripts and any other documents requested by the university to complete verification. Verification may also be required if the U.S. Department of Education selects a student for verification and requests validation of high school graduation. Failure to comply with this request may result in immediate dismissal from Waldorf University and forfeiture of credits.

Verification may also be required if the U.S. Department of Education selects a student for verification and requests validation of high school graduation. Failure to comply with this request may result in immediate dismissal from Waldorf University and forfeiture of credits.

In the event that an applicant is not able to obtain an official high school transcript due to natural disaster, the Registrar will review an admission petition to determine admission eligibility. In these cases, the student may be admitted conditionally as a non-degree seeking student and must successfully complete twelve (12) semester hours approved by the academic advisor before officially being admitted into a degree program. Please submit supporting documentation to toassistant.registrar@waldorf.edu.

Copies/Official Documents

Waldorf University must receive official transcripts from post-secondary institutions previously attended in which transfer credit is considered. Students in the online program may send copies of transcripts or documents during the initial admission period and enroll as a student on conditional status. The student must provide official transcripts prior to enrolling in twelve (12) undergraduate or six (6) graduate credit hours. Official transfer credit will not be awarded until official transcripts are received by the Office of the Registrar. Transcripts from universities or programs not accredited by a U.S. Department of Education approved accrediting agency will not satisfy transfer credit criteria.

All documents provided to Waldorf University for admission become the sole property of Waldorf University and will not be returned at any time, nor is Waldorf University permitted to forward them to a third party.

Application Completion

Upon completing the online program application, students are given a transfer credit evaluation. The evaluation for one degree program is free of charge. There is a \$35 fee for subsequent evaluations. Students will be notified of their acceptance status within 10 business days of receipt of all required admissions materials. Upon completion of the application, prospective students may register for courses.

Computer Access

Students taking online courses must have access to the internet and an individual (non-shared) email account in order to complete a program of study at Waldorf University. If personal internet service is unavailable,

students are encouraged to contact local libraries, schools, or a public business to locate access to the internet. Word processing programs that save in .doc format and Adobe Reader are also required. Other software programs or packages may be required for select courses or degree programs.

Enrollment System

Waldorf University measures course credits for both online and residential courses on a semester hour basis. Course credit for online programs is measured according to semester hour equivalence for the term format. Therefore, a three-credit (3) online course is equivalent to three (3) semester hours.

Waldorf University offers its online programs in an accelerated format. The Term Enrollment System allows adult students the ability to fit their courses around their schedule. The Term Academic Calendar provides the term start dates, end dates, and registration periods.

Because the courses are asynchronous, there are no scheduled sessions in which students must be logged in at a certain time. Students log in during the week to review that week's unit assignments and then may study offline. Students log in to participate in class discussions and submit assignments.

Each course must have a minimum number of student enrollments or the course is subject to cancellation for that term. Academic advisors are available to assist students in planning what courses they need to take each term.

Please refer to the chart below for enrollment status classifications.

Full-Time (Residential Undergraduate).....	12-19 Credits
Full-Time (Online Undergraduate).....	6 Credits
Full-Time (Graduate).....	3 Credits
¾ Time (Residential Undergraduate).....	9-11.75 Credits
½ Time (Residential Undergraduate).....	6-8.75 Credits
½ Time (Online Undergraduate).....	3 Credits
¼ Time (Residential Undergraduate).....	3-5.75 Credits
< ¼ Time (Residential Undergraduate).....	0.25–2.75 Credits

Note: Dropping or withdrawing from courses can affect a student's enrollment status and their financial aid eligibility or disbursement.

When online students first enroll, the Admissions Department and Academic Advisor assists them with the process of enrolling in their first course. Students will follow their degree advisement in the prospect portal. Students needing changes to their degree advisement should contact their academic advisors.

Each time online students enroll in a course; they will be notified by email that the registration has been processed. The email contains online account information and instructions for accessing their online course. Within each online course, students will find the information necessary to begin their course work.

TRANSCRIPT REQUEST SERVICE (ONLINE ONLY)

Waldorf University offers a transcript request service for online students. Upon request, we will contact the prior colleges and/or universities the applicant has attended in an attempt to secure all the transcripts needed. There is no fee for this service. Two forms must be completed and signed with a physical signature in order to process the request. The Request for Official Transcript form is sent to each individual college to process the transcript request; the payment form is kept at Waldorf University for processing. We are unable to process the request without both signed forms being submitted. We can only order transcripts for schools the student has listed on the forms. There are institutions that do not accept third party requests for transcripts. The Transcript Request Service forms can be emailed to WAL-Transcripts@waldorf.edu or faxed to 251.224.0573. We cannot order international transcripts, CLEP scores, some military transcripts, and professional training certificates

GRADUATE ONLINE ADMISSIONS

GRADUATE STUDENTS

To be considered for admission to a graduate program, applicants must submit the following:

- A complete application
- Earned bachelor's degree from a college or university recognized by the U.S. Department of Education.
- Minimum cumulative GPA of 2.5 at the undergraduate level or, in the case of transfer students, at the graduate level for full acceptance eligibility.

INTERNATIONAL STUDENTS

Waldorf University requires all non-native speakers of English to prove a minimum level of English proficiency for graduate study. Waldorf is not equipped to provide online English language support services for non-native speakers. Applicants are required to submit one of the approved tests below as proof of their English. Results must be sent to Waldorf University directly from the testing center and be no more than two years old.

International students who are citizens of a country where English is considered a secondary language but all course instruction has been given in English for not less than a period of two years may have the Test of English as a Foreign Language (TOEFL) examination waived at the discretion of Waldorf University. Students must supply official transcripts to document qualification for this waiver.

APPROVED ENGLISH PROFICIENCY TESTS

- Official TOEFL score report with a minimum score of 80 on the Internet Based TOEFL (IBT), including a minimum sub-score of 20 on the written and 20 on the speaking sections.
- International English Language Testing System (IELTS) Exam score report with a minimum score of 6.5.

TOEFL and IELTS scores are not required from applicants who successfully completed a minimum of four years of undergraduate or graduate study at a college or university that is located in the USA and recognized by the U.S. Department of Education.

ADMISSIONS STATUS POLICY

Students may enroll in a graduate program at Waldorf under one of the following:

- **Accepted**—Application approved, transfer credit evaluated, and all required official transcripts are on file from all undergraduate and graduate institutions attended.
- **Conditional**—Application approved, and transfer credit evaluated based on copies of transcripts.
- **Provisional**—With the approval of the VPAA or designee, students entering with a GPA of 2.00 to 2.49 may be accepted into the graduate program with Provisional Status.

GRADUATE TRANSFER STUDENTS

Waldorf University welcomes students who wish to transfer from other colleges and universities. Academic credit may be considered from

Financial Information

other institutions of higher learning that have accreditation recognized by the U.S. Department of Education.

Waldorf's graduate program permits a maximum of 18 transfer semester credits for graduate-level courses (i.e., numbered at the 500-, 5000-, 600-, or 6000-level) pending their relevant relationship to the field of study. Due to specialized curriculums, transfer credits may not be applicable to all Master's programs. Please review specific departmental degree requirements for more information. Graduate transfer credit hours may be applied towards all areas of the field of study (major core, electives, and concentrations), provided that a minimum grade of B was earned for each transfer course.

The University reserves the right not to grant credit for courses where it considers the work unsatisfactory or to require that certain courses be taken at Waldorf University.

TRANSCRIPT REQUEST SERVICE (ONLINE ONLY)

Waldorf University offers a transcript request service for online students. Upon request, we will contact the prior colleges and/or universities the applicant has attended to secure all the transcripts needed. There is no fee for this service. Two forms must be completed and signed in order to process the request. The Request for Official Transcript form is sent to each individual college to process the transcript request; the payment form is kept at Waldorf University for processing. We are unable to process the request without both signed forms being submitted. We can only order transcripts for schools the student has listed on the forms. The Transcript Request Service forms can be emailed to WAL-Transcripts@waldorf.edu or faxed to 251.224.0573. We cannot order international transcripts, CLEP scores, and some military transcripts.

III. FINANCIAL INFORMATION

Waldorf University provides a concerted effort to maintain a level of student charges and a program of financial assistance with will assure that eligible students who wish to enroll at Waldorf University are able to do so. Waldorf University holds costs to a minimum consistent with competent instruction and services. The university reserves the right to change, add, or delete charges without notice. Waldorf University reserves the right to add finance charges to unpaid account balances and to submit delinquent accounts to a third-party collection agency.

Charges for 2023-2024

A full-time student living on campus can expect the following charges for the 2023-2024 year (Fall and Spring semesters): tuition, comprehensive fee and residential living charges.

TUITION RATES

Residential Full-Time Tuition 2023-2024 year \$23,800 annually

A student is full-time if they are enrolled for 12.0 or more credit hours for any semester. The full-time tuition charge remains the same for all full-time students, whether they are taking 12.0 credits or 19.0 credits.

Part-Time Tuition 2023-2024 year \$641 per credit hour

A student is part-time if they are enrolled for less than 12.0 credit hours for any semester. Students enrolled for less than nine (9.0) credits in a semester will be charged a discounted rate of \$332 per credit hour.

Residential Overload Tuition 2023-2024 year \$616 per credit hour

If a student is enrolled in 19.5 or more credit hours during a semester, an overload charge for each credit hour over 19.0 will be assessed.

Online Undergraduate Tuition 2023-2024 year \$325 per credit hour

The tuition rate for active-duty military members using military tuition assistance is \$325 per credit hour for the undergraduate degree programs. The lower rate is offered to keep the tuition rate at the DoD cap of \$325. The Learning Partner tuition discount is not applicable to students using military tuition assistance. Waldorf University Learning Partners receive a tuition discount that is applied to the full tuition rate.

The tuition rate for the Online Start Point program is \$250.00 per course. For all students under 18, parents must provide a signed statement of their intentions to pay for the courses.

Graduate Tuition 2023-2024 year \$435 per credit hour

The tuition rate for active-duty military members using military tuition assistance is \$330 for the graduate degree programs. The Learning Partner tuition discount is not applicable to students using military Tuition Assistance (TA). Waldorf University Learning Partners receive a tuition discount that is applied to the full tuition rate.

LIVING OPTIONS

Residential Living \$9,448 per year

Base charge (double room and meal plan) Waldorf University offers students the ability to choose between several options and combinations for residential living. Students living on campus may choose from three (3) meal plans (required) and four (4) living options. The base charge for residential living includes a double room and the purple (full) meal plan. All meal plans contain a set amount of flexible meal dollars which can be used to purchase meals and snacks at either of Waldorf's two food service locations. Additional deposits to Warrior Cash can be made by students or parents at the Waldorf Business Office. A \$125 damage deposit is charged

for the first semester only and is refunded less any damage fines upon checking out of the residence halls.

Living and Housing Accommodations or Modifications

Waldorf University provides appropriate living/housing accommodations or modifications to students based on their individual needs pertaining to a disability and/or health reasons. Students will need to contact the Vice President of Student Life to request and make these arrangements.

Residence Hall Options

All rooms include furnishings, campus network/internet connection, parking, and security. Residence halls offer free laundry, vending, TV lounge, study areas, 24-hour door card security along with hall staff, and security services.

- Double Room—Available in Rasmusson (Ras), Tanner, Johnson and London (J&L), and Ormseth (Orm) Halls.
- Single Room—Available in Rasmusson, Tanner, Johnson and London, and Ormseth Halls and Theme houses.
- Breen Hall Suites—Double room with private bathroom. Air conditioned.
- All rooms on campus are air conditioned with a few exceptions. Contact the Vice President of Student Life for details.

Other Living Options Theme Houses (6)

Private university owned houses on campus with additional space, living areas, and kitchen facilities. Students living in a Theme House work together throughout the year on an agreed service theme.

Timberland Apartments with Single Room \$7,364 for 10 months

Utilities included—billed along with tuition by the semester. A \$125 damage deposit is required. A residential agreement is required to be signed by all four (4) students living in each apartment, as well as an apartment complex contract and alcohol policy. Each apartment has four (4) bedrooms, two bathrooms, laundry, dining, closets, and kitchen area with appliances, dishwasher, and living room. High-speed Internet is provided, as well as, onsite parking (permit required) and garbage services. A meal plan is not included but may be purchased separately.

Room and Board Per Semester with Meal Plan:

Single Room (Tanner, Orm, J&L, Ras)	\$5,492
Double Room (Tanner, Orm, J&L, Ras)	\$4,724
Tanner Apartment.....	\$5,108
Breen (single)	\$5,944
Breen (double).....	\$5,108
Ras Hall Apartment	\$5,816
Theme House	\$5,108

MEAL PLAN OPTIONS

Purple Meal Plan

Students receive 19 meals per week plus \$125 of Flexible Meal Dollars per semester. All Freshmen are required to have the 19 Meal Plan for their first semester.

Gold Meal Plan

Student receives 12 meals per week plus \$225 of Flexible Meal Dollars per semester.

Silver Meal Plans

Student receives 125 meals plus \$300 of Flexible Meal Dollars per semester.

Commuter Meal Plans

\$647.....Block 80
80 meals plus \$75 in Flex Dollars

\$442.....Block 50
50 meals plus \$75 in Flex Dollars

\$345.....Block 30
30 meals plus \$100 in Flex Dollars

Warrior Bucks

May be added on any ID card in any amount at the Business Office. Prior Warrior Bucks balances must be paid in full before being allowed to charge Warrior Bucks again

TRANSPORTATION PASSES

For information regarding transportation services and related fees, please visit our website: waldorf.edu/transportation.

FEES—RESIDENTIAL

Comprehensive Fee 2023-2024 year

Full-Time Students \$1,420 annually
Part-Time Students \$140 annually

The comprehensive fee for all students covers costs associated with admission to student activities and athletic events; use of library and learning resources; Campus Ministry, campus health services, and other services generally available to students. A portion of the fee goes directly to the Student Senate to support the many student activities and student organizations. The comprehensive fee for full-time students also includes membership at the Forest City YMCA. The comprehensive fee is charged each semester the student is enrolled.

Course Fees 2023 - 2024 year

The extraordinary cost involved in offering certain classes may involve an additional course fee. Please check course listings for the fee amount.

Residential Student Online E-Book Fee \$85.00

This fee covers all materials and support services related to the online course. This includes e-books, technical support, proctoring, and lab services related to the online course. The fee is per online course taken and is required of all residential students taking online courses.

Other Fees 2023 - 2024 year

Art Supply Fees \$25-\$60

Private Instrumental Lessons

1 credit hour\$336 per semester
2 credit hours\$565 per semester

Private Voice Lessons

1 credit hour\$410 per semester
2 credit hours\$631 per semester

Music Fees

Instrumental Rental \$35 per semester
Instrumental Locker Rental\$10 per semester
Small Tunnel Locker Rental\$5 per semester
Ensemble Attire Rental Fee.....\$25 per semester

Ensemble Participation Fee \$100 per semester

(Waldorf Choir & Wind Symphony ONLY – only one fee per semester)

Recital Fees

Half Recital\$166 per semester
Full Recital\$332 per semester

Independent Study \$100 per credit hour

Directed Study \$100 per credit hour

Overload \$616 per credit hour

Parking Permit*

Paved Parking Lots \$100 per year
Un-paved Parking Lots..... \$75 per year
Temporary Parking Permit/Replacement Permit..... \$3 / \$5

*The permit is non-refundable and non-transferable.

Fees—Online 2023-2024 year

Additional Program Evaluation Fee.....\$35
Transcript Fee\$10
Certificate Fee\$40
Concentration Change Fee.....\$25
Degree Audit/Program Change Fee.....\$35
Undergraduate Commencement Ceremony Fee *\$125
Graduate Commencement Ceremony Fee *\$160
Incomplete Course Request Fee\$50
Return Check Fee\$30
Stop Check Fee\$30
Priority Evaluation Fee.....\$25
Late Registration Fee.....\$50
Replacement Diploma Fee\$45
Replacement Diploma Cover Fee.....\$25

*Commencement Ceremony Fee will apply to students choosing to participate in Commencement Ceremonies at Waldorf University

Finance Charge: 1% of amount due
See clarification below.

Online student balances are considered past due after three months of unpaid tuition and the absence of a payment plan. (Exceptions are taken into consideration if waiting on VA funds). If a balance due continues into a fourth month and beyond a 1% Finance Charge will be added to the balance each month. Continued failure to make payments on past due balances will result in the account consigned to a third-party collection agency.

OTHER RESIDENTIAL CHARGES

AAC Fee (per semester)\$551
Undergraduate Commencement Ceremony Fee *\$125
Audit Fee (per class residential only)\$181
Concentration Change Fee\$25
Degree Audit/Program Change Fee.....\$35
Early Arrival Fee / Extended Stay Fee (Housing)..... \$25/Day
Incomplete Grade/Course Request Fee\$50
Late Registration Fee.....\$100
Transcript Fee\$10
Returned (NSF) Check Charge (per returned check).....\$35
Stop Check Fee\$35
Student ID Card Replacement.....\$25
Research/Report Fee.....\$100/hour
Replacement Diploma Fee\$45
Replacement Diploma Cover Fee.....\$25
Student Teaching Fee.....\$400
Student Teaching Fee – Out of Area Add'l Fee**.....\$350
Summer Storage (optional).....\$75
Transportation to Medical Clinics/Airports/Bus Station
(Fees may vary upon mileage).....\$25-\$150
Replacement Key Fob\$10
Lost Room Key (Re-core Lock).....\$65

Winter Break Housing (between semesters for students not required to be on campus)\$250

Finance Charge. 1% of amount due, calculated on the 10th of each month.

Fines for parking, room damage, and disciplinary fines vary upon incident and student frequency.

**Commencement Ceremony Fee will apply to students choosing to participate in Commencement Ceremonies at Waldorf University*

***Additional Out of Area Student Teaching Fee (Placement outside of a 40-mile radius of Forest City, IA)*

CAMPUS PARKING

Permits

Waldorf University permits the use of vehicles by students. All residential students are required to register their vehicles and purchase a parking permit to park in a Waldorf University student parking lot. Commuter students have the option of purchasing a parking permit but are not required. Students must purchase a new parking permit every year. Permits are \$100 for paved parking lots and \$75 for un-paved lots for the entire academic year which includes summer session, or \$50 for paved parking lot and \$37.50 for unpaved parking lot for one semester and may be obtained through the Office of Student Life between the hours of 8:00 a.m. and 5:00 p.m., Monday through Friday. Parking fees are non-refundable after the first day of classes.

Temporary and Student Guest Permits

If a temporary vehicle is brought to campus, it must be registered with the university within 24 hours. Temporary permits may be issued for up to one week. If a student has a guest stay on campus, the student must obtain a guest parking permit for their guest. Temporary and student guest parking permits may be obtained through the Office of Student Life for \$3. A replacement for lost or damaged permit is \$5.

Parking Lots

Lot C - Gravel Lot Green Permit
Johnson/London Residents Adjacent to Fieldhouse

Lot A Red/Blue Permits
Ormseth, Rasmusson, Theme House and Timberland Residents and Commuter Students Located on the corner of West G and South 8th Streets

Timberland Lot Blue Permit
Timberland Apartment Residents located off of Westgate Drive

Lot B Purple Permit
Breen Residents Located off of West I Street South of Breen Hall

Overnight Parking

It is Waldorf regulation that student vehicles are parked overnight in their assigned parking lots and not on City streets. Student vehicles parked overnight on City streets are subject to City ticketing and fines.

Parking Tickets and Vehicle Booting

The University reserves the right to ticket and wheel-boot any vehicle on campus. Parking tickets are \$20 payable in the Business Office. Any vehicle issued four or more parking tickets in one semester will be wheel-booted for a 24-hour period. A \$40 wheel- boot fine will be imposed to the student. After the 24-hour period, the wheel-boot will be removed only if the student has settled all parking fines including the wheel-boot fee with the Business Office. All parking fines are posted to the students' miscellaneous account.

Parking Ticket Appeals

Students who feel they were unfairly issued a parking ticket have the option to appeal the ticket. Appeals must be submitted to the Office of Student Life within ten (10) days from issuance of ticket. The appeal will be reviewed by a committee within two (2) weeks. The student will be notified of the decision regarding the appeal through email. Appeal forms may be obtained through Student Life or on the web under Transportation and Parking.

TERMS OF PAYMENT

At Waldorf University, you'll find that the Business Office staff stands ready to work with you to find a workable payment plan for each semester or terms bill. We're confident that we can find the best option for you and encourage you to contact us by phone at 641.585.8135 (Residential) or 877.267.2157 (Online) or by emailing studentaccounts@waldorf.edu (residential) or accounting@waldorf.edu (online).

By the act of registration, students accept the responsibility to pay the charges for the entire semester, regardless of the method or source of payment. Suitable payment arrangements must be made each semester by September 1st for Fall semesters and February 1st for Spring semesters. Students who do not pay or make suitable payment arrangements for their semester bill will be placed on Business Hold and may not be allowed to attend class or participate in activities until payment or arrangements have been made at the Business Office.

The university reserves the right to withhold registration materials, transcripts, diplomas, and all other information regarding the record of any student who is in arrears in the payment of tuition, fees, fines, or any other amounts due the university including Direct Student Loans. A student may be dismissed from the university for continued delinquency of financial obligations. Unpaid bills will be turned over to a collection agency. Collection and/or other finance charges must be paid by the student in addition to the unpaid amount before the university can release information as described in the preceding paragraph.

*GI BILL®

Veteran Benefits and Transition Act of 2018

Waldorf University accepts student recipients of Chapters 31 and 33 education benefits of the G.I. Bill*. The University abides by Section 103 of the Veterans Benefits and Transition Act of 2018 whereas no penalties will be imposed on recipients due to delayed disbursement of a payment by the U.S. Department of Veterans Affairs. This includes 1) the assessment of late fees; 2) the denial of access to class or classes; 3) libraries or other institutional facilities and/or 4) any requirement(s) that the recipient borrow additional funds to cover the individual's inability to meet his or her financial obligations, again, due to the delayed disbursement of any payment(s) by the U.S. Department of Veterans Affairs.

Residential Students

In general, the amount owed to Waldorf University (after Financial Aid) for a specific semester is due according to the following schedule:

- Fall Semester September 30
- Spring Semester February 28
- Summer Semester June 30

Payment Options

Payment in Full: Payment is due September 30th for the fall semester balance that is not covered by financial aid and loans. Payment is due February 28th for the spring semester balance that is not covered by financial aid and loans.

Deferred Payment: Payment plans negotiated with the business office will receive a deferment of 1% interest fee normally applied. This account must be paid in full to register for the following semester.

Automatic payment forms are available by request. Please call 641.585.8135, email studentaccounts@waldorf.edu, or stop by the Waldorf University Business Office on the 2nd floor in Salvesson Hall.

Online Students

Full Payment or Payment Plan

Waldorf University offers several options when paying online tuition by credit card. The payments are charged to the credit card supplied by the student. Payments can be made in full payment, split payment, bi-weekly or weekly payments. Tuition must be paid in full for the current term before the next enrollment will be processed.

Corporate Direct Billing

Tuition is billed to the corporation responsible for funding an employee's tuition. Approved company or government vouchers or purchase orders must accompany Enrollment Agreements.

**GI Bill ® is a registered trademark of the U.S. Department of Veteran Affairs (VA). More information about education benefits offered by the VA is available at the official U.S. government website, www.va.gov/education/*

BUSINESS OFFICE SERVICES

The Waldorf University Business Office provides the following services to students:

- Tuition, Room and Board Bills
- Negotiation of Payment Arrangements and Acceptance of Payments
- Student Insurance Information
- Tuition Deposit
- Dispersal of Work Study Checks
- Identification Cards

Located on the second floor of Salvesson Hall, the Business Office hours are:

- Monday to Friday 8:30 a.m. to 4:00 p.m.
- Other Hours by Appointment

Students may contact the Business Office during office hours at 641.585.8135 or by email: studentaccounts@waldorf.edu

REFUND POLICY FOR RESIDENTIAL PROGRAMS

Application for withdrawal from all courses must be made to the Director of the ACE located in the Academic Success Center on the second floor of the Atrium and any refund will be based on the withdrawal date. Your withdrawal date will be determined by the university as (1) the date you began the university's withdrawal process or the date you officially notified the Registrar of your intent to withdraw; (2) the midpoint of the semester if you withdraw without notifying the university; or (3) your last date of attendance at an academically-related activity as documented by the university. Once you have completed more than 60% of the semester, there is no refund of tuition, board, or fees cost. If you withdraw from the university before completing 60% of the semester, you may receive a refund on tuition and board charges calculated as follows:

- The portion of your tuition and board charges you are entitled to receive a refund on is calculated on a percentage basis by comparing the total number of calendar days in the semester to the number of calendar days you completed before you withdrew. (The total number of calendar days in a semester shall exclude any scheduled breaks of more than five days.) For example, if you complete 30% of the semester, you would receive a refund of 70% of the tuition and board charges you were originally billed.
- Residential students will receive a full tuition refund through the first two weeks of semester. (Iowa residents will receive a prorated tuition refund throughout the complete term on 90% of tuition if Waldorf University's Cohort Default Rate is greater than 110% of the National Average for that year. Waldorf University's Cohort Default Rate is less than the 100% of the National Average; therefore, no tuition refunds will be granted beyond 60% of the semester.)
- There is no refund on fees, room costs or other incidental charges.
- Any tuition adjustments will be done within 30 business days.

Iowa State Refund Exception

If, at any time, an Iowa student terminates a postsecondary educational program due to the student's physical incapacity or spousal relocation to another city, the terminating student shall receive a refund of tuition charges in an amount that equals the amount of tuition charged to the student multiplied by the ratio of the remaining number of calendar days in the school period to the total number of calendar days in the school period.

Military Deployment Policy

Waldorf University will offer the following options to a student who is a member, or the spouse of a member if the member has a dependent child, of the military, National Guard, or reserve forces of the United States and who is ordered to state military service or federal service or duty:

Withdrawal from the student's entire registration and receive a full refund of tuition and mandatory fees.

Make arrangements with the student's instructors for course grades, or for incompletes that shall be completed by the student at a later date. If such arrangements are made, the student's registration shall remain intact and tuition and mandatory fees shall be assessed for the courses in full.

Make arrangements with only some of the student's instructors for grades, or for incompletes that shall be completed by the student at a later date. If such arrangements are made, the registration for those courses shall remain intact and tuition and mandatory fees shall be assessed for those courses. Any course for which arrangements cannot be made for grades or incompletes shall be considered dropped, and the tuition and mandatory fees for the course shall be refunded.

The student must submit official documentation that substantiates the circumstances and indicates the dates that the student will be affected. Requests made without support documentation will not be considered.

Return of Federal Title IV Financial Aid Funds Policy

As part of the Higher Education Amendments of 1998, Congress passed provisions governing what must happen to your Federal financial assistance if you completely withdraw from school in any semester. The policy governs all Federal grant and loan programs, including Federal Pell Grant, Federal SEOG, Federal TEACH Grant, and Federal Direct Loans, but doesn't affect Federal Work-Study. In general, the law assumes that you earn your Federal financial aid awards directly in proportion to the number of days of the term you attend. If you completely withdraw from school during a term, the school must calculate according to a specific formula the portion of the total scheduled financial assistance you have earned and are therefore entitled to receive up to the time you withdrew. If you receive (or the university receives on your behalf) more assistance than you earn, the unearned excess funds must be returned to the Department of Education. If, on the other hand, you receive (or the university receives on your behalf) less assistance than the amount you have earned, you may be able to receive those additional funds. The portion of your Federal grants and loans you are entitled to receive is calculated on a percentage basis by comparing the total number of calendar days in the semester to the number of calendar days you completed before you withdrew. (The total number of calendar days in a semester shall exclude any scheduled breaks of more than five days.) For example, if you complete 30% of the semester, you earn 30% of the assistance you were originally scheduled to receive. This means that 70% of your scheduled awards remain unearned and must be returned to the Federal government. Federal aid funds are returned in the following order, both by the university and the student:

- Unsubsidized Federal Direct Stafford Loans;
- Subsidized Federal Direct Stafford Loans;
- Federal Direct PLUS Loans;
- Federal Pell Grants;
- Federal SEOG Grants;
- Federal TEACH Grant;
- Other Federal aid programs.

Once you have completed more than 60% of the semester, you can be said to have earned all (100%) of your assistance. If you withdraw from the university (either officially or unofficially) before completing 60% of the semester, you may have to repay any unearned Federal funds that were already disbursed to you. Your withdrawal date will be determined by the university as (1) the date you began the university withdrawal process or the date you officially notified the Registrar of your intent to withdraw; (2) the midpoint of the semester if you withdraw without notifying the university; or (3) your last date of attendance at an academically-related activity as documented by the university. If you have received excess funds that must be returned to the government, the university shares with you the responsibility of returning those excess funds. The university portion of the excess funds to be returned is equal to the lesser of:

- The entire amount of the excess funds, or
- Your total tuition and fee charges multiplied by the percentage of unearned funds.

If the university is not required to return all of the excess funds, you must return the remaining amount. Any loan funds that you must return must be repaid according to the terms of your promissory note. If you must return any grant funds, the law provides that the amount you must repay is to be reduced by 50%. This means that you only have to return half of any excess funds you receive. If the return of unearned Federal assistance causes any portion of your tuition and fees to become uncovered, you will be billed by the university. In such cases, you will be required to make arrangements with the Business Office to pay the balance. Refunds and adjusted bills will be sent to the student's home address on file in the Office of the Registrar following withdrawal. Students are responsible for any portion of the institutional charges that are left outstanding after Title IV and other funds are returned. Any award money you do have to return is considered a Federal grant overpayment. You must either repay the amount due in full or make satisfactory arrangements with the Department of Education to repay the amount. You must complete these arrangements within 45 days of the date of the university's notifying you of your overpayment status or risk losing your eligibility for further Federal financial assistance. You may contact the U.S. Department of Education Claims Division at 800.621.3115.

Return of State of Iowa Funds Policy

If a student withdraws before the end of a semester after receiving state financial aid payments, the percentage calculated under the university's formula for return of institutional funds to the student's account must be used to calculate the state return of funds amount. The only state scholarship or grant program that is exempt from this policy is the State Work-Study Program.

Return of Institutional Funds Policy

If a student withdraws before the end of a semester after receiving institutional financial aid payments, the percentage calculated under the federal formula for return of Title IV funds to the student's account will be used to calculate the institutional return of funds amount. The only institutional funds that are exempt from this policy is Institutional Work-Study.

The portion of your institutional grants you are entitled to receive is calculated on a percentage basis by comparing the total number of calendar days you completed before you withdrew. (The total number of calendar days in a semester shall exclude any scheduled breaks of more than five days.) For example, if you complete 30 percent of the semester, you earn 30 percent of the assistance you were originally scheduled to receive. This means that 70 percent of your scheduled awards remain unearned and must be returned to Waldorf University.

REFUND POLICY FOR ONLINE PROGRAMS

Students who wish to drop/withdraw from the institution are encouraged to complete the Course Drop/Withdrawal Form located in myWaldorf Student Portal; however, students may withdraw in any manner by contacting the Offices of the Registrar.

Any tuition refunds due will be issued within 30 business days. Tuition refunds for course withdrawals are based on the Refund Policy for Online Programs. All students who drop/withdraw from a course after the drop date will be charged a 20 percent registration fee, up to a maximum registration fee of \$150 for the term.

Full tuition and registration fee will be refunded for canceling a course within 7 calendar days from the term start date. The remaining tuition will be refunded based on the course start date and the tuition percentage amounts listed below. Iowa residents taking online classes will receive a full tuition refund through the first 14 days.

Refund Due in the:

1st week	100%
2nd week	80%
3 rd week	60%
4 th week	40%
5 th week	20%
6 th week	0%

This registration fee does not apply to Iowa residents.

Refunds are issued from 0-percent to 60-percent completion of calendar days in the term, in compliance with regulatory requirements. Therefore,

refund eligibility occurs up to the 60-percent threshold, prior to the conclusion of Week 5. Students are not permitted to withdraw from a course after the term end date. (Iowa residents will receive a prorated tuition refund throughout the complete term on 95% of tuition if Waldorf University's Cohort Default Rate is greater than 110% of the National Average for that year. Waldorf University's Cohort Default Rate is less than the 100% of the National Average; therefore, no tuition refunds will be granted beyond 60% of the semester.)

Mini-Term Refund Policy for Online Programs

Students who wish to drop/withdraw from the institution are encouraged to complete the Course Drop/Withdrawal Form located in myWaldorf Student Portal; however, students may withdraw in any manner by contacting the Office of the Registrar.

Any tuition refunds due will be issued within 30 business days. Tuition refunds for course withdrawals are based on the Refund Policy for Online Programs. All students who drop/withdraw from a course after the drop date will be charged a 20 percent registration fee, up to a maximum registration fee of \$150 for the term.

Full tuition and registration fee will be refunded for canceling a course within 7 calendar days from the term start date. The remaining tuition will be refunded based on the course start date and the tuition percentage amounts listed below. Iowa residents taking online classes will receive a full tuition refund through the first 14 days.

Refund Due in the:

1st week	100%
2nd week	60%
3rd week	20%
4th week	0%

This registration fee does not apply to Iowa residents.

Iowa State Refund Exception

If, at any time, an Iowa student terminates a postsecondary educational program due to the student's physical incapacity, or spousal relocation to another city, the terminating student shall receive a refund of tuition charges in an amount that equals the amount of tuition charged to the student multiplied by the ratio of the remaining number of calendar days in the school period to the total number of calendar days in the school period.

Military Deployment Policy

Waldorf University will offer the following options to a student who is a member, or the spouse of a member if the member has a dependent child, of the military, National Guard or reserve forces of the United States and who is ordered to state military service or federal service or duty:

Withdrawal from the student's entire registration and receive a full refund of tuition and mandatory fees. Make arrangements with the student's instructors for course grades, or for incompletes that shall be completed by the student at a later date. If such arrangements are made, the student's registration shall remain intact and tuition and mandatory fees shall be assessed for the courses in full.

Make arrangements with only some of the student's instructors for grades, or for incompletes that shall be completed by the student at a later date. If such arrangements are made, the registration for those courses shall remain intact and tuition and mandatory fees shall be assessed for those courses. Any course for which arrangements cannot be made for grades or incompletes shall be considered dropped, and the tuition and mandatory fees for the course shall be refunded.

The student must submit official documentation that substantiates the circumstances and indicates the dates that the student will be affected. Requests made without support documentation will not be considered.

VA REFUND POLICY

Should a Waldorf University student who utilizes VA benefits have a change in enrollment status which leads to the withdrawing/dropping of their course(s) after the term start date, there could be a subsequent overpayment of VA funds that will have to be resolved. Effective January 5, 2021, any VA debt of this manner becomes the responsibility of Waldorf, not the student. This could include a potential differing balance as VA calculations are performed differently than the institutional policy outlined above, and it does not include any registration fee. Therefore, any remaining balance after the VA withdrawal calculations are performed, will

be added to the student account and should be paid before enrolling into future courses. Should mitigating circumstances occur that could impact the amount of funds owed, the student must reach out to the VA to discuss.

California–STRF

The State of California established the Student Tuition Recovery Fund (STRF) to relieve or mitigate economic loss suffered by a student in an educational program at a qualifying institution, who is or was a California resident while enrolled, or was enrolled in a residency program, if the student enrolled in the institution, prepaid tuition, and suffered an economic loss.

Unless relieved of the obligation to do so, you must pay the state-imposed assessment for the Fund STRF, or it must be paid on your behalf, if you are a student in an educational program, who is a California resident, or are enrolled in a residency program, and prepay all or part of your tuition.

You are not eligible for protection from the STRF and you are not required to pay the STRF assessment if you are not a California resident, or are not enrolled in a residency program.

It is important that you keep copies of your enrollment agreement, financial aid documents, receipts, or any other information that documents the amount paid to the school. Questions regarding the STRF may be directed to:

Bureau for Private Postsecondary Education
1747 North Market Blvd., Suite 225
Sacramento, CA 95834
916.574.8900 or 888.370.7589.

To be eligible for STRF, you must be a California resident or enrolled in a residency program, prepaid tuition, paid or deemed to have paid the STRF assessment, and suffered an economic loss as a result of any of the following:

1. The institution, a location of the institution, or an educational program offered by the institution was closed or discontinued, and you did not choose to participate in a teach-out plan approved by the Bureau or did not complete a chosen teach-out plan approved by the Bureau.
2. You were enrolled at an institution or a location of the institution within the 120 day period before the closure of the institution or location of the institution, or were enrolled in an educational program within the 120 day period before the program was discontinued.
3. You were enrolled at an institution or a location of the institution more than 120 days before the closure of the institution or location of the institution, in an educational program offered by the institution as to which the Bureau determined there was a significant decline in the quality or value of the program more than 120 days before closure.
4. The institution has been ordered to pay a refund by the Bureau but has failed to do so.
5. The institution has failed to pay or reimburse loan proceeds under a federal student loan program as required by law, or has failed to pay or reimburse proceeds received by the institution in excess of tuition and other costs.
6. You have been awarded restitution, a refund, or other monetary award by an arbitrator or court, based on a violation of this chapter by an institution or representative of an institution, but have been unable to collect the award from the institution.
7. You sought legal counsel that resulted in the cancellation of one or more of your student loans and have an invoice for services rendered and evidence of the cancellation of the student loan or loans.

To qualify for STRF reimbursement, the application must be received within four (4) years from the date of the action or event that made the student eligible for recovery from STRF.

A student whose loan is revived by a loan holder or debt collector after a period of non-collection may, at any time, file a written application for recovery from STRF for the debt that would have otherwise been eligible for recovery. If it has been more than four (4) years since the action or event that made the student eligible, the student must have filed a written application for recovery within the original four (4) year period, unless the period has been extended by another act of law. However, no claim can be

paid to any student without a social security number or a taxpayer identification number.

RIGHTS AND RESPONSIBILITIES

Upon registration, the student and his or her parents (or legal guardian) agree to accept the responsibility and legal obligation to pay all tuition costs, room and board fees, and other special fees incurred or to be incurred for the student's education. The university, in turn, agrees to make available to the student certain educational programs and the use of certain university facilities as applicable and described in this catalog. A failure to pay university bills releases the university of any obligation to continue to provide the applicable educational benefits and services, including statements of honorable dismissal, grade reports, transcripts of records, diplomas, or preregistrations. The student shall also be denied admittance to classes and the use of university facilities including housing. Under certain circumstances, student paychecks may be applied to unpaid balances.

FINANCIAL AID

Through an extensive program of scholarships, grants, work programs, and loans funded by federal, state, and institutional sources, Waldorf University is determined to ensure that no qualified student will be denied an education due to lack of adequate financial resources. The majority of our full-time students participate in one or more of the financial aid programs available through the University. The admission and financial aid staff will work to prepare an individual package to fit the needs of each family. Financial Aid awards aid based on demonstrated need while most merit and talent based awards are determined by other departments such as admission, athletics, and performing arts.

Application Procedure

Students need to complete the Free Application for Federal Student Aid (FAFSA) every year to be considered for the need based aid programs. The FAFSA can be found at studentaid.ed.gov.

Scholarship and Grants

Students must be enrolled full-time to qualify for scholarships and grants. Institutional scholarships and grants are renewable for four years unless otherwise stated.

Total Gift Aid from all sources will not exceed Direct Costs

On-Campus Direct Costs.....	Tuition, Fees, and Room & Board (Housing & Food)
Off-Campus Direct Costs.....	Tuition and Fees

All Waldorf University Institutional Funds (Scholarships & Grants) are considered Tuition-Related funds and will not exceed Tuition

When Iowa Tuition Grant (ITG), which is also tuition and fees related, is combined with Waldorf Scholarship and Grants, together they will not exceed Tuition and Fees.

Academic Merit Based Scholarship Program (Institutional)

Waldorf University awards tuition scholarships to all incoming freshman and transfer students. The Academic Merit Scholarship range from \$9,000 to full tuition. Students competing in NAIA athletic programs are awarded through the athletic scholarship program.

Participation Scholarship Program (Institutional)

Waldorf University students are very active outside of the classroom. The Participation Scholarship provides a "stackable" scholarship in addition to the academic merit scholarship. All students not receiving an athletic scholarship will qualify for a participation award in addition to their academic merit-based scholarship.

Athletic Scholarship Program (Institutional)

Waldorf University awards athletic only scholarships to our students competing in the NAIA athletic conference. Athletic awards are decided by the athletic programs. Students receiving an athletic scholarship award will not receive an academic or participation scholarship in addition to the athletic award. Academic standing is a part of the decision in the athletic award.

Scholarship Day Scholarship Program (Institutional)

Waldorf University hosts an annual scholarship competition to students that qualify to compete. Students will compete for tuition scholarships including and up to full tuition.

Resident and Commuter Scholarship

Residence Requirement Policy

Waldorf University provides a financially supportive scholarship program to our students. In order to maintain the longevity of our scholarship program we follow a resident and commuter residence requirement to qualify for the scholarship programs offered. Our awards are calculated and awarded based upon the full direct cost of the institution, there are adjustments calculated based upon the students direct cost of attendance.

The definition of a student qualification of the resident scholarship program is where the student receiving the scholarship is living on campus and has purchased the required meal plan at Waldorf University. Waldorf University honors a residence expectation of its students. The residence requirement is listed below.

The definition of the commuter scholarship program is where the student receiving the scholarship has decided to not live on campus. There are requirements to qualify to move off campus prior to meeting one of the exemptions. Please review below for qualifications.

All full time students at Waldorf University must live on campus for three years to maintain their institutional scholarship(s).

Exceptions to this rule will only be made for the following reasons:

- a. The student is living with a parent who is living in the home and the permanent legal home address and residence of that parent resides within 35 miles of campus.
- b. The student is married.
- c. The student has a child for whom such student has custody and provides care.
- d. The student is 21 by September 1 for the fall semester or 21 years old by January 15 for spring semester.
- e. The student has completed 60 earned credits prior to the start of the semester. This does not include Dual Credit, PSEO, or IP classes taken while in high school. (This applies to incoming transfer students only at their time of enrollment.)

If the student is removed from campus housing due to disciplinary or other reasons as determined by the university, the student will still be responsible for the full cost of tuition, fees, room and board for the remainder of the academic year in which they have been removed from campus.

If the student moves back on campus, in good standing, the student's institutional scholarship(s) will be reinstated to their original residential value.

If the student experiences a reduction in their institutional scholarship(s), and decides to continue with a residential meal plan, they will retain an additional 5% of their institutional scholarship(s).

Waldorf students who have met the criteria outlined in #1 above, moves off campus will retain 75% of their institutional awards.

The student is required to complete the Housing Exemption Request Form available from the Office of Student Life.

UNIVERSITY FUNDED GIFT-AID FOR ONLINE STUDENTS

Scholarships

There are various scholarships available to the online students. Please see www.waldorf.edu/onlinescholarships for the list of scholarships and their requirements.

Learning Partners

With the Learning Partner Tuition Discount Program, employees/members of the learning partners are eligible for tuition discounts established with individual organizations and exclusive scholarship opportunities in the online degree programs. There is no cost to the organization, company, or group to become a learning partner with Waldorf University. Learning Partner discounts cannot be used with the active-duty military tuition assistance.

FEDERAL GOVERNMENT-FUNDED GIFT AID

Federal Grants

Federal Pell Grants of up to \$6,895 are available to students through the U.S. Department of Education. The actual amount of these awards is based on demonstrated financial need and may be affected by the actual appropriation by Congress. Application for the Federal Pell Grant is made by completing the appropriate questions on the FAFSA Application. Federal Supplementary Educational Opportunity Grants (SEOG) are also disbursed by the university to students demonstrating the most need. The grant can be up to \$500.

State of Iowa-Funded Gift Aid

Tuition Grants are funded by the State of Iowa to Iowa residents who demonstrate need and attend an independent (private) university in Iowa. The maximum award in 2021-2022 is \$3,000. Application for the Iowa Tuition Grant is accomplished by completing a FAFSA Application. The forms must be received by the processing center by the July 1 deadline. It is suggested the form be completed in February or March online at studentaid.gov.

LOAN PROGRAMS

Federal Direct Stafford, require entrance and exit counseling sessions. Loan disbursements cannot be made until the student has met the required entrance session and signed their Master Promissory Note (MPN). Stafford Loans entrance sessions will be done on campus during orientation. Exit sessions for Stafford Loans are done on campus before the student leaves school. Direct Loan MPNs are completed at studentloans.gov. Transfer students who have had a Direct Stafford Loan before coming to Waldorf University do not need to attend another entrance session. They are required to attend an exit session before leaving school.

William D. Ford Federal Direct Stafford Loans, up to \$3,500 for freshmen, \$4,500 for sophomores, and \$5,500 for juniors and seniors, may be available through Waldorf University. Students may also receive up to an additional \$2,000 in Federal Direct Unsubsidized Loans in addition to the above maximums. The federal government will pay the interest for the student while in college on a need-based subsidized loan. The student is responsible for all interest payments on an unsubsidized loan. The interest rate for 2022-2023 is a fixed rate of 4.99% on both subsidized and unsubsidized loans. Minimum payments of \$50 per month are due starting six months after leaving college.

For parents, the **William D. Ford Federal Direct Parents' Loan for Undergraduate Students (PLUS)** is available. Please refer to award letter for more information. The parent must also sign a Master Promissory Note at studentloans.gov.

WORK PROGRAMS

Part-time jobs on campus are held by almost half of the residential students at Waldorf University. These positions are located in virtually all the functional areas of the university, with widely varied responsibilities. Many students also seek part-time employment in the community of Forest City. Many local businesses use the service of the Financial Aid Office to seek Waldorf student employees.

STUDENT CONSUMER INFORMATION

The following information is available and may be requested from the Student Financial Aid Office regarding the rights and responsibilities of students who are applying for or receiving any financial assistance in the following programs: Federal Pell Grant, Federal Supplemental Educational

Financial Information

Opportunity Grant, Federal Work-Study, Federal Stafford Loan, and the Iowa Tuition Grant.

- Continued eligibility for aid
- Satisfactory academic progress
- Methods and means of aid payments
- Responsibility of student repayment of loans and grants
- Terms and conditions of work-study employment

- Costs of attending the university
- University refund policy of prepaid tuition or fees and examples of such
- Draft registration compliance laws, for TITLE IV funds

The Director of Admissions or the Director Financial Aid may be contacted for the above student consumer information at 641.585.8120 or 1.800.292.1903.

IV. ACADEMIC INFORMATION

Waldorf University is an academic community committed to providing students with many options for their education. Waldorf programs allow students to concentrate in depth on their chosen major and to be well-prepared for their future careers. Waldorf is a private four-year university offering Certificates, Associate of Arts, Bachelor of Arts, Bachelor of Applied Science, Bachelor of Science and Master of Arts degrees. The pages that follow provide information about the degree requirements and about the academic policies of the University. The Waldorf faculty and staff are ready to help you in any way they can to make your transition to your university years as smooth and enjoyable as possible.

RESIDENTIAL UNDERGRADUATE

DEGREE PROGRAMS

The following major programs are currently offered on the residential campus:

Biology (B.A./B.S.)

Business (B.A.S./B.A.)

- Business (B.A.S. Only)
- Finance and Banking (B.A. Only)
- Management (B.A. Only)
- Marketing (B.A. Only)
- Operations Management (B.A. Only)

Communications (B.A.)

- Digital Media
- Graphic Design
- Journalism
- Public Relations

Creative Writing (B.A.)

Criminal Justice (B.S.)

Education (B.S.)

Elementary Education

- K-6 Elementary Education Endorsement 102
- K-8 English/Language Arts Endorsement 119
- K-8 Instructional Strategist I Endorsement 260
- K-8 Mathematics Endorsement 142
- K-8 Music Endorsement 144
- K-8 Reading Endorsement 148
- K-8 Social Studies Endorsement 164
- K-8 Art Concentration
- K-8 Math Concentration
- K-8 Music Concentration
- K-8 Science Concentration
- K-8 Spanish Concentration
- K-8 Special Education Concentration
- K-8 Theatre Concentration

Secondary Education

- 5-12 American Government Endorsement 157
- 5-12 American History Endorsement 158
- 5-12 Biology Endorsement 151
- 5-12 Business Endorsement 1171
- 5-12 Chemistry Endorsement 152
- 5-12 English Endorsement 120
- 5-12 Health Endorsement 138
- 5-12 Instructional Strategist I: Mild & Moderate Endorsement 261
- 5-12 Mathematics Endorsement 143
- 5-12 Reading Endorsement 149
- 5-12 Speech Communication/Theatre Endorsement 168

- 5-12 All Social Sciences Endorsement 186
- 5-12 World History Endorsement 166

Music Education

- K-12 Endorsement (K-8 #144, 5-12 #145)

Physical Education

- K-12 Endorsement (K-8 #146, 5-12 #147)
- Coaching Endorsement/Authorization

English (B.A.)

Health Promotion and Exercise Science (B.A.)

History (B.A.)

- History
- Political Science

Liberal Arts (A.A.) *

Music (B.A.)

- Arts Management
- Performance: Vocal/Instrumental/Piano

Psychology (B.A.)

Sport Management (A.A./B.A.)

Theatre Arts (B.A.)

Theatre Arts

- Performance (Acting/Directing)
- Design Technologies
- Dramaturgy
- Playwriting

Musical Theatre (B.A.)

Theatre Management (B.A.)

** A.A. Liberal Arts are not eligible for Title IV funding.

Minors

Art
Biology
Business
Communications
Creative Writing
Criminal Justice
Criminology
Education
English
Health Promotion
Exercise Science
History
Humanities
Mathematics
Music
Political Science
Psychology
Religion
Shakespeare
Social Sciences
Spanish
Sport Management
Theatre
Children's Theatre

RESIDENTIAL CERTIFICATE

** Certificate programs are not eligible for Title IV Funding

The following Certificate program is currently offered residentially:

- Technical Writing

ONLINE UNDERGRADUATE

DEGREE PROGRAMS

**Associate of Arts in Humanities, Associates in Liberal Arts, Bachelor of Arts in Humanities, and certificate programs are not eligible for Title IV funding.

^The following major programs are currently offered online:

Business (A.A.)

Business Administration (B.A.S./B.S.)

B.A.S. and B.S. concentrations:

- Communications
- Finance
- Health Care Management
- Human Resource Management
- Industrial Organizational Psychology
- Management
- Occupational Safety and Health
- Project Management

Communications (A.A./B.A./B.A.S.)

Criminal Justice (A.A./B.A.S./B.S.)

B.S. concentrations:

- Homeland Security
- Forensic Mental Health
- Forensic Psychology
- Public Relations

B.A.S. concentration:

Homeland Security

Criminal Justice Administration (B.S.)

^Cybersecurity (/B.A.S/B.S.)

Diversity and Inclusion (A.A)

Early Childhood Education (A.A.)

Emergency Management (A.A/B.A./B.A.S.)

B.A. and B.A.S. concentrations:

Fire Science
Homeland Security

Fire Science (A.A)

Fire Science Administration (B.A.S./B.S.)

B.S. Concentration

Public Relations

Global Leadership (A.A)

Health Care Management (A.A., B.A., B.A.S.)

Homeland Security (A.A./B.A.S./B.A.)

B.A.S. and B.A.concentrations:

Criminal Justice
Emergency Management

Human Resource Management (A.A.)

Nursing (RN to BSN Program) (B.S.N.)

Leadership Communication (A.A.)

Management (A.A.)

Occupational Safety (B.A./B.A.S)

Occupational Safety & Health (A.A.)

Organizational Leadership (B.A.S./B.S.)

B.A.S. and B.S. concentrations:

- Diversity and Inclusion
- Global Leadership
- Health Care Management
- Leadership Communication
- Occupational Safety and Health

Psychology (A.A./B.A./B.A.S.)

B.A. concentrations:

- Communications
- Criminal Justice
- Fire Science
- Health Care Management
- Occupational Safety and Health
- Sport Management
- Industrial Organizational Psychology
- Mental Health Counseling

B.A.S. concentrations:

- Communications
- Criminal Justice
- Fire Science
- Health Care Management
- Occupational Safety and Health
- Sport Management

Public Relations (B.A/B.A.S)

Sport Management (A.A.)

ONLINE CERTIFICATE DEGREE PROGRAMS

Certificate programs are not eligible for Title IV Funding.

The following Certificate programs are currently offered online:

- Communications Certificate
- Diversity and Inclusion Certificate
- Emergency Management Certificate
- Global Leadership Certificate
- Health Care Management Certificate
- Human Resource Management Certificate
- Leadership Communication Certificate
- Management Certificate
- Occupational Safety and Health Certificate
- Sport Management Certificate
- Terrorism Studies Certificate
- Weapons of Mass Destruction Certificate
- Leadership (graduate)
- Social Emotional Learning (graduate)
- Public Administration Leadership (graduate)
- Healthcare Management (graduate)
- Instructional Design and Technology(graduate)
- Criminal Justice Leadership (graduate)
- Human Resources Management (graduate)
- Sport Management (graduate)
- Marketing (graduate)
- Emergency Management Leadership (graduate)
- Fire/Rescue Executive Leadership (graduate)
- Project Management (graduate)

ONLINE GRADUATE DEGREE PROGRAMS

Organizational Leadership (M.A.)

- Non-Concentration/General
- Criminal Justice Leadership
- Emergency Management Leadership
- Fire/Rescue Executive Leadership
- Health Care Management
- Human Resource Development
- Public Administration Leadership
- Sport Management
- Teacher Leader

Health Care Management (M.A.)

Education (M.Ed.)

- Teaching and Learning
- Teacher Leader
- Instructional Design and Technology

Business (M.B.A.)

- Criminal Justice Leadership
- Emergency Management Leadership
- Fire/Rescue Executive Leadership
- Human Resources
- Instructional Design and Technology
- Leadership
- Marketing
- Project Management
- Public Administration
- Sport Management

DEGREE REQUIREMENTS

General Education Undergraduate Studies

All Waldorf degrees require a common general education “core” of studies in the liberal arts. The faculty believes that students should obtain a broad exposure to many different subject areas as well as continue to develop the basic skills of learning. Through core courses, the faculty hopes to develop the knowledge, skills, and attitudes characteristic of liberally educated persons. In addition, a student should learn some of the major questions asked by each discipline, the methodology used by each discipline to seek answers to the major questions, and to have some basic core knowledge in each field. The Waldorf faculty has placed special emphasis on developing communication skills (reading, writing, speaking), critical thinking skills, global awareness, and wellness.

The Bachelor of Arts Degree (B.A.)

- Requires completion of the core curriculum (64 credits residential / 60 credits online)
- Requires completion of the required courses in a major field of study (between 40-50 credits)
- Requires a minimum grade of C- or higher in all coursework in the major and in concentration/track/emphasis courses.*
- Requires completion of additional courses (including any supporting courses required by the major in other departments)
- Requires a minimum CGPA of 2.00 in all work completed at Waldorf University*
- (R) Requires that a minimum of 37 upper division credits presented for graduation be at the 300/3000–400/4000 level
- (O) Requires that minimum of 36 upper division credits of the online courses presented for graduation be at the 3000–4000 level
- Requires a minimum of 124 credits for residential programs / 120 credits for online programs to be considered for graduate consideration

The Bachelor of Science Degree (B.S.)

- Requires completion of the core curriculum (64 credits residential / 60 credits online)
- Requires completion of the required courses in a major field of study (between 50-60 credits)
- Requires a minimum grade of C- or higher in all coursework in the major and in concentration/track/emphasis courses.*
- Requires completion of additional courses (including any supporting courses required by the major in other departments)
- Requires a minimum CGPA of 2.00 in all work completed at Waldorf University*
- (R) Requires that a minimum of 37 upper division credits presented for graduation be at the 300/3000–400/4000 level
- (O) Requires that minimum of 36 upper division credits of the online courses presented for graduation be at the 3000–4000 level
- Requires a minimum of 124 credits for residential programs / 120 credits for online programs to be considered for graduate consideration

The Bachelor of Applied Science Degree (B.A.S.)

- Requires completion of the core curriculum (64 credits residential / 60 credits online)
- Requires completion of the required courses in a major field
- Requires a minimum grade of C or higher in all coursework in the major and in concentration/track/emphasis courses.*
- Requires completion of additional courses (including any supporting courses required by the major in other departments)
- Requires a minimum CGPA of 2.00 in all work completed at Waldorf University
- Requires a minimum of 30 upper division courses presented for graduation must be at the 3000–4000 level
- Requires a minimum of 124 credits for residential programs / 120 credits for online programs to be considered for graduate consideration

The Associate of Arts Degree (A.A.)

Not all degrees eligible for Federal Title IV funding

Requires completion of the core curriculum
Requires completion of additional required courses in field area
Requires a minimum grade of C- or higher in all coursework in the major concentration
Requires a minimum CGPA of 2.00 in all work completed at Waldorf University*
Requires a minimum of 64 credits for residential programs / 60 credits for online programs to be considered for graduate consideration
Some majors may require a minimum grade of C- or higher in all course work for the major and/or a CGPA higher than a 2.00 for degree granting.

GRADUATE DEGREE REQUIREMENTS

The Master of Arts Degree (M.A.) ; The Master of Education Degree (M.Ed.) ; The Master of Business Administration (M.B.A.)

Requires completion of the required courses in a major field
Requires a minimum grade of B or higher in all coursework in the major and in the concentration/track/emphasis courses.*

Requires completion of additional courses (Requires a minimum CGPA of 3.00 in all work completed at Waldorf University*
Requires a minimum of 36 credits to be considered for graduate consideration

UNDERGRADUATE CERTIFICATE PROGRAMS

Completion of the certificate's curriculum and credit requirements
Students are allowed to transfer in a maximum of 3 credit hours into a certificate program.
Requires a minimum of grade of C or higher for each course
Requires a minimum of 15 credits to be considered for certificate completion consideration

Certificate programs are not eligible for Federal Title IV funding

GRADUATE CERTIFICATE PROGRAMS

Offered Online Only

Completion of the certificate's curriculum and credit requirements
Requires a minimum grade of B or higher for each course
Requires a minimum of 12 credits to be considered for certificate completion consideration

Certificate programs are not eligible for Federal Title IV funding

MAJORS AND MINORS

Major

A major is intended to permit students to study a particular discipline in some depth. It consists of freshman-senior level courses numbered completed in a manner specified by the faculty of the department. Lower division (freshman/sophomore) courses provide a basis for understanding more advanced upper division (junior/senior level) courses.

At Waldorf University, a major leading to a Bachelor of Arts (BA) degree consists of no less than 40 semester credits and no more than 50 semester credits in a particular field (as a guideline). A BA degree limits the size of a major so as to encourage students to explore other fields of study. A major leading to a Bachelor of Applied Science (BAS) degree consists of no less than 42 semester credits and no more than 60 semester credits in a particular field (as a guideline). A major leading to a Bachelor of Science (BS) degree consists of no less than 50 semester credits and no more than 60 semester credits in a particular field (as a guideline). The BS degree intentionally goes into greater depth in a particular field at the expense of some of the broadening opportunities of the BA degree.

All Bachelor degree programs at Waldorf University require a minimum of 36-37 upper division credits presented for graduation be at the 300/3000-400/4000 level. Please see your degree requirements for specific details.

Some residential majors contain several tracks that allow some specialization according to the student's interest. A major with tracks often has a defined core of departmental courses that are common to all the tracks. Many majors require supporting coursework in other departments which are needed to give the student adequate background to be proficient in the major. Prerequisites are courses that must be taken prior to taking another course. A course with prerequisites typically assumes knowledge and understandings gained in the prerequisite courses.

Declaring a residential major is done formally no later than the end of the sophomore year by notifying the Offices of the Registrar at the time of registration. A student must be making normal progress toward graduation as defined in the Waldorf University catalog to be admitted to a major. A faculty member in the major will typically be assigned as an advisor to the new major. Obviously, there is no restriction on a student deciding on a major from the time he/she enters Waldorf University, but it is made official only via this formal declaration.

To graduate from Waldorf University, one must attain a minimum cumulative grade point average (CGPA) of 2.00 for under-graduate work and a minimum CGPA of 3.0 for graduate work. Some majors or departments may require a higher CGPA than the minimums for degree granting.

Double Major Policy

Double Major students at Waldorf University may elect to double major by declaring a second major and arranging for a second academic advisor. To complete the double major, all the requirements for the second major must be completed at the same time as all the graduation requirements for the primary major, core, and credit requirements are completed. If a student completes the graduation requirements for either major prior to taking all requisite courses for the second major, the student will be moved to graduate status with a single major per federal mandate(s).

For students that elect to double major in programs with different degree levels (i.e.: one major is in a B.A. program and the second major is in the B.S. program), a degree would be conferred for both majors. An additional fee of \$65 will be added to the student's account for the secondary degree parchment and cover.

Once a student has earned a Bachelor's degree, they are no longer eligible for Federal Pell Grant or Federal SEOG Grant monies. Students pursuing a second and same BA, BAS, or BS are not eligible for Federal Direct Loans. Students may receive Federal Direct Loans, if and only if, the student is pursuing a second but different bachelor's degree (i.e.: earned B.A., pursuing B.S.) or have earned a bachelor's degree and pursuing a master's degree. Standard tuition and fees apply for the secondary major and/or degree. Students may consult with a Financial Aid Counselor for more information.

Second Majors for Returning Students Policy— Online Only

Students who may wish to return to Waldorf University for a second AA, BA, BAS, BS, or MA degree after graduation, and may be pursuing a different career, area of interest, or personal goal(s), should submit an application for re-Admission. It often takes less time to earn a second degree at the same level then to complete a degree of a higher designation.

Students returning for a subsequent degree program must have successfully passed a previous program of study and must have zero outstanding balances with Waldorf University prior to the submission of a new application. Students are required to have an Evaluation of Transfer Credit completed by the Registrar's Office for their selected degree program with Waldorf University.

Students pursuing more than one educational objective under the same degree are not eligible for Federal Aid (i.e.: B.A. Psychology and B.A. Communications). Once a student has earned a Bachelor's degree, they are no longer eligible for Federal Pell Grant or Federal SEOG Grant monies. Students pursuing a second and same BA, BAS, or BS are not eligible for Federal Direct Loans. Students may receive Federal Direct Loans, if and only if, the student is pursuing a second but different bachelor's degree (i.e.: earned B.A., pursuing B.S.) or have earned a bachelor's degree and pursuing a master's degree. Standard tuition and fees apply for the secondary major and/or degree. Students may consult with a Financial Aid Counselor for more information.

Students using VA Benefits who wish to pursue more than one educational objective should speak with an Education Case Manager at 1.888.GIBILL1 (442.4551) to review their Education Benefits. Students may also contact the VA via their secure email service by using the "Questions and Answers" section at GIBILL.va.gov

Minor—Residential Only

A minor is intended to give a representative sampling of the field of study or to provide the basics needed by a student studying in another major. A minor field of study at Waldorf University contains no less than 20 credits and no more than 24 credits (as a guideline). Generally, all credits for a minor are earned within the same department and all course must earn a minimum grade of C- or higher in the minor concentration. A minor has to be declared no later than the time of sign-up for graduation.

GRADUATION

Graduating with Honors

Special honors are awarded to Bachelor level students at the time of graduation in recognition of high scholarship. These are designated by the terms Cum Laude (with distinction), Magna Cum Laude (with high distinction), and Summa Cum Laude (with highest distinction). The honor is conferred cum laude on those who have a cumulative grade point average of 3.50 to 3.69; magna cum laude on those who have an average of 3.70 to 3.89; and summa cum laude on those who have an average of 3.90 or above.

Commencement Participation

Participating in the commencement ceremony is not the same as graduating. Waldorf University encourages all students to participate in the events as a celebration of their academic achievements; however, it is not mandatory. Waldorf University Commencement is held once a year, at the end of the spring residential semester. Students who plan to graduate in April, June or July may participate in the spring commencement program of the same year if they are within 14.0 semester credits of graduate status for undergraduate students and 6.0 semester credits for graduate students. Students who plan to graduate after July are included in the following spring commencement program. Students graduating from a Certificate program only are not eligible for participation in commencement. Waldorf University does not charge a fee for graduating from the University; however, there is a Graduation Celebration fee for those that wish to participate in Commencement Ceremonies. This covers the costs of gowns, hoods, honors accoutrements diploma covers, et al. Please contact any of the Offices of the University Registrar for additional information or details.

Petitions for Waivers

Petitions for waivers of graduation requirements should be directed to the Vice President for Academic Affairs. Neglect or ignorance of graduation requirements are not considered appropriate petitions. Incoming transfer students and students confronted with unique transfer requirements are generally given special consideration.

SPECIAL PROGRAMS—RESIDENTIAL

The Honors College

The Honors College provides programs which serve the needs of motivated and academically successful students. It offers honors courses, honors sections of required courses, special seminars, independent research opportunities, trips to regional cultural events, and the overseas World Trip.

Entrance to the Honors College from high school requires at least a 3.5 GPA and/or a 24 ACT composite score. Other promising students who seek intensive and alternative forms of learning may be invited to join the college by the Honors Director. These students should request additional information from the Admission Office. Students currently enrolled at Waldorf University may join the Honors College if they have a 3.5 cumulative GPA. This grade point must be maintained in order to remain an honors student. Enrolled students should inquire about membership at the Honors College Office, Thorson Hall, Room 236.

First-year Honors students enroll in Honors/English 106 their first semester and Honors/English 107 their second semester. The Honors/English 106 and 107 sequence replaces the two Composition courses (ENG 120 and 121) and the literature course (ENG 200+ Elective) required of all Waldorf students. Students should also enroll in the Honors section of Religion 205H.

Honors College members are eligible to take any honors courses offered at Waldorf without prior approval; they are invited to all activities sponsored by the Honors College for its whole membership; and they complete their degrees as graduates of the Honors College at Waldorf University.

A student who is not a member of the Honors College may take honors courses if the student has at least a 3.00 GPA and has the permission of the instructor and the Director of the Honors College.

Waldorf Scholars

Honors College students who maintain a 3.5 cumulative GPA and who wish to undertake a special course of academic work and study may be eligible for Waldorf Scholar status and for the World Trip.

To be designated a Waldorf Scholar, a student must have completed, with a minimum final grade of B, Honors/English 106 and 107, Honors Religion 205, Honors 200, three Honors Colloquia (1 credit each, HON 279, 289, and/or Honors World Trip 399), and an independent research project (HON 499: Honors Thesis, 1 or 2 credits) with a faculty advisor of their choosing. They must present the results of their research at a public venue such as Waldorf's annual academic conference, Inquire, and they must turn in to the Honors College Director a publishable copy of their final paper or project.

Students who are successfully making progress towards Waldorf Scholar Status are eligible, if they choose, to enroll for the Honors World Trip. The biannual World Trip is a voyage abroad accompanied by Waldorf faculty. This trip is partially subsidized by the university in honor of its Waldorf Scholars.

Directed Study (Must Submit Syllabus)

A directed study is a permanent catalog course delivered on an individual basis when the course is not offered during a specific semester. Directed studies may be approved under extenuating circumstances to provide an opportunity to complete a required course. Students must demonstrate that they are unable to participate in the course prior to their expected graduation date, if it is not taken when normally offered. A fee per semester credit hour will be charged for a directed study in addition to the normal tuition rate (See fees and tuition rates for details).

Qualifications and Limitations:

At least sophomore standing (Honors students are eligible as second-semester freshmen).

A cumulative grade point average (CGPA) of 2.50 or higher. Approval from the course instructor, Department Chair, the Academic Dean/VPAA, and the University Registrar on the Directed Study Agreement form.

Directed studies may not be taken to replace a "D" or "F" grade for a course in the regular curriculum.

No more than two courses of directed study may be applied to meeting the degree requirements. Exceptions may be granted by special request for students with the Academic Dean/VPAA's and the University Registrar's approval. Registration after the published registration dates is not permitted.

Policies and Procedures Concerning Instruction and Grading:

The minimum number of student/instructor meetings/ contact hours is once (1x) a week. Students must plan on three (3) hours a week per credit of time on task.

The instructor of a directed study may use written reports, written or oral examinations, or a combination of these to evaluate the student's work. A final examination may be given.

There can be no change in the basic content of the course. The level, subject code description, title, grading policy, credits, and course contact hours cannot differ from the permanent course.

Directed studies must be undertaken within the same academic term in which they are registered.

The directed study form and approval must be submitted by the student to the Registrar's Office no later than the last day to add a class for the semester. Partial or late applications will not be processed.

Independent Study (Must Submit Syllabus)

An independent study provides an opportunity for a capable student to do special work under individual supervision in an area not covered by regular course offerings. Students should be able to demonstrate the qualities necessary for interested and intensive inquiry where extensive research and project work can be completed. The student has the primary responsibility for the course and the course work involved. A fee per semester credit hour will be charged for an independent study, in addition, to the normal tuition rate (See fees and tuition rates for details).

Qualifications and Limitations:

At least sophomore standing (Honors students are eligible as second semester freshmen).
A cumulative grade-point average (CGPA) of at least 3.00 or higher.
Completion of at least one regular course with a grade of B- or above in the discipline of the independent study unless special permission is received from the course instructor, Department Chair, and the Academic Dean/ VPAA.
Approval of the course instructor, Departmental Chair, the Academic Dean/VPAA, and the University Registrar on the Independent Study Agreement Form
Independent studies may not be taken to replace a “D” or “F” grade for a course in the regular curriculum.
Independent studies may not be taken to replace a required degree or core curriculum course.
Independent studies may not be taken instead of, or to modify a regular course offered by any given department.
No more than 12 semester credits of independent study may be applied to meeting the degree requirements.
Exceptions may be granted by special request for students with the Academic Dean/VPAA’s and the University Registrar’s approval.
Registration after the published registration dates is not permitted.

Policies and Procedures Concerning Instruction and Grading:

A minimum of three (3) faculty-student conferences are required per semester credit for each independent study.
Students must plan on three (3) hours a week per semester credit of time on task.
A paper or research paper is required.
Independent studies must be undertaken within the same academic term in which they are registered.
The independent study form and approval of the study must be submitted by the student to the Registrar’s Office no later than the last day to add a class for the semester. Partial or late applications will not be processed.

INTERSHIPS RESIDENTIAL STUDENTS ONLY

Internships are designed to give residential students practical experience in the field of their choice by placing them in a professional setting. Students in many BA/BS majors are required to complete at least one internship experience in a professional setting tailored to the student’s career interests (see requirements for individual programs for verification). Workplace internships that are part of academic programs at Waldorf University all follow a common process, although the academic requirements may vary depending on programs.

Residential students have the primary responsibility for finding and applying for internships. They also need to work with their academic advisor and the Career Center for assistance with requirements for internship documentation

A minimum of 25 hours of work is required for each credit hour awarded for an internship. For example, 50 hours of work would count for two credits. Unless otherwise noted in a program’s requirements, internships are graded on a pass/fail basis.

Internships typically range from three (3) to twelve (12) semester credits, depending on the student’s academic major. In order to comply with federal regulations governing financial aid, internships are required to be completed during the semester in which they have been registered. Other components of the process are also the result of federal or state regulations governing financial aid or workplace issues, and neither Waldorf nor the student have the ability to change or waive these components.

Note: Online submission of documentation using digital forms may replace paper submissions during the 2023 - 2024 academic year, and students will be informed when that becomes available.

Foreign Language Waiver

Students in majors that require Foreign Language for their degree must receive department approval for a waiver of the requirement.

Veterans Programs

Waldorf University is approved for veterans’ benefits by the Iowa Department of Education, Veterans’ Education Section.

An application-for-admission form may be secured from the Office of Admissions. This should be completed and returned to the university as evidence of a desire to enroll. A copy of a transcript of high school credits and a record of any additional training are required to complete the application for admission. (Upon residential acceptance, a \$100.00 deposit is required—See Admissions Policy for more information). The E-form for applying to the Veterans Administration for certification for training may be accessed via the Veterans Online Application (va.gov). Before a service-member/veteran can utilize their educational benefits, they must be properly certified to the University for such training. Please see the University Registrar for more information on how to apply and credentials needed for certification.

Credit for other military training may be available. Credits will be based upon the American Council on Education (ACE) guide and will be awarded only when they can be equated to courses which are currently in the University course listing and then only when they also apply toward the student’s degree at Waldorf.

Veterans should consult with the Veterans Administration as well as with the Registrar concerning their privileges and responsibilities under federal legislation.

ACADEMIC POLICIES

Student Responsibility and Academic Advising

Students have ultimate responsibility for planning their academic program to assure they have met the degree requirements for graduation from Waldorf University. The Offices of the Registrar, departmental and division heads, student success coaches, and the student’s academic advisor are prepared to assist in assuring that appropriate course work is undertaken and requirements fulfilled.

Student Arrival/Report Date

The deadline for a new student to enroll for full-time status is the first day of the semester/term. The Admissions and Academic Progress Committee may waive this requirement during the drop/add period of the residential semester. Online programs do not have drop/add due to the accelerated nature of the courses.

Enrolled students who have not attended or participated in classes during the first week of the semester/term will be withdrawn from the University. Exceptions to the policy may be made upon approval of the Vice President for Academic Affairs.

Residential Registration

Incoming students who have been accepted for admission are sent an invitation to register by appointment with the Registrar’s Office. This process begins the early part of May. Returning students generally register for the fall semester during April and for the spring semester during November. Registration is generally on a first-come first-served basis; however, upper division students are given preference, then sophomores, then freshmen, in order to meet graduation requirements.

Students who wish to audit a course(s) must register in the same manner as for a regular course but pay a reduced fee. If the decision to audit occurs after the course(s) has begun, it must be done within two weeks following the scheduled midterm date; however, there will be no change in fees as a result.

Registration may be placed on hold until the student’s account is settled with the Business Office, all health forms are completed and turned in, and all official transcripts have been submitted. Until such settlement is made, the student is not permitted to register or attend classes.

Academic Load—Residential

Sixteen (16) semester hours including physical education, athletics, and music activities constitute a normal program of study. Regularly enrolled students may register for 12.0 to 19.0 semester hours. After the first semester of attendance, those who have maintained high rank in scholarship may request permission from the University Registrar or Vice President for Academic Affairs to enroll for more than 19.0 semester hours. Seldom is permission given to register for more than 20.0 semester hours. An additional charge per credit hour is assessed for each hour in excess of 19.0 semester credits for a single semester. Varsity athletics, music lessons, and ensembles are exempt. See the listing of fees for additional details.

A student who is registered for fewer than 12.0 semester hours is classified as a part-time student. Some financial aid is available for part-time students, if qualified. Please visit the Financial Aid Office for details.

If it is apparent that a student is not profiting from attendance, the Vice President for Academic Affairs may dismiss a student without any waiting period.

Academic Load—Online (Undergraduate)

The academic advisor must approve all course loads over six credit hours for undergraduate students which is a full time course load. Students requesting course overloads must have a minimum GPA of 3.0 for undergraduate programs. The Vice President for Academic Affairs must approve any requests for hours in excess of nine (9) semester credit hours for undergraduate students. A student may not take courses in overlapping terms.

The course load policy is based on best practices and seeks to guide students toward mastery of content rather than simply graduating as quickly as possible. Exceptions for additional hours in the same term may be granted through review and approval of the Vice President for Academic Affairs or their designee.

Undergraduate students enrolled in 6 or more credits per term are considered fulltime. Students enrolled in 3-5 credits are considered part time. Students enrolled in less than 3 credits are less than half time.

If it is apparent that a student is not profiting from attendance, the Vice President for Academic Affairs may dismiss a student without any waiting period.

Academic Load—Online (Graduate)

Graduate students are encouraged to take three to six credit hours per term. Three credit hours is classified as full-time graduate enrollment status. Students requesting course overloads must have a minimum GPA of 3.5 for graduate programs. Students requesting to take more than six credits per term must contact their academic advisor for assistance in their registration. The maximum course load permitted is six graduate credit hours per term without prior approval from the Vice President for Academic Affairs or her/his designee. A student may not take courses in overlapping terms. The course load policy is based on best practices and seeks to guide students toward mastery of content rather than simply graduating as quickly as possible.

Graduate students enrolled in 3.0 or more credits per term are considered full time.

If it is apparent that a student is not profiting from attendance, the Vice President for Academic Affairs may dismiss a student without any waiting period.

Online Eligibility for Residential Students

In order to assist students in becoming familiar with the fundamentals of completing courses via an online environment, Waldorf University offers its residential students the opportunity to learn via Waldorf University Online.

Residential students may use Waldorf University Online courses toward their residential load under the following circumstances:

- Residential students must have a sophomore level status. First semester residential students may not participate regardless of class status.
- Residential students must have a minimum CGPA of 2.0 or higher.
- Residential students must be actively enrolled in 12.0 or more residential credits.

- Residential students may participate in one online course per academic semester unless the course is part of a hybrid/blended degree. Courses offered during the summer semester are exempt from the course limitation rule.
- Residential students may not participate in any similar course where a grade of F or D was received in either residential or online delivery unless the course is part of a hybrid degree.
- Residential students are billed for online classes at the residential tuition rates as the course is classified as part of their residential load.
- Any online courses offered residentially in a particular semester should be taken residentially.
- Exceptions to the policy may be made with approval from the VPAA, the Registrar, and the residential department chair for the area in which the course is offered.

Waldorf University Online courses are delivered over the Internet through an asynchronous learning network (Blackboard Learning Management Systems (LMS)). There is a prescribed schedule for completion for each of the courses offered. Support materials and course information for each Waldorf Online courses are sent to the student via their university email address. These materials may include course syllabus, textbook information, and other printed documents required for the course. Students are assigned a cohort group for each online course. Online interaction within their assigned cohort and with the instructor is through discussion boards, message boards, private messages and email systems.

Any residential student who registers to participate in a Waldorf Online course will be assigned a unique log-in identifier and password. The identifier and password will be sent via email to the student's Waldorf University's email account on file.

Residential students must file a completed Residential Online Participation Application with the Registrar's Office no later than two weeks prior to the Waldorf University Online Term. Please contact the Registrar's Office for details regarding available courses and approved online terms for residential students.

Online Student Preparation (Online Student Only)

Prior to starting any of the Waldorf Online courses taught via the Internet in any program, it is suggested that the student should complete the online student orientation course HUM 1000 Warrior Seminar, which describes the protocols the student must follow when participating in the online course. This course is considered essential to the success of the student and is recommended for participation in the Waldorf University Online program.

Student Equipment

The student is responsible, at his or her expense, for providing all supplies and equipment needs for the student's use in the Waldorf University Online courses. The student equipment includes, without limitation, a computer, software, Internet service, and an email account. In order to assist students whose access to their student equipment is disrupted, the school will, at its discretion, make available certain computers, associated peripheral equipment and Internet access at the university for use by those students. Residential students are provided laptop computers that meet the student equipment needs.

Computer, Software Requirements and Specifications, and Internet Service

The computer, software, and Internet service must satisfy the following specifications:

- Access to the Internet, personal or public, with an approximate download speed of 5Mbps and an approximate upload speed of 5Mbps.
- Operating System: Windows XP or later; Mac OSX10.5 or later
- Software: Such as Microsoft Word, Excel, and PowerPoint, capable of saving files in .doc, .docx, .xls, and .ppt

- Plug-ins: Java, Acrobat Reader, Quick Time, Flash Player
- Internet Browser: A list of certified and compatible browsers can be found at the following site: kb.blackboard.com.

Additional Technology Requirements

Additional technology requirements may be required in some programs of study. Specific requirements are noted in the Course Description of courses requiring additional technology. Students who choose to use Remote Proctor Now (RP Now) as a virtual third-party proctoring technology for final examinations are required to have a webcam with a resolution of 640 x 480 and a microphone audio capability are required. Tablets, hybrid devices, and mobile devices are not supported by RP Now. Waldorf University reserves the right to update technology requirements, including both hardware and software, throughout the duration of the program. Waldorf strives to be innovative in its curriculum delivery to support student engagement in coursework.

Technical Support

Technical Support services are available and offer a variety of support services including desktop support, diagnostics, and Blackboard support. Students encountering technical difficulty are encouraged to contact the Waldorf Help desk at 877.399.1063.

Appropriate use of technology is the student's responsibility. Unauthorized use of University Systems, further defined as myWaldorf Student Portal, Waldorf University's website, university networks, Internet, online classroom, or other hardware or software utilized in association with the university, is prohibited as identified in the Acceptable Use section found in Waldorf University's Technology Policy. This includes unauthorized access to other user accounts or transfer of user passwords to others.

Classification of Students

There are differences in classification of student status due to the definition of an academic year based on the modality of educational delivery. Residential student have the ability to register, participate and successfully complete an academic course load up to 19.0 semester credits per semester or 38 semester credits per academic year. Online undergraduate students have the ability to register, participate and successfully complete an academic course load of 6 semester credits per term or 30-36 semester credits per academic year. Online graduate students have the ability to register, participate and successfully complete an academic course load of 3 semester credits per term or 15-18 semester credits per academic year.

Residential

Freshman standing is given to a student who has earned between 0 and 25 semester credits. Sophomore standing is given to a student who has earned between 26 and 53 semester credits. Junior standing is given to a student who has earned between 54 and 85 semester credits. Senior standing is given to a student who has earned 86 or more semester credits.

Online

Freshman standing is given to a student who has earned between 0 and 24 semester credits. Sophomore standing is given to a student who has earned between 25 and 48 semester credits. Junior standing is given to a student who has earned between 49 and 72 semester credits. Senior standing is given to a student who has earned 73 or more semester credits.

Grading

One semester hour of credit represents one lecture hour or 2-3 laboratory hours each week for a semester/term. For the purpose of averaging grades, numerical values (grade points) are assigned to each grade as follows:

Grade Points

Grade	Interpretation	Per Credit
A	Excellent Performance	4.00
A-		3.70

B+		3.30
B	Good Performance	3.00
B-		2.70
C+		2.30
C	Average Performance	2.00
C-		1.70
D+		1.30
D	Poor Performance	1.00
D-		0.70
F	Failing Performance	0
I	Incomplete	0
IP	In-Progress	0
P	Pass	0
W	Withdrawn From Course	0
WF	Withdrawn Failing Performance	0
DN	Dropped–Non Attendance	0
DP	Dropped–During Drop Period	0
*or R	Repeated Course	0

If a student repeats a course at Waldorf University and earns a higher grade (or lower grade), the most recent grade is used to replace the course requirements and in the CGPA calculations. This is based on a paired course replacement process. Additional repeats of the same course work on a paired sequence and do not replace all prior course grades or requirements in the CGPA calculation. Grades of W are not considered replaceable.

If it is apparent that a student is not profiting from attendance, the Vice President for Academic Affairs may dismiss a student without any waiting period.

Incomplete Grade Request Policy

A grade of Incomplete (I) may be given at the faculty member's discretion when a student is performing satisfactory work but, for non-academic reasons beyond his/her control, was unable to meet the full requirements of the course. The policies for requesting a grade of Incomplete for residential students and online students are provided below.

Incomplete Grade Request Policy (Residential)

A notation of an Incomplete (I) grade may be submitted when the student has not been able to complete a course for what, in the faculty member's judgment, is a compelling reason. The circumstances should be beyond the student's control, such as a major medical issue or family emergency. The submission of an Incomplete Grade Request form means that a student has made a commitment to the completion of the course.

In order to qualify for an Incomplete (I) grade in a course, students need to have completed at least 60% of the required academic work (i.e.: quizzes, assessments, homework, papers, tests, presentations, etc.). For residential students that translates into the completion of all academic work in at least ten weeks of the semester or the equivalent academic work (60%) distributed through more than ten weeks of the semester.

An Incomplete (I) grade may not be granted to a student whose work has been unsatisfactory or who has failed to submit a majority of the assignments (i.e., postings, responses, written assignments, references, etc.) by the end of the course. The date by which a student must complete a course is determined and approved by the course faculty member but may not be more than twenty-eight (28) calendar days following the end of a residential semester in which the incomplete grade was awarded. If a student fails to complete the work satisfactorily within the allotted time, the incomplete individual assignment grade(s) are changed to a failing (F) grade. In some extenuating circumstances, requests for an extension beyond the twenty-eight (28) calendar days should be made, in writing, to the Vice President for Academic Affairs (VPAA), or designee, prior to the previously approved deadline. Both the faculty member and student must agree to the extension. Students requesting incompletes in more than one course must receive special permission from the Vice President for Academic Affairs (VPAA) or designee. Late, incomplete or partial requests submitted will not be processed or reviewed.

If it is apparent that a student is not profiting from attendance, the VPAA may dismiss a student without any waiting period regardless of the request for an incomplete.

Students may not retake a course in order to complete an Incomplete. Additionally, students who have failed the course may not request an Incomplete with the understanding that they will officially "SIT-IN" on the course the next semester/ term and replace their existing course grade.

It is the responsibility of the student to request, complete, and submit the Incomplete Grade Request form on or before the end of the current grading period for the course(s) in question. Under no circumstances may the instructor initiate or complete the request on behalf of the student. If the student fails to submit the request by the deadline, the student will receive the grade earned for the entire course. There will be no retroactive incomplete grades permitted. Incomplete or partial requests submitted will not be processed or reviewed.

Completed forms must be submitted to the Registrar's Office or designee no later than the last day to submit semester/term grades as dictated by the current edition of the University Catalog. Submission of the Incomplete Grade Request form after the published date is not permitted. Incomplete or partial requests will not be processed or reviewed

Unacceptable circumstances may include but may not be limited to the following circumstances:

- Absence from final examination
- Failure to submit a final project/paper/presentation or final examination
- Registered but never attended a course session
- Absence of more than 40% of the schedule course
- Wishing to complete post-semester work for improved grade
- Wishing to repeat the course as an audit, retaking examinations, and resubmitting forums/posts/work, etc., for improved grade
- Issuing an Incomplete as a substitute for a failing grade
- Courses where normal course work extends outside the scheduled semester (internships, thesis, clinical, research, etc.)

An Incomplete grade may not be considered passing for the purposes of determining academic standing, federal financial aid eligibility, athletic eligibility, and other purposes. Students with Incomplete grades are not eligible for Dean's List. If an incomplete grade is completed during the next academic semester, and the student meets the criteria for the Dean's List, the student will be added to the Dean's List retroactively.

The grade of "I" may be awarded only at the end of a semester, when all but a minor portion of the course work has been satisfactorily completed. The grade of "I" is not to be awarded in place of a failing grade or when the student is expected to repeat the course; in such case, a grade other than "I" must be assigned. Students should arrange with the instructor to receive an Incomplete grade before the end of the semester. If a grade of "I" is converted to a punitive grade, the punitive grade cannot be changed after the Incomplete process has been completed.

Incomplete Grade Request Policy (Online)

A notation of an Incomplete (I) grade may be submitted when the student has not been able to complete a course for what, in the faculty member's

judgment, is a compelling reason. If the circumstances are beyond the student's control, such as a major medical issue or family emergency, students may wish to review the Incomplete for Special Circumstances Policy for additional options. The submission of an Incomplete Grade Request form means that a student has made a commitment to the completion of the course.

In order to qualify for an Incomplete (I) grade in a course, students need to have completed at least 60% of the required academic work (i.e. quizzes, assessments, homework, papers, tests, presentations, etc.). For online students that translates into the completion of academic work in at least five units of a term or the equivalent academic work (60%) distributed through more than five units.

An Incomplete (I) grade may not be granted to a student whose work has been unsatisfactory or who has failed to submit a majority of the assignments (i.e., postings, responses, written assignments, references, etc.) by the end of the course. The date by which a student must complete a course is determined and approved by the course faculty member but may not be more than twenty-eight (28) calendar days following the end of an online term in which the incomplete grade was awarded. If a student fails to complete the work satisfactorily within the allotted time, the incomplete individual assignment grade(s) are changed to a failing (F) grade. In some extenuating circumstances, requests for an extension beyond the twenty-eight (28) calendar days should be made, in writing, to the Vice President for Academic Affairs (VPAA), or designee, prior to the previously approved deadline. Both the faculty member and student must agree to the extension.

If it is apparent that a student is not profiting from attendance, the VPAA may dismiss a student without any waiting period regardless of the Incomplete

Should an extenuating circumstance occur that dictates the need for additional time while on an Incomplete, students should reach out to the Student Services Department to obtain the Incomplete Course Extension Request Form. It is the responsibility of the student to submit this form, along with supporting documents (if applicable), to

Students@waldorf.edu when making a request for additional time while on an Incomplete. Late, unfinished or partial requests submitted will not be processed or reviewed.

Students may not retake a course in order to complete an Incomplete. Students enrolled in the online modality will not be allowed to register for additional course(s) or subsequent terms until the incomplete course(s) have been completed. However, a waiver to this policy may be granted by the Online Registrar or designee (see Waiver-Online Incomplete Grade Policy Exception below for details).

It is the responsibility of the student to request, complete, and submit the Incomplete Grade Request form on or before the end of the current grading period for the course(s) in question. Under no circumstances may the course faculty member initiate or complete the request on behalf of the student. If the student fails to submit the request by the deadline, the student will receive the grade earned for the entire course. There will be no retroactive incomplete grades permitted. Incomplete or partial requests submitted will not be processed or reviewed.

Completed forms must be submitted in the myWaldorf Student Portal no later than the course end date. Submission of the Incomplete Grade Request form after the published date is not permitted. Incomplete or partial requests will not be processed or reviewed.

Unacceptable circumstances may include but may not be limited to the following circumstances:

- Absence from final examination
- Failure to submit a final project/paper/presentation or final examination
- Registered but never attended a course session
- Absence of more than 40% of the schedule course
- Wishing to complete post-term work for improved grade
- Wishing to repeat the course as an audit, retaking examinations, and resubmitting forums/posts/work, etc., for improved grade
- Issuing an Incomplete as a substitute for a failing grade
- Courses where normal course work extends outside the scheduled term (internships, thesis, clinical, research, etc.)

An incomplete grade may not be considered passing for the purposes of determining academic standing, federal financial aid eligibility, athletic eligibility, and other purposes. Students with incomplete grades are not eligible for Dean's List. If an incomplete grade is completed during the next academic term, and the student meets the criteria for the Dean's List, the student will be added to the Dean's List retroactively.

The grade of "I" may be awarded only at the end of a term, when all but a minor portion of the course work has been satisfactorily completed. The grade of "I" is not to be awarded in place of a failing grade or when the student is expected to repeat the course; in such case, a grade other than "I" must be assigned. Students should make arrangements with the instructor to receive an Incomplete grade before the end of the term. If a grade of "I" is converted to a punitive grade, the punitive grade cannot be changed after the Incomplete process has been completed.

Incomplete for Special Circumstances Policy (Online Only)

An Incomplete for Special Circumstances (ISC) is for those students who encounter unusual circumstances that prevent them from completing a course. An ISC can be up to 60 days in length and has no fee requirements.

- The student's circumstance must involve an unusual or critical circumstance such as military deployment, military permanent change of station, major surgery, natural disaster, family emergency, death in the immediate family, or temporary additional duties and job relocation.
- The student must submit official documentation that substantiates the circumstance and indicates the dates that the student will be affected. Requests that are received without support documentation will not be considered. Examples of acceptable documentation are:
 - Medical documentation by a licensed practitioner
 - Military deployment notice documentation
 - Officially signed letter from a Unit/Battalion Commander or Employer
 - Death certificate
 - Any other documentation deemed acceptable to Waldorf University
- The Incomplete for Special Circumstances Request form, located in the myWaldorf Student Portal, should be completed and submitted to Waldorf University via email to students@waldorf.edu. It must be dated within five (5) days of the student's ability to contact Waldorf University. The Vice President for Academic Affairs (VPAA) or designee may grant exceptions for the form-filling deadline based on individual student need.
- Unless the Military Deployment Policy is applicable, the student must be able to complete the course within a maximum of 60 days from the course end date. If the unusual circumstance does not allow the completion of the course within a 60-day extension period, the student should contact Student Services at students@waldorf.edu and discuss withdrawing from the course. However, the request to withdraw must be submitted prior to the original end date of the course. These are important facts concerning an Incomplete for Special Circumstances Request:
 - Waldorf University allows a maximum of two Incompletes for Special Circumstances events per calendar year. Students are not granted in excess of one ISC per course.
 - An ISC forfeits the option to withdraw from the course.

Appeals may be sent to the attention of the Vice President for Academic Affairs (VPAA) or designee. The student must be successfully completing

course requirements at the time of the request (earning a passing grade for assignments completed).

- Assignments not completed during the timeline received a grade of zero (0).
- If an ISC is granted, a course grade of "I" will be assigned and may affect future course enrollments, Satisfactory Academic Progress hours attempted, and Federal Student Aid (FSA).
- Request for ISC must be submitted prior to the original end date of the course.

To request an ISC, the student must complete and submit the Incomplete for Special Circumstances Request form found in the myWaldorf Student Portal. The reason for the extension, the student's plan for completion, due dates for each assignment, and the anticipated date of completion of all course work are required on this form. Students are highly encouraged to discuss and plan incomplete coursework deadline with the course instructor in advance and before submitting the request form to the University. Students will be held to the revised assignment due dates in the same manner as the original course weekly deadlines. Please note that approval is not automatic. The course faculty member and the Vice President for Academic Affairs (VPAA) or designee must approve each request. The student and course faculty member will determine the appropriate amount of time for course completion, which may be granted upon ISC request approval. All course requirements must be satisfied within the allotted time period.

If it is apparent that a student is not profiting from attendance, the Vice President for Academic Affairs may dismiss a student without any waiting period regardless of the ISC request

Should an extenuating circumstance occur that dictates the need for additional time while on an ISC, students should reach out to the Student Services Department to obtain the Incomplete Course Extension Request Form. It is the responsibility of the student to submit this form, along with supporting documents (if applicable), to Students@waldorf.edu when making a request for additional time while on an Incomplete. Late, unfinished or partial requests submitted will not be processed or reviewed. The online ISC form can be accessed in the myWaldorf Student Portal. The PDF form and supporting documentation must be submitted to Student Services for processing by email to students@waldorf.edu or by mail to:

Waldorf University
 Attn: Student Services
 P.O. Box 3269
 Orange Beach, AL 36561

Please remember, request forms received without supporting documentation will not be considered or reviewed.

Waiver—Incomplete Grade Policy Exception (Online Only)

Students enrolled in the online modality will not be allowed to register for additional course(s) or subsequent terms until the incomplete course(s) have been completed. However, a waiver to this policy may be granted by the University Registrar, Online Registrar, or designee, if all of the following condition have been met:

- If the student is in an undergraduate program, they must have a cumulative grade point average (CGPA) of 2.5 or higher.
- If the student is in a master's program, they must have a cumulative grade point average (CGPA) of 3.5 or higher.
- The student must have completed 75% or more of the required coursework (i.e.: quizzes, assessments, homework, papers, tests, presentations, etc.) in the online term where the incomplete has been requested, and some work must be completed in Units 6, 7, or 8.
- The course extension requested is less than twenty-eight (28) calendar days following the end of the online term in which the incomplete grade is being requested.
- The student must be meeting all standards set forth by the University's Satisfactory Academic Progression (SAP) policy.
- The student must not be on academic warning or academic probation during the online term of request or subsequent term.
- The student must have all "official" transcripts on file with the Registrar's Office.
- If the student is in an undergraduate program, the student may not register or be enrolled in more than 3.0 semester hours of course work in the subsequent term. The student's financial aid will be revised to reflect the half-time status for the subsequent term.

- If the student is in a graduate program, the student may not register or be enrolled in more than 3.0 semester hours of course in the subsequent term. The student's financial aid will be revised to reflect the status for the subsequent term.

If it is apparent that a student is not profiting from the Incomplete Exception, the Vice President for Academic Affairs may dismiss a student without any waiting period.

In-Progress Grade Policy (Residentially Only)

An "In-Progress" grade is given for a course that is taught in semester sequence in which the grade is assigned at the completion of the entire sequence. The course is given credit each semester in terms of course load credit for enrollment purposes but the student does not receive credit towards graduation until the course has been completed.

An In-Progress grade may not be considered passing for the purposes of determining academic standing, federal financial aid eligibility, athletic eligibility, and other purposes. Should the student request or receive an incomplete grade during the sequence of courses, the student would follow the guidelines and policies surrounding an incomplete grade. If a student fails to complete the work satisfactorily within a period of 28-calendar days following the conclusion of the semester, the grade is changed to a failing grade of "F" and the guidelines and policies surrounding the failing grade would apply. If a grade of "IP" is converted to a punitive grade, the punitive grade cannot be changed after the In-Progress process has been completed.

The following types of courses are authorized to utilize the "IP" grade designation:

- Internships, including those with practicums (All Majors)
- Thesis (All Majors)
- Seniors Shows and Portfolios (Art Majors)
- Student Teaching/Clinical (Education Majors)*
- Recital/Concert (Music Majors)
-

Policy Example with "Education plus Addendum" for Clinical Courses/Student Teaching Courses: Students receiving an "IP" grade for a clinical course, or a student teaching course may be given a 28-calendar day extension following semester to complete the work. If a student fails to complete the requirements of their clinical or student teaching placement at the end of the 28-calendar day extension, the "IP" grade will be changed to the grade of "F". An Addendum Exception may be submitted to the VPAA and University Registrar requesting an extension due to the closure of school sessions (primary or secondary).

Addendum Exceptions may be granted by special request with written submission to the Academic Dean/VPAA and the University Registrar.

The grade W indicates that permission was granted to withdraw from a course for which the student was registered. The student must submit a completed Course Withdraw Form to the Registrar's Office prior to the last day to withdraw from a class date as listed in the catalog.

If a grade of "IP" is converted to a punitive grade, the punitive grade cannot be changed after the In-Progress process has been completed.

If it is apparent that a student is not profiting from the In-Progress exception, the Vice President for Academic Affairs may dismiss a student without any waiting period.

Grade Point Average

The grade point average (GPA) is computed by dividing the total number of quality points by the total number of hours completed.

Pass/Fail Grading—Residential Only

The primary purpose of the Pass/Fail Grading Option is to encourage students to enroll in courses in areas they would normally avoid because of lack of background. Twelve (12) credits may be taken Pass/Fail (does not include internships); no courses may be taken Pass/Fail from a student's major (includes teaching endorsements/concentrations) or the Core

Curriculum; one (1) course from a student's minor may be graded Pass/Fail; Pass/Fail grading is not available for Freshmen; the grade P or F will be recorded on the transcript; a grade of P indicates that a grade of C- or higher was earned and is used for credits but not for determining grade point average; a grade of F indicates that a grade of D+ or lower was earned and is not assigned credits but is used for determining the grade point average; the student must authorize Pass/Fail grading with the Registrar's Office by the end of the drop/add period for the semester; the student may change from the Pass/Fail grading option through the withdrawal date for the semester. Certain courses are designated only Pass/Fail by a department

Dean's List

Full-time undergraduate students who have attained a grade point average of 3.50 or better and have completed a minimum of 12 residential/6 online semester credits will be included on the Dean's Honor List for the semester/term. Students may opt for their names and Dean's List designation to be sent to their hometown newspapers by completing the Hometown News Release Authorization form, located at waldorf.edu/hometown-news-release. For more information, please contact the Vice President for Academic Affairs Office.

Good Academic Standing—Graduate Level

To remain in good academic standing at the graduate level, students maintain a minimum CGPA of no less than a 3.00 and be meeting all three standards of the Satisfactory Academic Progress Policy (SAP). Students must make grades of B or higher in all of their graduate course work.

Academic Support Program (ASP)—Residential Students Only

Waldorf students are required to meet the minimal academic progress standards and guidelines set by the University and the Department of Education. Any student who does not meet these standards at any time while attending Waldorf University will be required to follow the policy and procedures set forth in the minimal progress standards. This may include participating in the Academic Support Program (ASP). A fee is required for the semesters during which students participate in the program (see section on Fees and Charges for details).

Students who are required to participate in the program include those who did not meet the minimum acceptance requirements when applying to Waldorf University, and those students who fall below minimum academic standards while attending the university. New students who have a high school cumulative GPA below 2.2 may be admitted under the condition they participate in ASP. Students on academic warning or academic probation are automatically placed into ASP..

If it is apparent that a student is not profiting from attending Waldorf University, the Vice President for Academic Affairs (VPAA) may dismiss a student without any waiting period.

For more information, please contact the Academic Achievement Center (AAC) located on the 2nd floor of the Atrium.

Waldorf University Academic Dismissal Policy

Waldorf University reserves the right to dismiss any student whose academic progression is substandard. Factors considered will include, but are not limited to, the number of failing grades, past academic performance, the number of withdrawn courses, and the probability of achieving satisfactory academic standing within a reasonable time frame. Students are subject to academic dismissal from their academic program for a full calendar year should their CGPA and/or semester / term GPA falls below 1.0 or if the student withdraws from the majority of core courses within the last rolling 12 Online / 24 Residential semester credit hours (not to include sports, lessons, fine arts, and other extra co-curricular activities).

After one (1) full calendar year from the dismissal, a student may appeal for academic restoration of studies by reapplying for admission to the University with an appeal as to what has changed in the last year for the student to increase their success in their studies at Waldorf University. After receiving the reapplication and appeal request, the Admissions and

Academic Progress Committee will review the student's record for SAP standards and standards need to be worked towards to reach those standards.

Satisfactory Academic Progress Policy (SAP)

Federal regulations require Waldorf University to establish and apply reasonable standards of Satisfactory Academic Progress (SAP) for eligible students to receive financial assistance under the programs authorized by Title IV of the Higher Education Act. Waldorf University students who wish to be considered for financial aid must:

- Be in good standing at Waldorf University and
- Maintain satisfactory academic progress in their program of study as set forth in this policy.

SAP is a Federal Student Aid eligibility requirement and is administered by the university in addition to the academic standards of performance required under the Waldorf University Satisfactory Academic Progress (SAP) policy. The SAP policy is reviewed annually by the University Registrar. Students are evaluated at the end of every semester/term for SAP. All students are evaluated on three standards: grade point average (qualitative measure), semester hours completion ratio (quantitative measure), and maximum timeframe. To maintain eligibility under SAP, students must meet all three standards.

If it is apparent that a student is not profiting from attending Waldorf University, the Vice President for Academic Affairs may dismiss a student without any waiting period.

Standard 1: Grade Point Average (Qualitative Measure)

Students must maintain a minimum qualitative measure of progress defined as the Cumulative Grade Point Average (CGPA)—see chart below for undergraduate progression. Undergraduate students must maintain a 2.0 CGPA at the conclusion of their fourth semester or eighth term of attendance. Graduate students must maintain a CGPA of 3.0 at all times.

	CGPA	Credits
End of First Semester or End of Term 1 or 2	1.80	12
End of Second Semester or End of Term 3 or 4	1.90	24
End of Third Semester or End of Term 5 or 6	1.95	36
End of Fourth Semester or End of Term 7 or 8	2.00	48
End of Fifth Semester or End of Term 9 or 10	2.00	60
End of Sixth Semester or End of Term 11 or 12	2.00	72
End of Seventh Semester or End of Term 13 or 14	2.00	84
End of Eighth Semester or End of Term 15 or 16	2.00	96
End of Ninth Semester or End of Term 17 or 18	2.00	108
End of Tenth Semester or End of Term 19 or 20	2.00	120

Credits pertain to successfully completed courses which apply toward the degree. Successful completion is defined as earning a grade of A, B, C, or D. Grades of F, W, I, IP or AU do not constitute successful completion.

If a residential student earns less than a 1.00 GPA after the first semester and earns less than 10 credits, the student will be dismissed from the University. If an online student earns less than a 1.00 GPA after the first term, the student will be dismissed from the University.

Developmental studies (DEV) courses with a course number below 100/1000 do NOT apply toward graduation.

Standard 2: Semester Hour Completion Ratio or PACE (Quantitative Measure)

Students (either full-time or part-time) must earn and achieve a passing rate of at least Two-Thirds or 66.66666 percent of all hours attempted to demonstrate proper pace and to maintain satisfactory academic progression (SAP) standards. Hours attempted include completed courses, repeated courses, withdrawals, and incompletes. Transfer credit, if applicable, is also calculated in the completion ratio.

Students are evaluated at the end of every semester/term for SAP. Students who have not met the conditions for satisfactory academic progress will be placed on academic SAP warning for the following semester/term. Students on SAP Warning status will continue to be eligible to receive federal aid for this additional semester/term. Students on SAP Warning status who fail to meet SAP standards at the end of the semester/term will be dismissed from the university.

All students on academic SAP warning must take part in the Academic Support Program (ASP). If the student does not attain the minimum cumulative grade point average (CGPA) and/or the minimum cumulative credits by the end of the warning semester/term, the student will be dismissed from the University.

Standard 3: Maximum Timeframe

Students must complete their degree program within 150 percent of the semester/term hour requirements for the degree program.

Students must complete an associate degree within a maximum of 90 semester hours and a bachelor's degree within a maximum of 186 semester hours (residentially) and 180 semester hours (online), and a graduate degree within a maximum of 54 semester hours (online). Students who are unable to complete their degree program within the timeframe limitation will no longer be eligible to use Title IV Aid to cover any costs associated with completing their degree program. Transfer credit, if applicable, is also calculated in the maximum timeframe calculation.

Transfer Credits

Transfer credits accepted toward the student's degree program will be included when calculating the SAP Maximum Timeframe and quantitative progress. This includes credit for English as a Second Language (ESL) and remedial courses, if accepted toward the degree program.

Repeated Courses

Students receiving Title IV Aid may repeat a course, as allowed under the Waldorf University Satisfactory Academic Progress policy. Repeated courses will count toward the quantitative and maximum timeframe SAP standards. Federal Student Aid allows a student to retake a non-failed course and receive federal aid for that course one time.

Incomplete Grades

Students receiving Title IV Aid may receive incomplete grades, as allowed under the Waldorf University Satisfactory Academic Progress policy. Incomplete grades will count toward the quantitative and maximum timeframe standards of SAP.

Change of Program

All periods of enrollment will count when assessing a student's satisfactory academic progression (SAP). All attempted credit hours will be included in the determination of a student's satisfactory academic progression when a student makes a change in their degree program or field of study in the same degree level (i.e.: Bachelor to Bachelor).

Second Bachelor's Degree

Undergraduate students must complete their degree program within 150 percent of the semester hour requirements for the degree. Transfer credit, if applicable, is also calculated in the maximum timeframe calculation. Students pursuing a second bachelor's degree are not eligible to receive Federal SEOG or Federal Pell Grants.

SAP Evaluation

Students are evaluated at the end of every semester/ term for SAP. Students who have not met the conditions for satisfactory academic progress (SAP) will be placed on academic warning for the following semester/term and will be expected to work with their academic advisor to discuss enrollment options. Students on SAP Warning status will continue to be eligible to receive federal aid for this additional term. Students on SAP Warning status who fail to meet SAP standards at the end of the semester/term will be dismissed from the university.

Appeal Guidelines

Students dismissed upon failing SAP may appeal their dismissal to the Admissions and Academic Progress Committee if they have extenuating circumstances during the period of academic substandard performance and are able to provide supporting documentation. Appeals may be filed by faxing the appeal to the attention of the Vice President for Academic Affairs or to the Office of the Registrar at:

Residential (641) 585-8194 or registrar@waldorf.edu
Online (251) 224-0554 or associate.registrar@waldorf.edu

The appeal must include the reason(s) why the student failed to meet satisfactory academic progress and what will change to allow the student to meet the standards at the next evaluation. The committee will make every effort to consider each appeal carefully and provide a decision within seven to 10 business days. The committee will make one of the following decisions regarding the student's appeal:

- The appeal will be denied; the student's academic dismissal is upheld and student will no longer be eligible for financial aid.
- The appeal will be granted and the student placed on Academic Probation for one semester/term; the student should be able to meet satisfactory academic progress by the end of the probationary term. If the student does not meet satisfactory academic progress at the end of the probationary semester/term, the student will be dismissed.
- The appeal will be granted and the student will be placed on an Academic Plan because satisfactory academic progress cannot be met within one semester/term. The Academic Plan, monitored on an individual basis, will ensure that the student will be able to meet satisfactory academic progress by a specific point in time, will have set conditions, and can be evaluated at whatever periods as determined by the plan or at a minimum at the end of every semester/term. The student will be dismissed when he/she fails to meet the conditions of the Academic Plan.

Students on academic probation or academic plan may be required to retake courses in which "D" or "F" grades were received, take a reduced credit-load, and/or become involved in special programs and/or have restrictions place on extra- curricular campus activities (athletics, fine arts, etc.). They are also required to submit periodic academic progress reports.

If it becomes apparent that a student is not profiting from the course, as evidenced by poor attendance or poor performance, the Vice President for Academic Affairs may dismiss a student without any warning period at any point during the semester/term.

A part-time student (carrying less than 12 semester credits (residentially)/6 semester credits (online) in a semester/ term) shall be placed on academic warning if, at the end of any semester/term, he or she has a cumulative grade point average (cgpa) less than 2.00. During the next semester/term, if the student does not receive a 2.00 GPA and/or complete at least 67% of their coursework, the student is dismissed from the University. The student may appeal the dismissal and follow the same appeals process found above in the full-time satisfactory academic progress appeals process.

Part-time students on academic probation may be required to retake courses in which "F" or "D" grades were received, take a reduced credit-load, become involved in special programs, and/or have restrictions place on extra-curricular campus activities (athletics, fine arts, etc.). They are also required to submit periodic academic progress reports.

If it becomes apparent that a part-time student is not profiting from the course, as evidenced by poor attendance or poor performance, the Vice President for Academic Affairs may dismiss a part-time student without any warning period at any point during the term.

Changes in Registration

Residential

To add or drop a course, a student must obtain a Add/Drop/Withdraw form from the Registrar's Office and secure the signatures of his/her advisor and the instructor of the course. Courses dropped during the first ten (10) days of the semester will not appear on the student's record. Courses may be added to the student's record during the first five (5) days of the semester. This is called the Drop/Add period. A student who withdraws from a course after the first ten (10) weeks of classes will receive a grade of W (Withdrawal). Students have until the end of the ninth week to withdraw from a full semester course or the middle of the fourth week for a half-semester course. Please review the Academic Calendar in the Waldorf University catalog for more information on specific dates for all drop/add and withdraw periods.

Courses dropped without following these procedures, or after the stated deadlines are recorded as F grades. Please review the Academic Calendar in the Waldorf University catalog for important registration dates and deadlines.

Students who enter a class after the first meeting of the class due to a change in registration, late registration, or for other reasons will be considered absent from the beginning of the semester and must make up all work missed.

If a student's class load drops below 12 hours, he/she may be asked to move out of the residence halls. Students who reside on campus and fall below 12 hours must receive special permission to reside on campus by the Dean of Students.

If a student's class load drops below 12 hours, it may affect athletic eligibilities and cause changes in their financial aid. Please consult with the Financial Aid Office and/or coach for details.

Online

Students who wish to drop/withdraw from the institution are encouraged to complete the Course Drop/Withdrawal Form located in myWaldorf Student Portal; however, students may withdraw in any manner by contacting the Office of the Registrar. Courses dropped during the first week of the term will not appear on the student's record. A student who withdraws from a course after the first week of classes will receive a grade of W (Withdrawal). Students have until the end of the term to withdraw from a course. If no assignments are submitted in the last 21 days of the term and the student receives a failing grade, the student will be withdrawn from the course and a grade of WF will be assigned. Grades of WF count in the calculation of the student's GPA the same as a grade of F. WF also is counted in attempted hours. Please review the Academic Calendar in the Waldorf University catalog for important registration dates and deadlines.

Leave of Absence Policy (Online)

Students unable to enroll in one or more terms may apply for a temporary Leave of Absence (LOA) from the University. This policy is designed to allow a student the flexibility to take a temporary break from their academic program and upon return a student will not be required to apply for readmission to the University. A student will not be granted a LOA in the middle of a term; therefore, for purposes of Title IV, a student granted a temporary LOA will be considered withdrawn from the University during this time. A student is expected to complete all courses if currently enrolled in a term and apply for a LOA to begin at 24 ACADEMIC INFORMATION the start of the next term in the academic program. If a student is having difficulty or unable to complete all courses in the term, the student may apply for an incomplete or an incomplete for special circumstance, or the student may withdraw, in which case a Return of Title IV calculation may be required. A student may apply for a LOA by submitting the Leave of Absence Request Form located in the myWaldorf Student Portal. All requests must be submitted a minimum of three weeks prior to the start of the term a student will be unable to attend. A temporary LOA from the University will only be granted to a student planning to return to their academic program at the end of the LOA. In addition, the LOA request may not exceed more than two consecutive terms within a 12 month period. A student may request more than one LOA during the student's academic program not to exceed two terms within a 12 month period. A student may

return from a LOA early and resume enrollment in the next available term or enrollment period. Important facts concerning a Leave of Absence:

For purposes of Title IV, a student will be considered withdrawn from the University while on a LOA; therefore federal student loans are not eligible for an in-school deferment; • A student will not be eligible to receive federal student aid while on a LOA; • A student who fails to return from a LOA will be required to reapply for admissions to the University after a period of 12 months of inactivity in their academic program.

Withdrawal from the University

A student who for any reason finds it necessary to withdraw from the University during the course of any semester initiates the application for withdrawal in Office of Retention (residentially located in the AAC) or with their Academic Advisor (online students only). A student who fails to follow this procedure may not be considered honorably dismissed.

Refunds are based on the date on which the withdrawal application was approved.

Transcripts

A transcript of credit and statement of honorable dismissal will be sent upon written request from the Registrar's Office for students who are in good standing. However, the University reserves the right to withhold transcript of record, certification of graduation, and/or certification of credits until all university obligations have been fully settled, including past due Federal Perkins loans. Transcripts will be furnished at ten (\$10) dollars each. The standard processing time for all requests is 3-5 business days. Please consult with the Registrar's Office for additional information regarding alternative delivery methods and processing times. Transcripts may be requested online at parchment.com/u/registration/32403/institution

Transfer of Credit to Waldorf

Waldorf University allows transfer credits from other accredited institutions of higher learning, training, and relevant professional licenses and certificates. They will be evaluated according to the nature and quality of work presented as judged by the University Registrar or their designee through official transcripts as recognized by the U.S. Department of Education Office of Post-Secondary Education (USDE-OPE), the Council for Higher Education Accreditation (CHEA), the American Council on Education (ACE), and the professional code of review standards set forth by the American Association of Collegiate Registrars and Admissions Officers (AACRAO).

Students who have earned an Associate of Arts (A.A.) degree from an accredited institution will have their degree considered for meeting all general education core requirements with the exception of two religion courses and any specific courses required by the individual major area of study. Courses with D grades will be accepted within the Associates of Arts degree; however, transfer credit will not be recognized for those courses unless the total transfer credit awarded is less than or equal to the credits required to achieve Junior classification status. Students holding any other Associate's degree other than an Associate of Arts degree are not exempt from the general education core requirements.

If a student has completed courses comparable to Waldorf courses and successfully completed those courses with grades of C or better, then they will be considered for transfer credit. All coursework earned within a major or minor must have a grade of C- or higher to be considered for graduation.

Up to 75-percent of undergraduate courses can be transferred into an undergraduate degree program based upon the degree requirements. Among the acceptable credits may be Advanced Placement (AP) tests, College Level Examination Program (CLEP), Prometric DSST Exams (DANTES), prior college credit, technical credit, military service credit, professional/life learning credit, and/or credit by examination.

All required internships and student teaching must be completed at Waldorf University to earn a Waldorf University degree. Departments may have additional requirements for admission and completion in a major.

Grades earned in courses accepted for transfer are not included in the grade point average and are not used in computing academic honors, but the credits count toward the total number required for graduation.

Please see the Graduate Admissions section for information regarding the Graduate Transfer Credit Policy.

Academic Credit for College Equivalent Learning (ACCEL)

An individual with significant experience in the workplace or in other than college-sponsored training programs may be eligible to convert the knowledge obtained from that experience into academic college credit when it is equivalent to learning that takes place in the classroom.

Applicants for ACCEL credit must have completed the admissions process before applying for credit. Interested individuals should contact the Registrar for an ACCEL advisor who teaches the equivalent course. The advisor will explain the necessary portfolio materials. When the applicant has completed the documentation for the experience and the advisor has given preliminary approval, the portfolio will be viewed by a temporary committee for quality assurance. The Committee will be composed of the Registrar, the ACCEL advisor, and another faculty member of the department for which credit is requested.

If the experience is approved, credit will be given but not a grade. There is a \$50.00 per course fee for the credit to be put on the student's transcript.

Advanced Placement (AP) Program

Credits from Advanced Placement courses in which at least a "3" has been earned on the final examination are accepted by Waldorf University.

College-Level Examination Program (CLEP) and DANTES Subject Standardized Tests (DSST)

The College-Level Examination Program and the DANTES Subject Standardized Tests provide students the opportunity to earn credit outside the classroom by demonstrating academic achievement through examination.

Waldorf University grants credit for both subject and general examinations of CLEP and DSST with the stipulation that the departments concerned will determine the course credit allowed and the score to be achieved to be acceptable.

Residential transfer orientation is provided through the Office of Student Life.

The Family Educational Rights and Privacy Act (FERPA){xe "FERPA"}

The Family Educational Rights and Privacy Act of 1974 protects the privacy of student education records. The FERPA Act provides for the right to inspect and review education records, the right to seek to amend those records and to limit disclosure of information from the records. The intent of the legislation is to protect the rights of students and to ensure the privacy and accuracy of education records. The Act applies to all institutions that are the recipients of federal aid administered by the Secretary of Education.

What rights does FERPA afford students with respect to their education records?

- The right to inspect and review their education records within 45 days of the day the university receives a request for access.
- Students should submit written requests to the Office of the Registrar and identify the record(s) they wish to inspect. The staff of the office will make arrangements for access and notify the student of the time and place where the records may be inspected. If the requested records are not maintained by the Registrar's Office, the student will be notified of the correct official to whom the request should be addressed.
- The right to request an amendment to the student's education records that the student believes are inaccurate or misleading.
- Students may ask the university to amend a record that they believe is inaccurate or misleading. They should submit the request in writing to the Registrar's Office and 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 will be provided to the student when notified of the hearing.
- 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. The University Registrar will determine the "legitimate educational interest" on a needs basis.
- The right to file a complaint with the U.S. Department of Education concerning alleged failures by the university to comply with the requirements of FERPA. The name and address of the Office that administers FERPA is:

Family Policy Compliance Office
 U.S. Department of Education
 400 Maryland Ave., SW
 Washington, D.C. 20202-5920

Who is protected under FERPA?

Students who are currently enrolled or formerly enrolled regardless of their age or status with regard to parental dependency are protected under FERPA. Students who have applied but have not attended an institution and deceased students do not come under FERPA guidelines.

What are education records?

With certain exceptions, an education record is any record (1) from which a student can be personally identified and (2) maintained by Waldorf University. A student has the right of access to these records.

Education records include any records in whatever medium (handwritten, print, magnetic tape, film, diskette, etc.) that are in the possession of any school official. This includes transcripts or other records obtained from a school in which a student was previously enrolled.

What is not included in an education record?

- Sole possession records or private notes held by school officials that are not accessible or released to other personnel,
- Law enforcement or campus security records that are solely for law enforcement purposes and maintained solely by the law enforcement unit,
- Records relating to individuals who are employed by the institution (unless contingent upon attendance),
- Records relating to treatment provided by a physician, psychiatrist, psychologist or other

recognized professional or paraprofessional and disclosed only to individuals providing treatment,

- Records of an institution that contain only information about an individual obtained after that person is no longer a student at that institution.

What is directory information?

Waldorf University may disclose information on a student without violating FERPA if it has designated that information as "directory information." At Waldorf University this includes a student's:

- Name
- Home Address (City, State/Country)
- Parent Name(s)
- Parent(s) Home Address (City, State/Country)
- Campus Mail Box
- Waldorf University Email Address (residential only)
- Major(s)/Minor(s)
- Dates of Attendance
- Degree Awarded and Date Awarded
- Honors and Awards Received
- Participation in officially recognized activities and sports
- Current Enrollment Status (Full-time/Part-time)
- Class Standing Freshman, Sophomore, Junior, Senior, etc.)
- Expected Graduation Date

How does a student authorize release of their education record in the form of an academic transcript?

Students must authorize the release of their transcript by written request with signature or by completing and signing a transcript request form available in the Registrar's Office, or by ordering online through the Waldorf University web-site (E-Signature required). There may be fees associated with transcript requests. Contact the Offices of the Registrar's for additional information.

Who may have access to student information?

- The student and any outside party who has the student's written permission.
- School officials (as defined by the University) who have "legitimate educational interests."
- Parents of a dependent student as defined by the Internal Revenue Code.
- A person in response to a lawfully issued subpoena or court order, as long as the University makes a reasonable attempt to notify the student first. Normally, the University will comply with a subpoena after two weeks have elapsed from the day the subpoena was received. For legal questions, please contact the Office of the Vice-President Business Affairs at 641.585.8496.
- State and local education authorities ("Federal and State Authorities") may allow access to your records and personally identifiable information without your consent to any third party designated by a Federal or State Authority to evaluate a federal or state supported education program, as well as to researchers performing certain types of studies.

When is the student's consent not required to disclose information?

When the disclosure is:

- To school officials (defined in policy) who have a "legitimate educational interest,"

- To federal, state, and local authorities involving an audit or evaluation of compliance with educational programs,
- In connection with financial aid; including Veterans' benefits,
- To organizations conducting studies for or on behalf of educational institutions,
- To accrediting organizations,
- To comply with a judicial order or subpoena
- In a health or safety emergency,
- Releasing directory information,
- Releasing the results of a disciplinary hearing to an alleged victim of a crime of violence

For additional information, please contact:

Office of the University Registrar
106 South Sixth Street
Forest City, Iowa 50436

641.585.8696
registrar@waldorf.edu

Campus Security / Crime / Fire Report

The required campus security report is prepared annually and posted on the Waldorf website. This report contains information about measures the University has taken to provide for student and employee safety and ways students and employees can contribute to a safe environment. The report describes the relationship between campus security and the local police. It also contains campus crime and fire statistics for the past three years. The report is available to the public upon request from the Office of Student Life or can be found on the university web page under "campus security."

For the Residential Code of Conduct, please see the Waldorf University Student Handbook or contact the Office of Student Life for assistance.

Nondiscrimination Policy

Waldorf University does not discriminate on the basis of race, color, national origin, sex, age, religion, sexual orientation, or disability in admission or access to, or treatment or employment in, its programs and activities. Any person having questions concerning Waldorf's compliance with the regulations implementing Title VI, Title IX, Section 504, or ADA is directed to contact the Dean of Students at:

Dean of Students, Waldorf University
106 South Sixth Street
Forest City, IA 50436-1713
641.585.8161

The Dean of Students has been designated to coordinate efforts at Waldorf to comply with these regulations. Any person may also contact the Assistant Secretary for Civil Rights, U.S. Department of Education.

Notice of Program Accessibility

Waldorf University is committed to providing all of its students, faculty, staff, and visitors with equal access to its programs, events, and facilities. To this end, and in compliance with Section 504 of the Rehabilitation Act of 1973 and the Americans With Disabilities Act of 1991, the University is making modifications to its buildings and grounds in such reasonable manner as to provide access for the disabled and stands ready to supply to students and employees, including those with limiting visual or hearing impairments, such auxiliary aids, modifications in classroom locations, and/or adjustment of classroom techniques and practices as will allow equal access to the regular program and degree objectives offered by the University. Requests for information or for modifications beyond those already completed or for assistance to accommodate individual needs should be made to:

Dean of Students, Waldorf University
106 South Sixth Street
Forest City, IA 50436-1713
641.585.8161

STUDENT IDENTITY VERIFICATION POLICY

In compliance with the provisions of the United States Federal Higher Education Opportunity Act (HEOA) of 2008, Public Law 110-315, concerning the verification of student identity in distance education, Waldorf University has established processes to verify that a student registered in a distance education or correspondence education course or program is the same student who participates in and completes the program and receives the academic credit. The Student Identity Verification Policy is applicable to all Waldorf University students beginning with the application for admission and continuing through graduation, transfer, or withdrawal from the university.

Identity Verification Methods

Students enrolled in courses or programs offered through distance education or correspondence education are subject to one or more of the following student identity verification methods:

- Government-Issued Photo Identification**
Students sitting for a proctored final examination are required to provide government- issued photo identification (i.e. driver's license or other governmental agency issued photo identification.)
- Secure, Individual Login and Passcode**
Students are assigned a secure, individual student identifier and password upon enrollment to Waldorf University. These assigned identifiers are used to access Blackboard, Waldorf University's Learning Management System (LMS), to complete coursework and myWaldorf Student Portal to access course grades and related information.
- Proctored Examinations**
Use of a Waldorf University approved proctor, or Remote Proctor Now, is required for all final examinations, pursuant to the Final Examination Policy.
- Administrative or Academic Practices**
Students are subject to identity verification, at the institution's discretion, through use of personally identifiable information provided by the student upon application to the University. Students must provide their assigned Student Identification Number, along with a secondary source of personally identifiable information when contacting the institution. In addition, faculty may commence verification of student identity following review of student work. Changes in academic performance or writing style may be monitored and prompt a request for identity verification.

Protection of Student Information

Waldorf University practices methods of student identity verification that protects the privacy of student information. Additional facts pertaining to security of information can be found within the Technology Policy, under the Security of Information heading.

Notification of Student Fees

Students will be notified at the time of registration of any fees associated with verification of student identity. Proctoring services and associated costs are the responsibility of the student.

ACADEMIC INTEGRITY

Academic Integrity Policy

Waldorf University expects that the spirit of honesty, fair play, intellectual curiosity and pursuing truths in looking at knowledge in new ways, guides faculty and students in fulfilling learning objectives through academic assignments. If a student appears to be exhibiting academic dishonesty, the University anticipates that the student and the respective faculty member will engage in consultation and possible resolution appropriate to better understanding and resolving a particular situation.

Academic Integrity Violation (AIV)

- **Academic Dishonesty** includes, but is not limited to, cheating, contract cheating (buying papers and submitting them), falsification of data, fabrication, duplicate submission, and plagiarism.
- **Plagiarism** is the use of someone else's ideas, words or expressions without due credit. If referring

to their own writing appearing elsewhere, normally no more than one-two paragraphs with citation is appropriate.

Resolution Process

Questionable scholarship and/or inadequate citation of sources does not necessarily mean plagiarism. Diligence is needed by all parties engaged in teaching and learning: clarifying any misunderstanding, as well as identifying violations of policy. When a faculty member reasonably suspects that academic dishonesty has occurred, this approach is to be taken:

The faculty member consults with the student about the situation, in an effort to better understand what has happened. An agreed upon resolution might be reached, or if warranted written notification with details are provided to the Vice President for Academic Affairs (VPAA) or designee. Academic Affairs has records of previous student AIVs and shall share the number of AIVs with the faculty member.

After consultation, the faculty member recommends action to the VPAA/designee.

If needed for further deliberation, the VPAA/designee assures an appropriate appeal process, with the VPAA making the final decision.

First Violation

The student is contacted by the faculty member, preferably by phone (or face-to-face residentially), consulting about circumstance(s) surrounding the situation. Notes on the interaction will be taken, and the faculty member may resolve teaching and learning matters at their discretion. If there is found to be violation of policy, the following may be applied (academic affairs keeps records on academic integrity policy violations).

1. "F" for the assignment, 2. Or "F" for the course 3. Or, if a research paper demonstrates problems with citations, faculty member and student may agree to revise and to resubmit the paper with adjustments, discussing and agreeing on conditions.

Second Violation

The student is contacted by the faculty member, preferably by phone (or face-to-face residentially), consulting with them about the situation. Notes on the interaction are taken. The student will be notified by the faculty member that he/she will participate in a scheduled communication regarding the situation, with the faculty member and the VPAA or designee.

Appropriate action may include: 1. "F" for the assignment, 2. Or "F" for the course. 3. Or, revise and resubmit paper/assignment with agreed upon conditions.

Third Violation

The student is contacted by the faculty member, preferably by phone (or face-to-face residentially) consulting with them about the situation. Notes on the interaction are taken, and the faculty member will send a confirmation email to the student. If the student is found to have committed a third AIV offense, the student will receive an "F" for the course. A scheduled communication with the faculty member and the VPAA will take place. Being expelled from the University at the end of the term in which the violation took place will likely result.

For more information on Academic Integrity, visit the Waldorf Library online.

Forgery Policy

It is the policy of Waldorf University that if prospective or current students alter or forge academic records in any way, they will be denied admittance to or will be expelled from the institution.

Dismissal Policy

Additional causes for immediate dismissal from Waldorf University may include:

- Failure to pay tuition or fees
- Failure to abide by university rules and regulations
- Violation of the Student Code of Conduct

For the Residential Code of Conduct, please see the Waldorf University Student Handbook or contact the Offices of Student Life.

ONLINE STUDENT CODE OF CONDUCT POLICY

Ethical behavior and conduct is foundational to a successful academic career at Waldorf University. The students, faculty, and staff must commit themselves to the highest standards of honesty, trust, fairness, respect, and responsibility. Therefore, any deviation from these standards is a breach of ethics identified in Waldorf's Student Code of Conduct. Furthermore, violation of ethical standards can lead to disciplinary actions.

Students and/or prospective students are responsible to know and comply with the Student Code of Conduct, and other Academic and Student Affairs policies of Waldorf University. In addition, students are expected to demonstrate honesty and integrity with faculty, staff and other students throughout all interactions online and/or at university-sanctioned events, and are expected to meet these standards:

- Exhibit conduct appropriate to a learning environment and to respect the rights, dignity, and worth of every individual in the Waldorf Community.
- Be honest and to be considerate
- Maintain acceptable standards of academic performance.
- Show appropriate concern for one's own personal development.
- Be a responsible member of the Waldorf Community and to accept responsibility for one's own behavior at all times.
- Comply with University policies and regulations as well as local, state, and federal law.

Students are prohibited from engaging in conduct that includes, but is not limited to:

- Violation of the Academic Integrity Policy
- Disrespect of university personnel
- Inappropriate content posted to discussion boards and other university/social media platforms including but not limited to, harassment, prejudice, stalking, offensive language, threats, abuse, insults, or humiliation. No demeaning comments will be tolerated, including, but not limited to, comments on religion, race, age, sexual orientation, and unwanted sexual advances or intimidations.
- Breaches of privacy, hacking passwords or systems, distribution or copying of copyrighted material, plagiarism, unauthorized distribution of instructional materials to other users, use of illegal or unlicensed software.
- Intentional breach of university policy or procedures
- Reproduction of university materials to include course content, assessments, or other materials deemed to be the property of the university
- Using and/or purchasing work that is not his/her own
- Disruptive behavior that hinders or interferes with the educational process
- Harassment or intimidation that has the effect of creating an offensive educational environment for any student, faculty, or staff member
- Conduct that is disorderly, lewd, lascivious, indecent or otherwise inappropriate
- Violation of any local, state, or federal law.
- Displaying harmful or threatening behavior towards students, faculty, or other university personnel.

Online Student Code of Conduct Violation

Investigation

When an alleged violation has occurred, faculty/staff members will work with the student to resolve matters informally. If no agreement can be reached, the faculty/staff member will bring the matter to the Director of Online Student Services, or designee immediately. While an alleged

violation is being investigated, interim action may be initiated including, but not limited to removal from course, university-sanctioned events, and other functions, and/or receive a no contact order.

In those instances where Waldorf determines the conduct does not warrant a specific violation, Waldorf may choose to issue a warning.

In the event of a threat or imminent harm, the university reserves the right to take immediate action prior to the investigation in accordance with sanctions outlined therein.

Notification and Response

A student accused of violating the Student Code of Conduct will be notified by the Director of Online Student Services, or designee, of the specific violation in writing. Students shall be given ten business days to submit a written response to the designated university official indicating responsibility for the accused offense or denying the violation. Failure of a student to respond to the official letter constitutes a violation of the Student Code of Conduct and may result in additional sanctions by the university up to and including dismissal from the university. A student denying the violation(s) will follow the below process.

Review of Response

Reviews shall be conducted according to the following guidelines:

- The Director of Online Student Services, or designee, will be designated to review the response.
- If the student has additional documentation to substantiate their denial of the violation, it should be submitted to the designated university official at this time.
- The determination of the misconduct shall be made on the basis of whether it is more likely than not that the student violated the Student Code of Conduct.
- The evidence in support of the accusations shall be presented, considered, and a decision rendered.

Decision

- The Director of Online Student Services, or designee, will communicate the findings in writing to the student, and faculty member when appropriate.
- In accordance with the requirements under the Higher Education Opportunity Act (HEOA), upon written request, Waldorf will disclose to an alleged victim of a crime of violence, or a non-forcible sex offense, the results of any disciplinary review conducted by the institution against the student who is the alleged perpetrator of the crime or offense.
- In accordance with the requirements under HEOA, in cases of an alleged sex offense, both the accuser and the accused will be informed of the determination involving an alleged sex offense, including any imposed sanction(s).
- A summary report containing findings of fact, decision, and sanctions, will be placed in the student's file. Sanctions Disciplinary sanctions shall be based upon the seriousness of the violation(s) and may include, but is not limited to, warning, probation, loss of academic credit, suspension, and conduct dismissal. Student Appeal Students that are found to be in violation of the Student Code of Conduct after receiving a warning or decision have the right to appeal within five business days. These students should contact Waldorf University's Associate Vice President of Online Operations. The appeal should include justification of why the decision rendered should be overturned, as well as corresponding documentation that will support their request. The appeal decision from AVP of Online Operations, or designee, is final and shall be

communicated directly to the student, and faculty member when appropriate.

Online Student Code of Conduct Violation Process

- Student issue occurs.
- Faculty member attempts to resolve issue informally.
- If not resolved, faculty member will reach out to the Director of Online Student Services, or designee.
- The Director of Online Student Services, or designee will investigate the alleged violation.
- Student will be contacted with the results.
- Student has the ability to appeal in writing within five days to the AVP of Online Operations.
- The AVP of Online Operations will review the appeal and render a decision.
- The decision of the AVP of Online Operations will be communicated in writing and is final.

For the Residential Code of Conduct, please see the Waldorf University Student Handbook or contact the Offices of Student Life.

Final Grade Appeal Policy (Online Only)

The Final Grade Appeal Policy is designed to provide students with a clearly defined avenue for appealing the assignment of a final course grade. A final grade appeal may be submitted following the posting of the final grade and must be accompanied by rationale for the appeal and supporting evidence.

It is the responsibility of the student wishing to appeal a final course grade to discuss the matter with the faculty member who assigned the final grade prior to initiating the grade appeal process.

A student may submit a formal final grade appeal if the following conditions are met:

- The student has attempted to resolve the issue informally with the faculty member who assigned the grade. Note: If the required meeting with the instructor has not taken place, the appeal will be accepted only if the student provides evidence that the student contacted the instructor and (a) has received no reply for five business days, or (b) has been unable to schedule a meeting within 5 business days of the date of contact.
- The grading issues impacts the final course letter grade.
- The student believes that the final course grade was assigned contrary to steps specified by the course syllabus or the faculty member did not apply grading standards equitably during the course.
- The final course grade appeal is submitted no later than 10 business days from the day the final grade was posted.

Students meeting the above criteria may initiate a final grade appeal by submitting the Final Course Grade Appeal Form. This form can be located in the myWaldorf Student Portal. The appeals form, along with supporting evidence, must be submitted via email to students@waldorf.edu. Please allow 24-48 hours for the processing of the initial appeal request.

Appeal Levels

Level I—Online Program Director

If communication with the faculty member does not resolve the grading issue in question, students have the right to appeal the faculty member's decision. The first level of appeal resides with the Program Director that oversees the course in question. After review, a decision will be rendered to the student within five business days of receiving the appeal.

Level II—Associate Dean of Online Programs

Students not satisfied with the Level I decision may submit a Level II grade appeal. The second level of appeal resides with the Associate Dean of Online Programs. The appropriate arbiter will provide a secondary review.

A decision will be rendered to the student within five business days of receiving the appeal. If any arbiter at Level I or II are not available within the given timelines or have already been involved in the process, all appeal levels may be passed to the next level arbiter up to the Vice President of Academic Affairs.

Level III—Appeals Committee

Students not satisfied with the Level II decision may submit a Level III grade appeal. The third and final level of appeal resides with the Undergraduate or Graduate Admissions and Academic Progress Committee, as appropriate. The committee will review the Level III Appeal and render a decision within 7-10 business days. The decision of this committee is final.

Graduate Assistantship (Ga) Policy

Graduate Assistantships (GA) are non-need based, employment—at will positions that are located on the Waldorf University campus in Forest City, Iowa. The Graduate Assistantship involves practical work experience with a high level of responsibility, complementing the student's pursuit of an advanced degree at Waldorf University. Graduate Assistant (GA) activities are performed under the supervision of a Department Director, Faculty Department Chair, or Head Coach. GAs receive a stipend and tuition-free enrollment in Waldorf University's graduate program.

A limited number of Graduate Assistantships are available, and GAs are hired through a competitive selection process.

Any current GA openings are posted on the employment page of Waldorf's website, and the job posting includes application instructions.

GA applicants must be accepted for graduate program admission at Waldorf University prior to applying for a Graduate Assistantship. Once hired, GAs must maintain the Graduate Assistantship by achieving the following on an ongoing basis:

- a. full-time graduate-level enrollment at Waldorf,
- b. good academic standing,
- c. quality performance of the work scope and work hours outlined in the job description, and
- d. successful performance review by the GA Supervisor. GA course enrollment shall be limited to no more than one course per term.

All employment requirements and necessary forms are set forth in the Graduate Assistant Handbook which can be obtained from the Human Resources Manager and/or their designee.

V. UNDERGRADUATE FIELDS OF STUDY AND RESIDENTIAL UNDERGRADUATE DEGREE PROGRAMS

B.A./B.S. CORE CURRICULUM (RESIDENTIAL)

The table below describes the Institutional Learning Outcomes (ILO) and courses expectations for students who begin as a freshman (first time, first year student) and for those who come to Waldorf University with a single or multiple semesters of university/college study.

ILO	Discipline / Course	Credit
Integrative Studies (Writing Intensive)		
First Year Seminar/Orientation (1 credit)		
1, 5	HUM 110: Freshman Seminar	1
Literature (Writing Intensive)		
English (9 credit)		
2, 4	ENG 120: Composition I ▲	3
2, 4	ENG 121: Composition II ▲	3
3, 5	Literature Elective (200 or above)	3
Religion and Philosophy		
Religion and Philosophy (9 credit)		
2, 3, 5	Religion or Philosophy Elective	3
2, 3, 5	PHL 111: Critical Thinking	3
2, 3, 5	REL 435A Life, Meaning, and Vocation	3
Arts, Humanities, and Historical Perspectives		
Humanities (6 credit)		
3, 5	History Elective	3
3, 5	HUM 120: Artistic Expression	3
Natural, Physical, Earth, and Life Sciences		
Science (4 credit)		
2, 4, 5	Science Elective (with Lab)	4
Social and Behavioral Inquiries		
Behavioral/Social Science (6 credit)		
1, 2, 3, 4, 5	Social/Behavioral Science Elective	3
1, 2, 3, 4, 5	Social/Behavioral Science Elective	3
Health and Well-Being		
Wellness (1 credit)		
1, 5	WEL 101: Concepts of Wellness	1
Mathematical Reasoning		
Mathematics (4 credits)		
2, 4	MTH101 or Higher Elective	4
Integrative Studies (Oration/Linguistic Presentation Intensive)		
Speech (3 credits)		

2, 4	Speech Elective	3
Global Sustainability / Perspectives		
Global (3 credits)		
1, 3, 5	Global Elective	3
Non-Disciplinary or Disciplinary Studies		
Elective Credits (18 credits) *		
	3 / 4 Credit Course#: _____	3
	3 / 4 Credit Course#: _____	3
	3 / 4 Credit Course#: _____	3
	3 / 4 Credit Course#: _____	3
	3 / 4 Credit Course#: _____	3
	3 / 4 Credit Course#: _____	3
Total Credits		64

* Any courses not applied to the primary major field of study, with the exception of the Education Department and Teacher's program.

▲ Requirement fulfilled by passing course with a grade not lower than a C (2.00).

Core requirements for students with an Associate of Arts (A.A.)

Students who have earned an Associate of Arts degree from an accredited institution will have their degree considered for meeting all core requirements with the exception two religion courses and any specific courses required by the individual major area of study.

Core and General Education requirements for students with transfer credits or those with A.A.S. or A.S. degrees equivalent to Sophomore, Junior, or Senior classifications will be evaluated on a course-by-course basis equivalent towards the maximum number of credits allowed by the University.

B.A.S. CORE CURRICULUM (RESIDENTIAL)

The table below describes the Institutional Learning Outcomes (ILO) and courses expectations for students who begin as a freshman (first time, first year student) and for those who come to Waldorf University with a single or multiple semesters of university/college study.

ILO	Discipline / Course	Credit
Literature (Writing Intensive)		
English (6 credit)		
2, 4	ENG 120: Composition I ▲	3
2, 4	ENG 121: Composition II ▲	3
Arts, Humanities, Historical, and Religious Perspectives		
Humanities (12 credit)		
3, 5	History Elective	3
2, 3, 5	PHL 111: Critical Thinking	3
2, 3, 5	REL 435A Life, Meaning, and Vocation	3
3, 5	ART, ENG, MUS, PHL, REL, SPC, SPN, or THR Elective	3
Natural, Physical, Earth, and Life Sciences		
Science (4 credit)		
2, 4, 5	Science Elective	4
Social and Behavioral Inquiries		
Behavioral/Social Science (6 credit)		
1, 2, 3, 4, 5	Social/Behavioral Science Elective	3
1, 2, 3, 4, 5	Social/Behavioral Science Elective	3
Mathematical Reasoning		
Mathematics (4 credits)		
2, 4	MTH 101 or Higher Elective	4
Total Credits		32

▲ Requirement fulfilled by passing course with a grade not lower than a C (2.00).

Core requirements for students with an Associate of Arts (A.A.)

Students who have earned an Associate of Arts degree from an accredited institution will have their degree considered for meeting all core requirements with the exception two religion courses and any specific courses required by the individual major area of study.

Core and General Education requirements for students with transfer credits or those with A.A.S. or A.S. degrees equivalent to Sophomore, Junior, or Senior classifications will be evaluated on a course-by-course basis equivalent towards the maximum number of credits allowed by the University.

A.A. CORE CURRICULUM (RESIDENTIAL)

The table below describes the Institutional Learning Outcomes (ILO) and courses expectations for students who begin as a freshman (first time, first year student) and for those who come to Waldorf University with a single or multiple semesters of university/college study.

ILO	Discipline / Course	Credit
Integrative Studies (Writing Intensive)		
First Year Seminar/Orientation (1 credit)		
1, 5	HUM 110: Freshman Seminar	1
Literature (Writing Intensive)		
English (9 credit)		
2, 4	ENG 120: Composition I ▲	3
2, 4	ENG 121: Composition II ▲	3
3, 5	Literature Elective (200 or above)	3
Religion and Philosophy		
Religion and Philosophy (6 credit)		
2, 3, 5	Religion or Philosophy Elective	3
2, 3, 5	PHL 111: Critical Thinking	3
Arts & Humanities		
Humanities (9 credit)		
3, 5	History Elective	3
3, 5	HUM 120: Artistic Expression	3
3, 5	ART, ENG, MUS, PHL, REL, SPC, SPN, or THR Elective	3
Natural, Physical, Earth, and Life Sciences		
Science (4 credit)		
2, 4, 5	Science Elective (with Lab)	4
Social and Behavioral Inquiries / Historical Perspectives		
Behavioral/Social Science (6 credit)		
1, 2, 3, 4, 5	Social/Behavioral Science Elective	3
1, 2, 3, 4, 5	Social/Behavioral Science Elective	3
Health and Well-Being		
Wellness (1 credit)		
1, 5	WEL 101: Concepts of Wellness	1
Mathematical Reasoning		
Mathematics (4 credits)		
2, 4	MTH101 or Higher Elective	4
Integrative Studies (Oration/Linguistic Presentation Intensive)		
Speech (3 credits)		
2, 4	Speech Elective	3
Global Sustainability / Perspectives		
Global (3 credits)		
1, 3, 5	Global Elective	3
Disciplinary Studies		
AA Major Specific Course + Non-Major Elective Credits (18 credits) *		

3 / 4 Credit Course#: _____	3
3 / 4 Credit Course#: _____	3
3 / 4 Credit Course#: _____	3
3 / 4 Credit Course#: _____	3
3 / 4 Credit Course#: _____	3
3 / 4 Credit Course#: _____	3
Total Credits	64

* Any and all courses related to the AA Major plus any courses not applied to the primary major field of study.

▲ Requirement fulfilled by passing course with a grade not lower than a C (2.00).

Global Electives **3 cr.**
(Any study classified as outside of the U.S.A.)

Possible global course options may be:

BUS 340	International Business (For Business Majors Only)
BUS 4426	International Management
BUS 4351	International Economics
ENG 212	Global Literature
ENG 351	British Literature I: Beowulf to 18 th Century
ENG 352	British Literature II: Romantic Era to Contemporary
HIS 110/HIS 1100	Ancient World
HIS 120/HIS 1200	Medieval World
HIS 161/HIS 1610	Modern World
HIS 171/HIS 1710	Contemporary World
MUS 300	World Music
POL 320/GEO 320	Modern Global Issues
REL 206/REL 2350	Philosophies of World Religions
SPN 101/SPN 1010	Elementary Spanish I
SPN 102/SPN 1020	Elementary Spanish II

Speech Electives **3 cr.**

Speech course available from the following:

SPE 111	Essentials of Public Speaking <i>(Available to ALL majors)</i>
BUS 330	Business Communications <i>(For Business and Sports Management majors only)</i>
COM 203	Podcasting <i>(Available to ALL majors)</i>
EDU 201	Intro to Teaching <i>(For Education majors only)</i>
THR 132	Acting I <i>(Available for ALL Majors)</i>

INSTITUTIONAL LEARNING OUTCOMES (ILO)

The Waldorf University Institutional Learning Outcomes (ILOs) guide the development of the institution's core curriculum in expressing the knowledge, skills, and abilities that Waldorf students should demonstrate through their academic experience.

ILO 1 Citizenship and Service: Waldorf University students will practice purposeful and positive engagement in their local and global communities.

ILO 2 Critical Thinking: Waldorf University students will apply qualitative and quantitative methods of analysis necessary for informed argumentation, decision-making, and problem-solving.

ILO 3 Diversity, Equity, and Inclusion: Waldorf University students will synthesize diverse perspectives and values to support a foundation for a culturally responsible life.

ILO 4 Effective Communication: Waldorf University students will communicate effectively across multiple mediums and contexts.

ILO 5 Human Experience Waldorf University students will explore fundamental questions of the human condition.

PROGRAMMING LEARNING OUTCOMES (PLO)

Waldorf University identifies learning outcomes for each academic program. A program learning outcome (PLO) is a measurable statement of a specific competency a student should be able to demonstrate towards the achievement of knowledge, skills, dispositions, or practices as a result of completing an academic program of study. Learning outcomes are published in the student catalog to inform the student and stakeholders about learning expectations of each academic program of study. Students can use this information to better understand the expectations of each academic program.

ART

Courses in the Art Department develop an appreciation of the visual arts as an integral part of a liberal arts education, as well as provide foundational instruction for those interested in the commercial art or art education professions. All art courses are considered "studio" courses and, therefore, meet twice as many hours per week as the number of credit hours. Course fees cover only some of the supplies and equipment for the studio classes. Students will be required to furnish some of their own supplies.

Minor: A minor in art requires ART134 and ART490 (to be taken the last semester of senior year) and an additional 15 credits from the following courses: ART121, ART221, ART223, ART323, ART421, and ART423.

BIOLOGY (B.A. / B.S.)

The mission of the Biology Program is to prepare students for leadership careers in various medical fields, genetics, conservation, and other biological sciences. We educate and prepare students from diverse backgrounds for lifelong learning about biology and its involvement in technology and society. Through rigorous and engaging courses combined with the flexibility to tailor the program to their desired profession, students are well prepared for biological careers and/or advanced study in a variety of research (M.S., Ph.D.) or medical fields including human medicine (M.D., D.O. P.A.), veterinary medicine, physician assistant, dentistry, pharmacy, and similar professions. Our program provides all biological science courses required for admission into professional schools and graduate schools.

The Biology Department maintains five general goals for its students:

- To develop the practice of scientific and critical inquiry.
- To master biological understanding and abilities to apply scientific principles.
- To develop investigative and quantitative skills.
- To accurately and efficiently operate biological equipment.
- To prepare for a life of leadership and service.

To accomplish these goals we offer a strong curriculum and opportunities outside the classroom. All courses are experiential and hands-on; students use modern laboratory equipment and practice scientific inquiry while learning a breadth and depth of biology. In addition, Biology faculty members maintain research programs and strongly encourage their students to participate in projects.

Biologists study living systems. They seek to answer questions about the molecular basis for life, interactions among organisms and their environment, factors that affect the health and physiology of organisms, how best to treat diseases, and other similar questions. To answer these and other similar questions, the Biology Department prepares students for a variety of careers through two different degrees: B.A. or B.S., including a specialized Pre-Medical B.S. track. Both degree tracks require students to complete the same Biology Core (see below).

The B.A. degree is designed for students who plan to enter the work force immediately after graduation from Waldorf University. Because it allows students to combine this program with over 20 credits from other academic departments, this flexible B.A. track can become an interdisciplinary program to maximize marketability after graduation.

The B.S. degree is designed for students who plan to pursue advanced degrees (M.S. or Ph.D.) or enter professional schools (e.g., veterinary medicine, physical therapy, optometry, etc.). It requires students to complete additional mathematics and science courses to deepen their preparation and focus more on a specific biologic field (e.g. in-depth studies in molecular, organismal, or conservation biology). The B.S. track also requires students to complete research leading to a Senior Thesis to demonstrate their ability to use biology as a tool to answer questions and solve problems. We do not equate Senior Theses with the work completed by a student in graduate school, but we do expect Senior Theses (BIO499) to be of sufficient quality to present at a regional scientific meeting or publish in a regional journal.

The Pre-Medical B.S. track is designed to prepare Waldorf students for careers in human medicine. To help alleviate the current shortage of physicians, this track satisfies requirements for the B.S. degree and provides robust coursework that adequately prepares students for entrance exams such as the MCAT. Additional courses typically required by Medical school admissions committees are also incorporated into the program of study. (See the section in this catalog entitled Health and Medical Professions).

Major: In addition to the 64 credits in General Education courses required by the University, all students majoring in Biology will complete 27 credits in these required courses: BIO120, BIO220, BIO222, BIO332, BIO370, BIO372, and BIO499. Students will also complete 4 credits of Biology Research (BIO491 and BIO492) for a B.S., or choose Biology Research or an Internship (BIO495) for a B.A. Biology majors will also complete 28-32 credits in these supporting mathematics and science courses: CHM131, CHM132, CHM241, PHY221, PHY222, and MTH201. Finally, to receive a B.A. in Biology, students will need to complete 4 additional credits in biology courses numbered 300 or higher; to receive a B.S. in Biology, students will need to complete CHM242, MTH203, and at least 12 additional credits in Biology courses numbered 300 or higher.

Minor: A minor in biology requires completion of BIO120, BIO220 or BIO222; CHM131 and CHM132; and two additional upper division biology courses. CHM241 and CHM242 may be required for some advanced biology courses. MTH201 is the recommended Math requirement for students pursuing a minor in biology. Students minoring in biology may elect courses within a single category to obtain a more in-depth study of one area or from several categories to obtain a more diverse overview of biology.

General Education Core Requirements64 Cr.

Biology Major Requirements 30 Cr.

BIO 120†	General Biology	4
BIO 220	General Zoology	4
BIO 222	General Botany	4
BIO 292	Biological Literature & Experiential Methods...	2
BIO 332	Genetics.....	4
BIO 370	Ecology	4
BIO 374	Evolutionary Biology	4
BIO 499	Senior Seminar	1
Four additional credits from the following courses:		
BIO 491*	Biology Research I ***.....	1-3
BIO 492*	Biology Research II ***.....	1-3
BIO 495	Internship.....	4

Other Requirements..... 24-32 Cr.

Minimum of 32 credits from the following courses:

CHM 131†	General Chemistry I.....	4
CHM 132	General Chemistry II.....	4
CHM 241	Organic Chemistry I.....	4
CHM 242*	Organic Chemistry II	4
MTH 201†	Elementary Statistics	4
MTH 203*†	Calculus I.....	4
PHY 221†	General Physics I.....	4

PHY 222 General Physics II.....4

* Required for B.S Degree

** Pre-Medical B.S. track

***May be taken in various combinations to total 4 credits.

Biology Electives..... 4-12 Cr.

B.A. students must complete four Biology elective credits. B.S. students must complete 12 Biology elective credits. Students in Pre-Medical B.S. track will complete more than 12 prescribed Biology electives, reflecting medical school admissions requirements.

BIO 330**	Biochemistry	4
BIO 340**	Microbiology.....	4
BIO 350**	Comparative Chordate Anatomy.....	4
BIO 352**	Mammalian Physiology	4
BIO 440	Cell and Molecular Biology	4
BIO 442	Developmental Biology	4
BIO 446	Histology.....	4
BIO 470	Conservation Biology.....	4

Recommended Electives:

Cell/Molecular Biology:

BIO330, BIO340, BIO440, and BIO442

Organismal Biology:

BIO350, BIO352, and BIO442

Conservation Study:

BIO470, ECO251, and GEO320

Medical and Health Professions:

BIO440, BIO442, and BIO446

See the designated courses in "Biology Electives" above and the "Health and Medical Professions" section in this catalog for more information.

Biology Minor Requirements.....24 Cr.

BIO 120†	General Biology	4
BIO 220	General Zoology	
	or	
BIO 222	General Botany	4
CHM 131†	General Chemistry I.....	4
CHM 132	General Chemistry II.....	4
Two upper division biology courses		8

†Fulfills a General Education Core Requirement

BUSINESS (B.A.)

- Finance and Banking
- Management
- Marketing
- Operations Management

The Business Department seeks to prepare graduates for successful careers and fulfilling lives of service in management, finance and banking, or marketing.

The Business core required of all majors consist of BUS155, BUS220, BUS225, BUS300, BUS322, BUS330, BUS340, BUS380, BUS410, BUS450, BUS495, ECO251, ECO252, MTH101 or higher, and MTH201. In addition to the core, all business majors must complete one of three tracks listed below.

Finance and Banking track emphasis are BUS320, BUS326, BUS420, BUS430, and BUS440.

Management track emphasis are BUS320, BUS324, BUS326, BUS413, and BUS425

Marketing track emphasis are BUS344, BUS415, COM101, COM201, and either COM204 or COM422

Major: The Bachelor's degree requires completion of a minimum of 124 credits, a cumulative grade point average of 2.00, and a grade of C- or above in all business core, tracks, and required courses in the major.

Minor: A minor in business requires completion of BUS131, BUS220, BUS225, ECO251 or ECO252, plus three of the following courses: BUS300, BUS320, BUS322, BUS326, BUS410, and BUS425.

General Education Core Requirements64 Cr.

Business Major Requirements 54 Cr.

BUS 155	Computer Applications.....	3
BUS 220	Principles of Accounting.....	4
BUS 225	Managerial Accounting	4
BUS 300	Principles of Management	3
BUS 322	Marketing.....	3
BUS 330†	Business Communications.....	3
BUS 340†	International Business.....	3
BUS 380	Strategic Business Management	3
BUS 410	Business Law.....	3
BUS 450	Senior Seminar	4
BUS 495	Internship (200 hours).....	8
ECO 251†	Macroeconomics.....	3
ECO 252†	Microeconomics.....	3
MTH 101+	Elective 101 *.....	4
MTH 201	Elementary Statistics	4

* May include any mathematics from MTH101 or higher including transfer credits with Algebra

Finance and Banking Track Requirements..... 15 Cr.

BUS 320	Financial Management.....	3
BUS 326	Organizational Theory and Behavior.....	3
BUS 420	Money and Banking	3
BUS 430	Analysis of Financial Statements	3
BUS 440	Insurance/Accounting Systems.....	3

Management Track Requirements 15 Cr.

BUS 320	Financial Management.....	3
BUS 324	Production and Operations Management.....	3
BUS 326	Organizational Theory and Behavior.....	3
BUS 413	Entrepreneurship and Small Business Management	3

BUS 425	Human Resources Management	3
Operations Management Track Requirements.....15 Cr.		
BUS 320	Financial Management.....	3
BUS 324	Production and Operations Management.....	3
BUS375	Supply Chain and Logistics Management.....	3
BUS445	Continuous Improvement in Operations.....	3
BUS4126	Project Planning.....	3

Marketing Track Requirements14 Cr.

BUS 344	Consumer Behavior	3
BUS 415	Marketing Cases.....	3
COM 101	Graphic Core	2
COM 201	Visual Theory.....	3
One course from the following:		
COM 204	Introduction to Public Relations.....	3
COM 422	Public Relations Skills.....	3

Business Minor Requirements 23-26 Cr.

BUS 220	Principles of Accounting.....	4
BUS 225	Managerial Accounting	4
BUS 131	Introduction to Business.....	3

One course from the following:

ECO 251†	Macroeconomics.....	3
ECO 252†	Microeconomics.....	3

Three courses from the following:

BUS 300	Principles of Management	3
BUS 320	Financial Management.....	3
BUS 322	Marketing.....	3
BUS 340†	International Business.....	3
BUS 410	Business Law.....	3

†Fulfills a General Education Core Requirement

BUSINESS (B.A.S.)

The Business Department seeks to prepare graduates for successful careers and fulfilling lives of service in Business.

The Business core required of all Business majors consists of BUS220, BUS225, BUS300, BUS322, BUS326, BUS330, BUS340, BUS380, BUS410, and ECO 251. In addition to the core, all business administration majors must complete eight (8) semester credits of internship and 52.0 semester credits of professional electives or concentration(s) from the tracks listed below totaling 60 Professional Credits.

General Education Core Requirements32 Cr.**Business Major Requirements 32 Cr.**

BUS 220	Principles of Accounting.....	4
BUS 225	Managerial Accounting	4
BUS 300	Principles of Management	3
BUS 322	Marketing.....	3
BUS 326	Organizational Theory and Behavior.....	3
BUS 330†	Business Communications.....	3
BUS 340†	International Business.....	3
BUS 380	Strategic Business Management	3
BUS 410	Business Law.....	3
ECO 251†	Macroeconomics.....	3

Professional Electives 60 Cr.

BUS 495	Internship (200 hours) (REQUIRED).....	8
BUS131	Introduction to Business.....	3
BUS155	Computer Applications.....	3
BUS 320	Financial Management.....	3
BUS 324	Production and Operations Management.....	3
BUS 344	Consumer Behavior	3
BUS 375	Supply Chain and Logistics Management.....	3
BUS 413	Entrepreneurship and Small Business Management.....	3
BUS 415	Marketing Cases.....	3
BUS 420	Money and Banking	3
BUS 425	Human Resources Management	3
BUS 430	Analysis of Financial Statements	3
BUS 440	Insurance/Accounting Systems.....	3
BUS 445	Continuous Improvement in Operations.....	3
BUS 4126	Project Planning	3
COM 101	Graphic Core	2
COM 201	Visual Theory.....	3
COM 204	Introduction to Public Relations.....	3
COM 422	Public Relations Skills.....	3

Finance and Banking Track Requirements..... 15 Cr.

BUS 320	Financial Management.....	3
BUS 326	Organizational Theory and Behavior.....	3
BUS 420	Money and Banking	3

BUS 430	Analysis of Financial Statements	3
BUS 440	Insurance/Accounting Systems.....	3

Management Track Requirements15 Cr.

BUS 320	Financial Management.....	3
BUS 324	Production and Operations Management.....	3
BUS 326	Organizational Theory and Behavior.....	3
BUS 413	Entrepreneurship and Small Business Management.....	3
BUS 425	Human Resources Management	3

Operations Management Track Requirements.....15 Cr.

BUS 320	Financial Management.....	3
BUS 324	Production and Operations Management.....	3
BUS375	Supply Chain and Logistics Management.....	3
BUS445	Continuous Improvement in Operations.....	3
BUS4126	Project Planning.....	3

Marketing Track Requirements 14 Cr.

BUS 344	Consumer Behavior	3
BUS 415	Marketing Cases.....	3
COM 101	Graphic Core	2
COM 201	Visual Theory.....	3
One course from the following:		
COM 204	Introduction to Public Relations.....	3
COM 422	Public Relations Skills.....	3

CHEMISTRY

Chemistry program prepares our students for a wide range of career opportunities in physical and biological science areas as well as for advancement to graduate and professional schools. The courses in the Chemistry Department are offered for Biology and Health Promotion & Exercise Science majors and the students can graduate with Chemistry minor. All courses are designed to satisfy standards recommended by the American Chemical Society (ACS) for ACS certification.

Chemistry Minor Requirements.....24 Cr.

BIO 330	Biochemistry	4
CHM 131	General Chemistry I.....	4
CHM 132	General Chemistry II	4
CHM 241	Organic Chemistry I.....	4
CHM 242	Organic Chemistry II	4
CHM 341	Inorganic Chemistry.....	4

CHURCH PROFESSIONS

Waldorf University prepares its students for professions in the church.

Pre-Seminary Guidelines:

EDU 210; PSY 111 and PSY 232; SPE 111; two semesters of foreign language; and the Religion minor.

COMMUNICATIONS (B.A.)

- Digital Media
- Graphic Design
- Journalism
- Public Relations

There’s more than one way to tell a story, and more than one way to relay that story to the world. In a culture where millions of people turn daily to the digital realm for news and entertainment, content creators must be able to adapt content for a variety of mediums.

Waldorf’s communication bachelor’s degree prepares you for this changing landscape by pairing knowledge of the latest technology with a strong foundation in storytelling. You’ll learn to create dynamic content by emulating the workflow of today’s leading professionals. Communication majors may choose from the following tracks—Digital Media, Graphic Design, Journalism, and Public Relations. Emphasis will be given to the latest technology as well as historical development.

The communications core required of all majors consists of COM 101, COM 102, COM 103, COM 104, COM 201, COM 280 - COM 283, COM 441, COM 442, COM 452, and completion of an internship. In addition to the core, all communication majors must complete one of four tracks listed below.

All Communications majors must participate in a practicum every semester (COM 280 – COM 283) until graduation.

Digital Media track emphasis are COM 202, COM 203, COM 319, COM 322, COM 401, and COM 434.

Graphic Design track emphasis are ART 134; COM 227, COM 301, COM 314, and COM 401.

Journalism track emphasis are COM 104, COM 211, COM 301, COM 332, and COM 401.

Public Relations track emphasis are COM 202, COM 203, COM 204, COM 301, COM 401, and COM 422.

** All Digital Media and Public Relations track majors MUST use COM 203 Podcasting as their SPEECH Core Elective.

Major: The Bachelor’s degree requires the completion of a minimum of 124 credits, a cumulative grade point average (CGPA) of 2.00, and a grade of C- or above in all Communication core, tracks, and required courses in the major.

Minor: A minor in Communications requires completion of COM101, COM102, COM103, COM104, and COM401, plus three of following courses: COM201, COM204, COM301, COM318, COM441 and COM442.

General Education Core Requirements 64 Cr.

Communication Major Core Requirement 30 - 34 Cr.

COM 101	Graphic Design.....	3
COM 102	Digital Technology	3
COM 103	Mass Communications and Society	3
COM 104	Multimedia Communication.....	3

COM 201	Visual Theory.....	3
COM 395A	Communications Internship	4
OR COM 395	Communications Internship	8
COM 441	Mass Media Law.....	4
COM 442	Media Literacy	3
COM 452	Senior Capstone	4

Digital Media Track 19 Cr.

COM 202	Visual Storytelling	3
COM 203†	Podcasting (Used as Speech Requirement)	
COM 319	Short Film / Documentary	4
COM 322	Multimedia Journalism	4
COM 401	Web Design	4
COM 434	Advanced Media	4

Graphic Design Track 16 Cr.

ART 134	Design	3
COM 227	Fundamentals of Typography	3
COM 301	Publication Design	3
COM 314	History of Graphic Design	3
COM 401	Web Design	4

Journalism Track..... 14 Cr.

COM 211	Intermediate Journalism.....	3
COM 301	Publication Design	3
COM 332	Multimedia Journalism	4
COM 401	Web Design	4

Public Relations Track..... 16 Cr.

COM 202	Visual Storytelling	3
COM 203†	Podcasting (Used as Speech Requirement)	
COM 204	Introduction to Public Relations.....	3
COM 301	Publication Design	3
COM 401	Web Design	4
COM 422	Public Relations Skills.....	3

Communications Minor Requirements 19-20 Cr.

COM 101	Graphic Design	3
COM 102	Digital Technology	3
COM 103	Mass Communications and Society	3
COM 104	Multimedia Communication.....	3
COM 401	Web Design	4

One course from the following:

COM 201	Visual Theory.....	3
COM 203	Podcasting.....	3
COM 204	Introduction to Public Relations.....	3
COM 301	Publication Design.....	3
COM 441	Mass Media Law.....	4

COMPUTER INFORMATION SYSTEMS

The Waldorf University Computer Information Systems (CIS) Department gives students the opportunity to develop experience with the latest software, hardware, methods, and e-business concepts in the CIS field.

CREATIVE WRITING

The Waldorf University Creative Writing Program provides a challenging, engaging, and deeply personal learning experience that is grounded in the artistic expression of the human condition. Students explore at least three genres of writing and develop their craft in techniques courses and upper-level writers' workshops. They form strong relationships with their peers in seminar style classes, and they work with faculty who are both excellent teachers and practicing writers.

The Waldorf University Creative Writing Program develops excellent writers and strong critical readers. Majors and minors explore the diverse possibilities of contemporary literature across a number of genres, increase their toolkit of writing techniques, and begin to acquire and polish a voice, process, and subject matter of their own. Further, they read and engage a broadly diverse selection of authors, using the vocabulary of craft to analyze works of literature and significantly deepen their love of the written word.

The Waldorf University Creative Writing Program rigorously prepares students for graduate school in disciplines such as writing, literature, composition, divinity, law, and library sciences. Students are encouraged to explore other vocational interests as well, melding their love of writing with possible careers in secondary education, technical writing, journalism, or medicine. Waldorf University's Creative Writing graduates have successfully entered the nonprofit and business worlds, where they are prized for their ability to think critically and creatively. Increasingly, employers look for workers who can communicate effectively, placing added value on a creative writing degree. Through the completion of this program, students will gain critical perspectives, skills, and experiences related to the craft of writing that allow them to inform and improve the communities in which they live, work, and serve.

B.A. Creative Writing Program Learning Outcomes:

- PLO 1.A. In written work, use language that is precise.
- PLO 1.B. In written work, use language that is metaphoric.
- PLO 1.C. Effectively use appropriate form or structure (e.g., narrative, poetic or dramatic).
- PLO 1.D. Effectively use appropriate and/or relevant POV/voice.
- PLO 2.A. Effectively use unique perspectives, voices, or POV in their written work.
- PLO 2.B. Demonstrate the ability to write texts (e.g., narrative, poetic, or dramatic) using a variety of different genres/forms.

- PLO 3.A. Demonstrate the ability to understand the difference between revision and editing.
- PLO 3.B. Use a revision process for their own written texts that leads to stronger texts.
- PLO 4.A. Demonstrate the ability to provide quality feedback (analyze and critique) on written texts by other students.
- PLO 4.B. Demonstrate the ability to provide quality feedback (analyze and critique) on their own written texts.
- PLO 5.A. Demonstrate knowledge of vocabulary, breadth, and conversation of contemporary literature.
- PLO 5.B. Identify techniques and conventions in contemporary writing.

General Education Core Requirements64 Cr.

Creative Writing Major Requirements40 Cr.

CWR 201	Introduction to Creative Writing.....	3
ENG 240	Essentials of Literary Analysis.....	1
ENG 250	Exploration in Literature.....	3
Three courses from the following:		
CWR 360	Screenwriting I.....	3
CWR 362	Screenwriting II.....	3
CWR 370	Techniques of Creative Nonfiction.....	3
CWR 375	Techniques of Poetry.....	3
CWR 380	Techniques of Fiction.....	3
CWR 385	Playwriting.....	3
CWR 390	Special Topics in Creative Writing.....	3
Two courses from the following:		
CWR 470	Advanced Writing Workshop Creative Nonfiction.....	3
CWR 475	Advanced Writing Workshop–Poetry.....	3
CWR 480	Advanced Writing Workshop–Fiction.....	3
Three 205+ English courses.....9		
One additional 205+ course in English, Communications, or a related field (with consent).....3		
Capstone Experience (5-6 credits, with at least 3 credits from Senior Thesis):		
CWR 499	Senior Thesis (Mandatory).....	3+
CWR 490	Literary Editing.....	3
CWR 495	Creative Writing Internship.....	3+

Creative Writing Minor Requirements21 Cr.

CWR 201	Introduction to Creative Writing.....	3
Two courses from the following:		
CWR 360	Screenwriting I.....	3
CWR 362	Screenwriting II.....	3

CWR 370	Techniques of Creative Nonfiction	3
CWR 375	Techniques of Poetry	3
CWR 380	Techniques of Fiction.....	3
CWR 385	Playwriting	3
CWR 390	Special Topics in Creative Writing	3

One course from the following:

CWR 470	Advanced Writing Workshop Creative Nonfiction.....	3
CWR 475	Advanced Writing Workshop–Poetry	3
CWR 480	Advanced Writing Workshop–Fiction	3

Two English electives at the 205+ level

One additional elective at the 205+ level in Creative

Writing, English, Communications, or a related field (with consent)

Creative Writing Certificate Requirements..... 21 Cr.

Offered both residentially and online, the Waldorf University Creative Writing Certificate Program provides a challenging, engaging, and deeply personal learning experience that is grounded in the artistic expression of the human condition, albeit on a smaller and more focused scale than the full Creative Writing major or minor. Students are introduced to at least three genres of writing before moving on to develop their craft in genre-specific techniques courses, and then working toward the completion of a substantial creative project during the final capstone course. Through this curriculum, students will become stronger writers and more critical readers, as they explore the diverse possibilities and perspectives of contemporary literature across a number of genres, increase their toolkit of writing techniques, and begin to acquire and polish a voice, process, and subject matter of their own. Additionally, by forming relationships with their peers in seminar style classes and working with faculty mentors who are both excellent teachers and practicing writers, students will learn the value of writing communities.

Through the completion of this certificate program, students will not only hone their craft and work to produce writing that is ready for publication, but they will also gain critical perspectives, skills, and experiences related to the craft of writing that allow them to inform and improve the communities in which they live, work, and serve.

Creative Writing Certificate Program Learning Outcomes:

- PLO 1. Effectively use appropriate form or structure (e.g. narrative, poetic, or dramatic).
- PLO 2. Effectively use unique perspectives, voices, or POV in their written work.
- PLO 3. Demonstrate the ability to provide quality feedback (analyze and critique) on written texts by other students.

Students must complete all of the following courses (15 Cr.) in order to fulfill the Creative Writing Certificate:

CWR 201 / CWR 2010	Introduction to Creative Writing.....	3
CWR 370 / CWR 3700	Techniques of Creative Nonfiction	3

CWR 375 / CWR 3750	Techniques of Poetry	3
CWR 380 / CWR 3800	Techniques of Fiction	3
CWR 499	Senior Thesis	3

OR

CWR 4990	Creative Writing Capstone.....	3
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CRIMINAL JUSTICE

The Bachelor of Science Degree in Criminal Justice offered at Waldorf University is designed to provide students with a strong knowledge base in the three primary areas of the criminal justice system: law enforcement, courts, and corrections—the essential core curriculum to establish a well-rounded foundation within the criminal justice field. Upon completion, students will have a knowledge base in criminal justice which includes major historical trends, fundamental institutions, as well as theoretical and ethical perspectives to prepare them for either a career in the field or to further their education. As criminal justice is an ever-changing and exciting area of study, students select four classes from electives in areas such as juvenile justice, probation, community corrections, or advanced criminology in order to attain a current well-rounded immersion in criminal justice. Students of the Waldorf University Criminal Justice Program will be able to analyze issues related to the criminal justice system using critical thinking, ethical decision making, and the scientific method.

The Waldorf University Criminal Justice Program provides students with the general education, discipline specific information, and technical knowledge required to succeed in the criminal justice workplace following graduation to pursue a graduate education. Students will understand theoretical frameworks in the context of individual and social behavior, their relationships to crime and justice, and the interactions among individuals and social systems.

Those that enter the job market upon graduation could pursue careers as probation/parole officers, case managers, correctional officers, police officers, investigators, conservation officers, loss prevention specialists, or juvenile court advocates among many other career paths. Criminal justice is a multidisciplinary field so Waldorf students can complement their criminal justice education with classes from other programs such as biology, chemistry, psychology, and business.

To round out their experience at Waldorf University, in their senior year students take a required Senior Seminar course, which covers a variety of topics, such as contemporary issues in criminal justice, and students apply what they have learned in previous courses to real-world scenarios and current issues. An internship enhances the depth of the learning experience by providing the student with opportunities to observe and participate in fieldwork in their chosen area of criminal justice. Students who wish to pursue a graduate education may waive the internship and instead choose three (3) additional criminal justice electives.

Major: In addition to the criminal justice core the major requires completion of PSY 111, SOC 221, and a MTH 201 as pre-requisites (each with a passing grade of C- or better) as well as the choice of four additional criminal justice electives and one complementary supporting course.

Minor: A minor in Criminal Justice requires completion of 21 credits including CRJ120, CRJ150, CRJ220, CRJ330, and the choice of 3 additional CRJ electives.

Criminology Minor: A minor in Criminology is offered for Non-Criminal Justice majors wishing to explore the nature and causes of criminal behavior, along with the control and consequences of such

behavior. A minor in Criminology requires the completion of 21 credits including CRJ 120, CRJ 250, SOC 221, CRJ 375*, and any three of the following: CRJ 305, CRJ 320, CRJ 345, CRJ 365, or any CRJ 490C.

*PSY 360 Introductory Research Methods may be substituted for CRJ 375 Basic Research Skills for Criminal Justice with special permission of the Criminal Justice Department Chair ONLY and only under special circumstances.

Double Major: Criminal justice is an interdisciplinary program and many students choose to double major in related fields in the social and behavioral sciences (e.g., psychology, history, political science). Students who wish to double major must complete the required courses for both majors with 15 credits in each major not being applied to the other major.

For students interested in preparing for law school Waldorf University offers a pre-law track to be taken in conjunction with any academic major, although students are advised to major in one of the emphasized areas including criminal justice. Students wishing to complete the program must choose a departmental major and work with their advisor to incorporate the requirements of the program into that department's curriculum (See Pre-Law for more information).

General Education Core Requirements64 Cr.

Criminal Justice Major Requirements..... 60-61 Cr.

CRJ 100	Orientation to Criminal Justice	1
CRJ 120	Introduction to Criminal Justice	3
CRJ 220	Theory and Practice of Corrections.....	3
CRJ 230	Judicial Process.....	3
CRJ 240	Introduction to Law Enforcement	3
CRJ 250	Criminology.....	3
CRJ 375*	Basic Research Skills for Criminal Justice	3
CRJ 300	Mental Health & Crime.....	3
CRJ 400A	Ethics in Criminal Justice	3
CRJ 430	Senior Seminar	3

Required Complementary Courses:

MTH 201	Elementary Statistic	4
PSY 111	General Psychology.....	3
SOC 221	Intro to Sociology	3

Select 9 Credits from the following:

CRJ 495	Criminal Justice Internship.....	3-9 cr.
CRJ	Professional Electives.....	3-9 cr.

Criminal Justice Electives..... 12 Cr.

Choose four of the following:

CRJ 260	Management & Supervision for CJ	3
CRJ 305	Victimology	3
CRJ 320	Juvenile Justice & Delinquency.....	3
CRJ 345	Violence in America	3
CRJ 360	Criminal Law.....	3
CRJ 365	Serial Killers & Cults	3

CRJ 370	Criminal Investigations.....	3
CRJ 395	Constitutional Law.....	3
CRJ 420	Probation & Community Corrections.....	3
CRJ 435	Leadership in Criminal Justice	3
CRJ 475	Terrorism & Criminal Justice Responses.....	3
CRJ 490C	Special Topics: Criminology.....	3
CRJ 490CJ	Special Topics: Criminal Justice	3
CRJ 490JJ	Special Topics: Juvenile Justice	3

Complementary Electives (choose 1)

BIO 125	Introduction to Environmental Science.....	3
CHM 121	Chemistry in Society	3
CHM 124	Chemistry in Context.....	4
POL 112	American Government.....	3
POL 410	American Law.....	3
PSY 322	Abnormal Psychology	3
SOC 222	Social Problems.....	3

Criminal Justice Minor Requirements.....21 Cr.

CRJ 120	Intro to Criminal Justice	3
CRJ 220	Theory & Practice of Corrections	3
CRJ 230	Judicial Process.....	3
CRJ 240	Intro to Law Enforcement.....	3
CRJ Electives	9

Criminology Minor Requirements.....21 Cr.

CRJ 120	Intro to Criminal Justice	3
CRJ 250	Criminology.....	3
SOC 221	Introduction to Sociology.....	3
CRJ 375*	Basic Research Skills for Criminal Justice	3
Any three of the following:		
CRJ 305	Victimology	3
CRJ 320	Juvenile Justice and Delinquency	3
CRJ 345	Violence in America	3
CRJ 365	Serial Killers & Cults	3
Any CRJ 490C	Special Topics	3

*PSY 360 Introductory Research Methods may be substituted for CRJ 375 Basic Research Skills for Criminal Justice with special permission of the Criminal Justice Department Chair ONLY and only under special circumstances.

ECONOMICS

Courses in economics generally serve to round out a business curriculum. Economics courses should also be given strong consideration in programs emphasizing political, behavioral, and social sciences.

EDUCATION

The mission of the Waldorf University Education Department is “to prepare engaging teachers to serve a diverse community of learners.” Through Waldorf’s Teacher Preparation Program, students experience exemplary learning opportunities both on campus and in area K–12 school districts. Additionally, Waldorf Teacher Education students learn to assume roles as leaders, advocates, change agents, and servants within the professional setting and the community.

The Waldorf University Educator Preparation Program is accredited by the State of Iowa Board of Education.

Education Department Goals

The Waldorf University Education Program has adopted InTASC (Interstate New Teacher Assessment and Support Consortium) Standards as its Education Department Goals. The Education Program also endeavors to incorporate The Council for Exceptional Children (CEC) mission to improve through excellence and advocacy, the education and quality of life for children and youth with exceptionalities and to enhance the engagement of their families. Graduates of Waldorf University’s Teacher Education Program will demonstrate the following:

1. The teacher understands how learners grow and develop, recognizing that patterns of learning and development vary individually within and across the cognitive, linguistic, social, emotional, and physical areas, and designs and implements developmentally appropriate and challenging learning experiences.
2. The teacher uses understanding of individual differences and diverse cultures and communities to ensure inclusive learning environments that enable each learner to meet high standards.
3. The teacher works with others to create environments that support individual and collaborative learning, and that encourage positive social interaction, active engagement in learning, and self-motivation.
4. The teacher understands the central concepts, tools of inquiry, and structures of the discipline(s) he or she teaches and creates learning experiences that make the discipline accessible and meaningful for learners to assure mastery of the content.
5. The teacher understands how to connect concepts and use differing perspectives to engage learners in critical thinking, creativity, and collaborative problem solving related to authentic local and global issues.
6. The teacher understands and uses multiple methods of assessment to engage learners in their own growth, to monitor learner progress, and to guide the teacher’s and learner’s decision making.
7. The teacher plans instruction that supports every student in meeting rigorous learning goals by drawing upon knowledge of content areas, curriculum, cross-disciplinary skills, and pedagogy, as well as knowledge of learners and the community context.

8. The teacher understands and uses a variety of instructional strategies to encourage learners to develop deep understanding of content areas and their connections, and to build skills to apply knowledge in meaningful ways.
9. The teacher engages in ongoing professional learning and uses evidence to continually evaluate his/her practice, particularly the effects of his/her choices and actions on others (learners, families, other professionals, and the community), and adapts practice to meet the needs of each learner.
10. The teacher seeks appropriate leadership roles and opportunities to take responsibility for student learning, to collaborate with learners, families, colleagues, other school professionals, and community members to ensure learner growth, and to advance the profession.

Program Progression

A program progression flowchart has been developed to provide students with a visual guide of the progression process through the Teacher Education Program. A copy of the flowchart can be found on the [Education Department’s webpage](#) or in the [Program Student Handbook](#).

Education Fees

Student Teaching Fee.....\$400

Additional Out of Area Student Teaching Fee (placement outside of a 40-mile radius of Forest City, IA)\$350

Licensure Approval

If a student has met all of the residential BS Core Curriculum requirements and all of the Teacher Education Program requirements the student will be recommended for an initial Iowa teaching license by the Waldorf University Licensure Officer.

Licensing or certification of teachers is a function of each state. Students who are contemplating teaching in a state other than Iowa will need to apply for licensure in that specific state. Each student seeking to be licensed in a state other than Iowa is responsible for meeting the current requirements of that state.

In an era of increasing academic accountability, the Iowa Department of Education, Waldorf University, and the Teacher Education Program requirements may change after the catalog has been printed. It is essential that students work with their Education Department Advisors so that they are compliant with any new requirements.

Education students may have required out-of-town placements, so they must be able to make provisions for transportation to these clinical experiences.

Admission into Teacher Education Program

The following is a summary of the requirements for admission into the Teacher Education Program. (Applications are usually submitted the first semester of the sophomore year.)

1. Taken or enrolled in Psychology 144 Human Growth and Development and one other education course.
2. Cumulative grade point average is 2.50 or higher in Education and Content core courses at Waldorf University.
3. Completed English 121 or English 106 with a minimum grade of C.
4. Completed Mathematics 101 or higher with a minimum grade of C-.
5. Completed Education 201 with a minimum grade of C- and Education 202 with a Pass grade.
6. Satisfactory completion of 10 hours of clinical experience with satisfactory evaluations.
7. Satisfactory Progress Evaluations: any “plan of action” for a rating of 1 has been completed.
8. Completed at least 12.5 hours of community service.
9. Proof of professional liability insurance (membership in ISEA/NEA or PEI has the benefit of liability insurance).
10. Application materials completed and turned in to the Education Department.

Approval for Student Teaching

The following is a summary of the requirements for approval for student teaching:

1. Admitted to, and retention in, the Teacher Education Program.
2. Application materials completed and turned in to the Education Department.
3. Resume, autobiography, philosophy of education statement, 2-3 lesson plans and other exceptional work uploaded to Blackboard.
4. Completion of the two-state approved Mandatory Reporting of Abuse trainings (child and adult).
5. Satisfactory clinical experience evaluations.
6. Satisfactory Progress Evaluations: any “plan of action” for a rating of 1 has been completed.
7. Maintaining a 2.5 cumulative grade point average (CGPA) in all Education and Endorsement courses.
8. Received a grade of B- or above in all methods courses and a grade of C- or above in all other Education and Endorsement courses.
9. Completion of methods courses and a majority (3/4) of your endorsement area; there can be no D’s, F’s, or incomplete grades for Education and Endorsement courses.
10. Physical and mental health, and character and interpersonal relationship skills deemed acceptable for student teaching.
11. Making satisfactory progress toward completing the required community service hours.

Programs of Study

Elementary Education

K-6 Elementary Education Major

(Endorsement 102)

This major will lead to a Bachelor of Science degree and will prepare the candidate for licensure as a K-6 classroom teacher. Students must also complete one additional endorsement from the list of approved K-8 endorsements. The completion of a K-8 endorsement prepares students to

teach in a K-8 classroom that is specific to the content of the endorsement. (For example, students completing the K-8 Music endorsement could teach elementary and middle school music.)

The following courses are required for an Iowa teaching license. All methods courses, as well as EDU 400 and EDU 440, must be taken at Waldorf University.

Elementary Professional Education Core Courses (A grade of C- or above must be earned in all education and content courses and a grade of B- or above in all methods courses.)

PSY 144	Human Growth and Development.....	3
EDU 201	Introduction to Teaching	3
EDU 202	Introduction to Teaching Clinical.....	0
EDU 230	Educational Media & Computers.....	1
EDU 240	Educational Psychology.....	3
EDU 253	Literature for Children	3
EDU 330	Language Development/Teaching Reading & Language Arts	4
EDU 340	Methods of Teaching Math/Science in K–8.....	4
EDU 350	Methods of Teaching Movement/Music/ Art/Drama in K–8	4
EDU 360	Methods of Teaching Reading/Social Studies/ Language Arts in K–8	4
EDU 400	Ethics and Religious Diversity in Public & Private Education.....	3
EDU 407	Grades Kindergarten–3 Student Teaching.....	6
EDU 409	Grades 3–8 Student Teaching	6
EDU 411	Multicultural Practicum.....	2
EDU 430	Capstone	1
EDU 440	Assessment & Goal Setting	3
EDU 460	Developing Classroom Community Elementary	2
SPED 220	Exceptional Learners	3
SPED 335A	Inclusive Reading Pre-Student Teaching.....	2
SPED 390A	Diagnostic and Remedial Reading.....	4
SPED 392	Math Strategies.....	2

History Requirement (Minimum Grade of C-):

HIS 171	Contemporary World.....	3
HIS 201/202	U.S. History.....	3

Mathematics Requirement (Minimum Grade of C-):

MTH 101	General Education Mathematics.....	4
MTH 102+	Mathematics Elective.....	4-5

Science Requirement (Minimum Grade of C-):

PHY 151	Physical Science.....	4
BIO 100+	Biology Elective	3-4

K-8 Endorsements**K-8 Reading (Endorsement 148)**

ENG 106/121	Composition.....	3
EDU 240	Educational Psychology.....	3
EDU 253	Literature for Children	3
EDU 330	Language Development/Teaching Reading & Language Arts.....	4
EDU 360	Methods of Teaching Reading/Social Studies/Language Arts K-8	4
EDU 440	Assessment & Goal Setting	3
SPE 111	Essentials of Public Speaking	3
SPED 335A	Inclusive Reading Pre-Student Teaching.....	2
SPED 390A	Diagnostic & Remedial Reading	4

K-8 Instructional Strategist I (Endorsement 260)

SPED 220	Exceptional Learners	3
SPED 321	Special Education Clinical Experience.....	1
SPED 335A	Inclusive Reading Pre-Student Teaching.....	2
SPED 365	Methods and Materials in Special Education ..	3
SPED 390A	Diagnostic and Remedial Reading.....	4
SPED 392	Math Strategies.....	2
SPED 408	Student Teaching Students with Mild & Moderate Disabilities.....	4-6

(BS Degree Only)

or SPED 410	Special Education Clinical Experience II.....	3
	(Endorsement Only)	
SPED 441	Assessment in Special Education.....	3
SPED 450	Child, Family & Community Relations.....	3
SPED 461	Behavior & Social Interaction in the Special Education Student	3

K-8 Elementary Math (Endorsement 142)

MTH 101	General Education Mathematics.....	4
MTH 103	College Algebra & Trigonometry.....	5
MTH 201	Elementary Statistics	4
EDU 348	Computer Science for Educators	3

Choose two of the following courses:

MTH 102	Liberal Arts Mathematics	4
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MTH 110	Quantitative Methods.....	4
MTH 203	Calculus I.....	4
MTH 204	Calculus II.....	4

K-8 Grade Music (Endorsement 144)

MUS 101	Theory I.....	3
MUS 102	Theory II.....	3
MUS 103	Aural Skills I.....	1
MUS 104	Aural Skills II	1
MUS 215	Conductor's Workshop I.....	2
MUS 300	World Music	3
MUS 301	Music History: Medieval & Renaissance	3
MUS 315	Conductors Workshop II	2
MSA	Applied Lessons	7
MUE 341	Methods of General Music in the Public Schools K-12 and Assessment	4
MUE 441	Methods of Performance Ensembles in the Schools and Assessment.....	3
EDU 406	Elementary Music Student Teaching	6

Choose one of the following courses:

MUS 302	Music History: Baroque & Classical	3
MUS 318	Music History: Romantic & Contemporary	3

Must pass either a piano proficiency exam and participate in an Ensemble every semester except for when student teaching.

K-8 English/Language Arts (Endorsement 119)

EDU 253	Literature for Children	3
EDU 330	Language Development/Teaching Reading & Language Arts	4
EDU 360	Methods of Teaching Reading/Social Studies/Language Arts in K-8.....	4
ENG 121/106	Composition I / Honors Composition.....	3
ENG 107/ 250	Honors Composition II / Explorations of Literature.....	3
SPE 111	Essentials of Public Speaking	3
SPED 390A	Diagnostic & Remedial Reading	4

Choose one of the following courses:

THR 132	Acting I.....	3
THR 200	Creative Dramatics	3

Choose one of the following courses:

ENG 341	American Literature to 1865	3
or ENG 343	Literature of the American Frontier	3

Undergraduate Degree Programs

ENG 323	American Literature 1865–Present	3	HIS 464	American Environmental History.....	3
ENG 318	Special Topics in English Studies		HIS 465	World War II	3
or ENG415	(only when the special topic matches the course category)	3	HIS/467*	U.S. Foreign Policy	3
K–8 Social Studies (Endorsement 164)			HIS 468	World Wars.....	3
PSY 144	Human Growth & Development	3	HIS 470	The Vietnam War.....	3
EDU 240	Educational Psychology.....	3	Choose three of the following courses:		
EDU 360	Methods of Teaching Reading/Social Studies/Language Arts in K–8.....	4	ECO 251	Macroeconomics	3
HIS 171	Contemporary World.....	3	ECO 252	Microeconomics	3
Choose one of the following courses:			GEO 201	World Geography.....	3
HIS 201	U.S. History to 1877.....	3	GEO/POL 320	Modern Global Issues	
HIS 202	U.S. History Since 1877.....	3	POL 112	American Government	3
Choose one of the following courses:			POL 210	Political Parties and Elections	3
HIS 110	Ancient World	3	POL 330	Comparative Government.....	3
HIS 120	Medieval World	3	POL 410	American Law.....	3
HIS 161	Modern World	3	POL 418*	Modern American Presidency	3
HIS 230	Local History	3	POL 462*	FDR: Depression and War	3
HIS 300	History of the Northern Plains	3	POL 467*	U.S. Foreign Policy	3
HIS 310	Ancient Greece	3	SOC 221	Introduction to Sociology.....	3
HIS 320	Roman Republic and Empire	3	SOC 222	Social Problems	3
HIS 327	Medieval England	3	<i>*Courses with an asterisk are cross listed as a History course and a Political Science course and may only be used to fulfill one requirement area.</i>		
HIS 328	British Empire	3	In addition to completing the K-8 Instructional Strategist I: Mild & Moderate endorsement, Elementary Education majors may choose to complete the 5-12 Instructional Strategist I: Mild & Moderate endorsement.		
HIS 329	Modern Britain	3	5-12 Instructional Strategist I: Mild & Moderate (Endorsement 261)		
HIS 335	Medieval Europe.....	3	EDU 330	Language Development/Teaching Reading and Language Arts	4
HIS 340	Modern Germany.....	3	SPED 220	Exceptional Learners	3
HIS 345	Early Modern Europe	3	SPED 321	Special Education Clinical Experience	1
HIS 355	Modern Africa	3	SPED 365	Methods and Materials in Special Education	3
HIS 360	Modern Latin America	3	SPED 390A	Diagnostic and Remedial Reading	4
HIS 405	Colonial and Revolutionary America	3	SPED 392	Math Strategies	2
HIS 417	American Civil War	3	SPED 422	5–12 Student Teaching – Students with Mild and Moderate Disabilities	2–6
HIS 418*	Modern American Presidency	3	SPED 441	Assessment in Special Education	3
HIS 420	Contemporary America	3	SPED 450	Child, Family & Community Relations.....	3
HIS 450	The History of Warfare.....	3	SPED 455	Transitional Collaboration	2
HIS 460	The Great War.....	3	SPED 461	Behavior & Social Interaction in the Special	
HIS 461	American Women’s History.....	3			
HIS 462*	FDR: Depression and War.....	3			
HIS 463	African American History	3			

Education Student3

K-12 Coaching Authorization or Coaching Endorsement

Elementary education majors can choose to complete a coaching authorization or coaching endorsement by taking the following courses. *(An authorization may be obtained without a degree; an endorsement will be listed on the teaching license.)*

PSY 144 Human Growth and Development3
 PED 251 Theory/Psychology/Ethics of Coaching.....2
 PED 271 Coaching Anatomy1
 or BIO 155 Basic Human Anatomy and Physiology4
 PED 272 Treatment of Athletic Injuries2

Students completing a coaching authorization or coaching endorsement must also take the approved concussion training, [Concussion in Sports](#), at the NFHS Learning Center site) and will need to provide a copy of their certificate of completion for concussion training to the Education department. Students will also need to provide a copy of their current CPR certificate to the Education Department.

Concentrations

Elementary Education majors can choose to complete one of the following concentrations. The completion of a concentration provides the background in a content area, but it does not lead to licensure. A student may find that completing a concentration may be useful later in their career if they decide to complete the requirements for the related endorsement.

Art Concentration

ART 134 Design3
 HUM 120 Artistic Expression 3
 Choose two of the following courses:
 ART 121 Drawing I.....3
 ART 221 Drawing II.....3
 ART 223 Painting I3
 ART 323 Painting II.....3
 ART 421 Drawing III3
 ART 423 Painting III.....3

Mathematics Concentration

MTH 110 Quantitative Methods.....4
 MTH 201 Elementary Statistics4
 Choose one of the following courses:
 MTH 101 General Education Mathematics.....4
 MTH 102 Liberal Arts Mathematics4

MTH 103 College Algebra & Trigonometry.....5
 MTH 203 Calculus I4

Music Concentration

MUS 101 Theory I.....3
 MUS 103 Aural Skills I1
 MUS 215 Conductor’s Workshop I2
 MUS 318 Music History: Romantic & Contemporary3
 MSA Applied Lessons 1-4

Science Concentration

PHY 151 Physical Science4
 Additional Lab Science Course (cannot be one of the courses outlined below)4
 Choose one of the following courses:
 BIO 105 Principles of Biology4
 or BIO120 General Biology4
 BIO125 Introduction to Environmental Science4

Spanish Concentration

Complete at least 12 credits from the following:
 SPN 101 Elementary Spanish I4
 SPN 102 Elementary Spanish II4
 SPN 201 Intermediate Spanish I.....3
 SPN 202 Intermediate Spanish II3
 SPN 203 Intermediate Spanish Conversation I.....3
 SPN 204 Intermediate Spanish Conversation II3

Special Education Concentration

SPED 220 Exceptional Learners.....3
 SPED 321 Special Education Clinical Experience1
 SPED 365 Methods & Materials in Special Education3
 SPED 450 Child, Family & Community Relations3
 Choose one of the following courses:
 SPED 441 Assessment in Special Education3
 SPED 461 Behavior Management in Special Education...3

Theatre Concentration

THR 280/380/480 Theatre Practica (4)1
 THR 131 Introduction to Theatre.....3
 THR 132 Acting I.....3
 THR 200 Creative Dramatics3
 Choose one of the following courses:

THR 140	Introduction to Stagecraft	3
THR 146	Introduction to Theatrical Design	3

Secondary Education

5-12 Secondary Education Major

This major will lead to a Bachelor of Science degree and will prepare the candidate for licensure as a 5-12 classroom teacher. Students must complete the requirements of the content endorsement from the list of approved 5-12 endorsements.

The following courses are required for an Iowa teaching license. Secondary Education majors will need to complete courses included in the Secondary Professional Education Core along with the required content specific courses. All methods courses, as well as EDU 400 and EDU 440, must be taken at Waldorf University.

Secondary Professional Education Core Courses (A grade of C- or above must be earned in all education and content courses and a grade of B- or above in all methods courses.)

PSY 144	Human Growth & Development	3
EDU 201	Introduction to Teaching	3
EDU 202	Introduction to Teaching Clinical.....	0
SPED 220	Exceptional Learners	3
EDU 230	Educational Media & Computers.....	1
EDU 240	Educational Psychology.....	3
EDU 370	Secondary Teaching Methods	2
EDU 371	Pre-Student Teaching Clinical Experience for Secondary.....	1
EDU 395	Content Area Reading Methods.....	2
EDU 400	Ethics and Religious Diversity in Public & Private Schools.....	3
EDU 411	Multicultural Practicum	2
EDU 430	Capstone	1
EDU 440	Assessment & Goal Setting	3
EDU 465	Developing Classroom Community Secondary.....	2

Secondary content area teaching methods course & clinical experience in major.....4

(Biology: EDU 382/383; Business: EDU 345/346; English: EDU 385/386; All Social Sciences: EDU 380/381; American Government: EDU 380/381; American History: EDU 380/381; World History: EDU 380/381; Mathematics: EDU 398/399; Speech Communication/Theatre: EDU 375/376; Health: PED

345/346; Instructional Strategist I: SPED 365/321)

Secondary content area student teaching courses in major.....12

(Biology: EDU 412/416; Business: EDU 475/476; English: EDU 415/417; All Social Sciences: EDU 410/414; American Government: EDU 410/414; American History: EDU 410/414; World History: EDU 410/414; Mathematics: EDU 470/471; Speech Communication/Theatre: EDU 420/423; Health: EDU 482; Instructional Strategist I: SPED 422)

5-12 Endorsements

5-12 Biology (Endorsement 151)

BIO 120	General Biology	4
BIO 220	General Zoology	4
BIO 222	General Botany	4
BIO 300+	Elective	4
BIO 332	Genetics.....	4
BIO 370	Ecology.....	4
BIO 374	Evolutionary Biology	4
BIO 493	Special Problems	3
CHM 131	General Chemistry I	4
CHM 132	General Chemistry II	4
CHM 241	Organic Chemistry I	4
MTH 201	Elementary Statistics	4

5-12 Biology & 5-12 Chemistry (Endorsements 151 & 152)

BIO 120	General Biology	4
BIO 220	General Zoology	4
BIO 222	General Botany	4
BIO 300+	Elective	4
BIO 332	Genetics.....	4
BIO 370	Ecology.....	4
BIO 374	Evolutionary Biology	4
BIO 493	Special Problems	3
CHM 131	General Chemistry I.....	4
CHM 132	General Chemistry II	4
CHM 241	Organic Chemistry I	4
CHM 242	Organic Chemistry II	4
MTH 201	Elementary Statistics	4

5-12 Business (Endorsement 1171)

BUS 155	Computer Applications	3
BUS 220	Principles of Accounting	4
BUS 225	Managerial Accounting	4
BUS 300	Principles of Management	3
BUS 322	Marketing	3
BUS 325	Personal Financial Literacy.....	3
BUS 330	Business Communications.....	3

Undergraduate Degree Programs

BUS 344	Consumer Behavior	3
BUS 410	Business Law	3
BUS 413	Entrepreneurship & Small Business Management	3
ECO 251	Macroeconomics	3
ECO 252	Microeconomics.....	3
MTH 201	Elementary Statistics	4
5-12 English (Endorsement 120)		
CWR 201	Creative Writing	3
ENG 120	Composition I: Reading & Writing	3
	or	
ENG/HON 106	Honors: Composition I	3
ENG 121	Composition II: Rhetoric & Written Argument..	3
	or	
ENG/HON 107	Honors: Composition II	3
ENG 204	Writing Center Tutor Training	1
ENG 205	English Grammar.....	3
ENG 212	Global Literature	3
	or	
ENG/HIS 470	The Vietnam War.....	3
ENG 230	Advanced Composition	3
EDU 395	Content Area Reading Method.....	2
ENG 341	American Literature to 1865	3
	or	
ENG 323	Literature of the American Frontier	3
ENG 342	American Literature 1865-Present.....	3
ENG 351	British Lit I: Beowulf to 18th Century.....	3
ENG 352	British Lit II: Romantics to Contemporary.....	3
ENG 310	Young Adult Literature	3
ENG 441	Shakespeare.....	3
SPE 111	Essentials of Public Speaking	3

English 415 Special Topics in English may be substituted for any of the above course choices when the special topic matches the course category.

5-12 Mathematics (Endorsement 143)

EDU 348	Computer Science for Educators	3
MTH 201	Elementary Statistics	4
MTH 203	Calculus I	4
MTH 204	Calculus II	4

MTH 300	Discrete Mathematics	4
MTH 330	Linear Algebra	4
MTH 340	Classical & Modern Geometry	4

5-12 Speech Communication/Theatre

(Endorsement 168)

COM 103	Mass Communications & Society	3
SPE 111	Essentials of Public Speaking	3
SPE 300	Argumentation and Debate	3
THR 131	Introduction to the Theatre.....	3
THR 132	Acting I.....	3
THR 200	Creative Dramatics	3
THR 300	Directing.....	3
THR 360	Scenic & Properties Design I	3

5-12 Instructional Strategist I: Mild & Moderate

(Endorsement 261)

Students choosing to complete this endorsement must also complete one additional 5-12 endorsement.

EDU 330	Language Development/Teaching Reading and Language Arts.....	4
SPED 220	Exceptional Learners	3
SPED 321	Special Education Clinical Experience.....	1
SPED 365	Methods and Materials in Special Education ..	3
SPED 390A	Diagnostic and Remedial Reading.....	4
SPED 392	Math Strategies.....	2
SPED 422	Grades 5–12 Student Teaching—Students with Mild and Moderate Disabilities.....	2-6
SPED 441	Assessment in Special Education	3
SPED 450	Child, Family & Community Relations.....	3
SPED 455	Transitional Collaboration	2
SPED 461	Behavior & Social Interaction in the Special Education Student	3

5-12 Health (Endorsement 138)

Students choosing to complete this endorsement must also complete one additional 5-12 endorsement.

EDU 482	Student Teaching in 5-12 Health.....	2-4
HPE/PED 170	First Aid.....	1
HPE 207	Principles of Nutrition.....	3
HPE 212	Stress Management.....	2
HPE/PED 221	Personal & Community Health	3
HPE/PED 230	History & Principles of Sport, Physical Education & Fitness.....	3

Undergraduate Degree Programs

PED 345	Methods of Teaching Physical Education and Health in Secondary Schools.....3
PED 346	Clinical Experience Teaching Physical Education and Health in Secondary Schools ..1
PSY 144	Human Growth & Development3
PSY 232	Close Relationships.....3
PSY 322	Abnormal Psychology3
PSY 327	Substance Abuse.....3
WEL 101	Concepts of Wellness1

5-12 Reading (Endorsement 149)

Students choosing to complete this endorsement must also complete one additional 5-12 endorsement.

EDU 330	Language Development/Teaching Reading and Language Arts.....4
EDU 355	Methods of Teaching Reading Grades 5-12 ...2
EDU 395	Content Area Reading Methods.....2
ENG 106/121	Composition I.....3
ENG 205	English Grammar3
ENG 310	Young Adult Literature3
SPE 111	Essentials of Public Speaking.....3
SPED 335A	Inclusive Reading Pre-Student Teaching.....2
SPED 390A	Diagnostic & Remedial Reading4

K-12 Coaching Authorization or Coaching Endorsement

Secondary education majors can choose to complete a coaching authorization or coaching endorsement by taking the following courses. (An authorization may be obtained without a degree; an endorsement will be listed on the teaching license.)

PSY 144	Human Growth and Development.....3
PED 251	Theory/Psychology/Ethics of Coaching.....2
PED 271	Coaching Anatomy.....1
or BIO 155	Basic Human Anatomy and Physiology4
PED 272	Treatment of Athletic Injuries2

Students completing a coaching authorization or coaching endorsement must also take the approved concussion training, [Concussion in Sports](#), at the NFHS Learning Center site and will need to provide a copy of their certificate of completion for concussion training to the Education department. Students will also need to provide a copy of their current CPR certificate to the Education Department.

Social Sciences Endorsements:

5-12 All Social Sciences (Endorsement 186)

American History

HIS 201	U.S. History to 1877.....3
HIS 202	U.S. History Since 1877.....3

Choose one of the following courses:

HIS 230	Local History.....3
HIS 300	History of the Northern Plains3
HIS 405	Colonial and Revolutionary America3
HIS 417	American Civil War3
HIS 418*	Modern American Presidency3
HIS 420	Contemporary America3
HIS 461	American Women’s History.....3
HIS 462*	FDR: Depression and War.....3
HIS 463	African American History3
HIS 464	American Environmental History.....3
HIS 467*	U.S. Foreign Policy3

**Courses with an asterisk are cross listed as a History course and a Political Science course and may only be used to fulfill one requirement area.*

World History

HIS 110	Ancient World3
HIS 120	Medieval World.....3
Choose one of the following courses:	
HIS 161	Modern World3
HIS 171	Contemporary World.....3
HIS 310	Ancient Greece3
HIS 320	Roman Republic and Empire3
HIS 327	Medieval England3
HIS 328	British Empire3
HIS 329	Modern Britain3
HIS 335	Medieval Europe.....3
HIS 336	Introduction to the Muslim World.....3
HIS 340	Modern Germany.....3
HIS 345	Early Modern Europe.....3
HIS 360	Modern Latin America3
HIS 460	The Great War3
HIS 465	World War II3
HIS 467*	U.S. Foreign Policy3
HIS 470	The Vietnam War.....3

**Courses with an asterisk are cross listed as a History course and a Political Science course and may only be used to fulfill one requirement area.*

Government

POL 112	American Government3
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Choose two of the following courses:

Undergraduate Degree Programs

POL 210	Political Parties and Elections	3
POL 330	Comparative Government	3
POL 410	American Law	3
POL 418*	Modern American Presidency.....	3
POL 462*	FDR: Depression and War.....	3
POL 467*	U.S. Foreign Policy	3

**Courses with an asterisk are cross listed as a History course and a Political Science course and may only be used to fulfill one requirement area.*

Psychology

PSY 111	General Psychology	3
PSY 144	Human Growth & Development	3

Sociology

SOC 221	Introduction to Sociology.....	3
SOC 222	Social Problems	3

Geography

GEO 201	World Geography.....	3
GEO 320	Modern Global Issues	3

Economics

ECO 251	Macroeconomics	3
ECO 252	Microeconomics.....	3

Other

HIS 210	Methods of History	3
or HIS 499	History Seminar (choose 3)	3

Students desiring to teach in the Social Sciences but electing not to complete the All Social Sciences Endorsement, must complete TWO of the three content areas: American Government, American History or World History. Students will also need to complete either HIS 210 Methods of History or three History Seminar courses (HIS 499).

5-12 American Government (Endorsement 157)

POL 112	American Government	3
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Choose four of the following courses:

POL 210	Political Parties and Elections	3
POL 320	Modern Global Issues.....	3
POL 330	Comparative Government.....	3
POL 410	American Law	3
POL 418*	Modern American Presidency.....	3
POL/HIS 462*	FDR: Depression and War.....	3
POL 467*	U.S. Foreign Policy	3

**Courses with an asterisk are cross listed as a History course and a Political Science course and may only be used to fulfill one requirement area.*

5-12 American History (Endorsement 158)

HIS 201	U.S. History to 1877.....	3
HIS 202	U.S. History since 1877	3

Choose three of the following courses:

HIS 230	Local History	3
HIS 300	History of the Northern Plains	3
HIS 405	Colonial and Revolutionary America	3
HIS 417	American Civil War	3
HIS 418*	Modern American Presidency	3
HIS 420	Contemporary America	3
HIS 461	American Women’s History.....	3
HIS 462*	FDR: Depression and War.....	3
HIS 463	African American History	3
HIS 464	American Environmental History.....	3
HIS 467*	U.S. Foreign Policy	3

**Courses with an asterisk are cross listed as a History course and a Political Science course and may only be used to fulfill one requirement area.*

5-12 World History (Endorsement 166)

HIS 110	Ancient World	3
HIS 120	Medieval World	3

Choose three of the following courses:

HIS 161	Modern World	3
HIS 171	Contemporary World.....	3
HIS 310	Ancient Greece	3
HIS 320	Roman Republic and Empire	3
HIS 327	Medieval England	3
HIS 328	British Empire	3
HIS 329	Modern Britain	3
HIS 335	Medieval Europe.....	3
HIS 336	Introduction to the Muslim World.....	3
HIS 340	Modern Germany.....	3
HIS 345	Early Modern Europe	3
HIS 360	Modern Latin America.....	3
HIS 460	The Great War	3
HIS 465	World War II.....	3
HIS 467*	U.S. Foreign Policy	3
HIS 470	The Vietnam War.....	3

*Courses with an asterisk are cross listed as a History course and a Political Science course and may only be used to fulfill one requirement area.

Music Education

K–12 Music Education

(K–8 Endorsement 144; 5–12 Endorsement 145)

This major will lead to a Bachelor of Science degree and will prepare the candidate for licensure as a K-12 classroom teacher.

The following courses are required for an Iowa teaching license. All methods courses, as well as EDU 400 must be taken at Waldorf University. Students must also pass a piano accompanying proficiency exam **PRIOR** to student teaching.

Music Education Professional Core Courses (A grade of C- or above must be earned in all education and content courses and a grade of B- or above in all methods courses.)

PSY 144	Human Growth & Development	3
EDU 201	Introduction to Teaching	3
EDU 202	Introduction to Teaching Clinical Experience ..	0
EDU 230	Educational Media & Computers	1
EDU 240	Educational Psychology.....	3
EDU 395	Content Area Reading Methods.....	2
EDU 400	Ethics & Religious Diversity	3
EDU 406	Elementary Music Student Teaching	6
EDU 411	Multicultural Practicum	2
EDU 421	Secondary Music Student Teaching	6
EDU 430	Capstone	1
EDU 460	Developing Classroom Community– Elementary.....	2
	or	
EDU 465	Developing Classroom Community– Secondary	2
MUE 341	Methods: General Music in the Public Schools K - 12 and Assessment.....	4
MUE 441	Methods: Performance Ensembles in the Schools & Assessment.....	3
MUE 360	Percussion Skills	1
MUE 361	Woodwind Skills	1
MUE 362	Brass Skills	1
MUE 363	Vocal Skills	1
SPED 220	Exceptional Learners.....	3
K–12 Music Education students must also take the following courses:		
MUS 101	Music Theory I	3

MUS 102	Music Theory II	3
MUS 201	Music Theory III	3
MUS 202	Music Theory IV	3
MUS 103	Aural Skills I	1
MUS 104	Aural Skills II	1
MUS 203	Aural Skills III	1
MUS 204	Aural Skills IV	1
MUS 215	Conductor’s Workshop I	2
MUS 216	Arranging & Technology	1
MUS 300	World Music	3
MUS 301	Music History: Medieval & Renaissance	3
MUS 302	Music History: Baroque & Classical	3
MUS 315	Conductor’s Workshop II	2
MUS 316	Conductor’s Workshop III	2
MUS 318	Music History: Romantic & Contemporary	3
MUS 382	Choral Ensemble Literature	1
MUS 384	Instrumental Ensemble Literature	1
MSA 115	Piano Skills I	1
MSA 116	Piano Skills II	1
MSA 215	Piano Skills III	1
MSA 216	Piano Skills IV	1
MSA	Applied Lessons	7
Students will complete one of the following courses:		
MSA 313	Half Recital, Voice	1
MSA 314	Half Recital, Piano	1
MSA 316	Half Recital, Instrumental	1

Must pass either a piano proficiency exam and participate in an Ensemble every semester except for when student teaching.

Endorsement Option (Common)

K-12 Coaching Authorization or Coaching Endorsement

K-12 Music education majors can choose to complete a coaching authorization or coaching endorsement by taking the following courses. (*An authorization may be obtained without a degree; an endorsement will be listed on the teaching license.*)

PSY 144	Human Growth and Development	3
PED 251	Theory/Psychology/Ethics of Coaching	2
PED 271	Coaching Anatomy	1
or		

BIO 155	Basic Human Anatomy and Physiology	4
PED 272	Treatment of Athletic Injuries	2

Students completing a coaching authorization or coaching endorsement must also take the approved concussion training, [Concussion in Sports](#), at the NFHS Learning Center site and will need to provide a copy of their certificate of completion for concussion training to the Education department. Students will also need to provide a copy of their current CPR certificate to the Education Department.

Physical Education

K–12 Physical Education

(K–8 Endorsement 146; 5–12 Endorsement 147)

This major will lead to a Bachelor of Science degree and will prepare the candidate for licensure as a K-12 classroom teacher. Students must also complete a concentration in Health or Special Education or the 5-12 Health endorsement or the 5-12 Instructional Strategist I endorsement.

The following courses are required for an Iowa teaching license. All methods courses, as well as EDU 400 and EDU 440, must be taken at Waldorf University.

Physical Education Professional Core Courses (A grade of C- or above must be earned in all education and content courses and a grade of B- or above in all methods courses.)

PSY 144	Human Growth & Development	3
EDU 201	Introduction to Teaching	3
EDU 202	Introduction to Teaching Clinical Experience ..	0
EDU 230	Educational Media & Computers.....	1
EDU 240	Educational Psychology	3
EDU 395	Content Area Reading Methods.....	2
EDU 400	Ethics & Religious Diversity	3
EDU 411	Multicultural Practicum	2
EDU 430	Capstone	1
EDU 440	Assessment & Goal Setting	3
EDU 460	Developing Classroom Community– Elementary.....	2
or		
EDU 465	Developing Classroom Community– Secondary.....	2
EDU 480	Student Teaching in K-8 Physical Education	6
EDU 481	Student Teaching in 5-12 Physical Education ..	6
PED 343	Methods of Teaching Physical Education in Elementary Schools.....	3
PED 344	Clinical Experience in Teaching Physical Education in Elementary Schools	1
PED 345	Methods of Teaching Physical Education and Health in Secondary Schools.....	3
PED 346	Clinical Experience in Teaching Physical	

Education & Health in Secondary Schools.....	1	
SPED 220	Exceptional Learners	3

K–12 Physical Education students must also take the following courses:

BIO 155	Basic Human Anatomy & Physiology.....	4
HPE 390	Kinesiology	3
PED 170	Community First Aid & Safety	1
PED 210	Physical Education for the Elementary School..	3
PED 230	History & Principles of Sport, Physical Education & Fitness.....	3
PED 251	Theory, Psychology and Ethics of Coaching.....	2
PED 272	Treatment of Athletic Injuries	2
PED 301	Curriculum & Administration in PE	3
PED/SPED 310	Adaptive Physical Education.....	2
WEL 101	Concepts of Wellness	1

Students must demonstrate a proficiency in variety of PED activities (six activities required) OR take the following two courses:

PED 243	Team Game Skills	2
PED 244	Individual & Dual Sports	2

A Concentration in either Health or Special Education is required:

For students choosing to complete a concentration in Health:

HPE 207	Principles of Nutrition.....	3
HPE/PED 221	Personal & Community Health.....	3
PED 230	History & Principles of Sport, Physical Education & Fitness	3
HPE 212	Stress Management	2
WEL 101	Concepts of Wellness	1

For students choosing to complete a concentration in Special Education:

SPED 220	Exceptional Learners	3
PED/SPED 310	Adaptive Physical Education.....	2
SPED 365	Methods & Materials in Special Education.....	3
SPED 450	Child, Family & Community Relations	3
SPED 461	Behavior & Social Interaction in the Special Education Students.....	3

Endorsements:

5-12 Health Endorsement.

EDU 482	Student Teaching in Health.....	2–4
HPE/PED 170	First Aid	1
HPE 207	Principles of Nutrition	3

Undergraduate Degree Programs

HPE 212	Stress Management.....	2
HPE/PED 221	Personal & Community Health.....	3
HPE/PED 230	History & Principles of Sport, Physical Education & Fitness	3
PED 345	Methods of Teaching Physical Education and Health in Secondary Schools	3
PED 346	Clinical Experience in Teaching Physical Education and Health in Secondary Schools ..	1
PSY 144	Human Growth & Development	3
PSY 232	Close Relationships	3
PSY 322	Abnormal Psychology	3
PSY 327	Substance Abuse	3
WEL 101	Concepts of Wellness	1

5-12 Instructional Strategist I Endorsement.

EDU 330	Language Development/Teaching Reading and Language Arts	4
SPED 220	Exceptional Learners	3
SPED 321	Special Education Clinical Experience	1
SPED 365	Methods and Materials in Special Education	3
SPED 390A	Diagnostic and Remedial Reading.....	4
SPED 392	Math Strategies.....	2
SPED 422	Grades 5–12 Student Teaching Students with Mild and Moderate Disabilities.....	2-6
SPED 441	Assessment in Special Education	3
SPED 450	Child, Family & Community Relations.....	3
SPED 455	Transitional Collaboration	2
SPED 461	Behavior & Social Interaction in the Special Education Student	3

K-12 Coaching Authorization or Coaching Endorsement

K-12 Physical Education majors can choose to complete a coaching authorization or coaching endorsement by taking the following courses. *(An authorization may be obtained without a degree; an endorsement will be listed on the teaching license.)*

PSY 144	Human Growth and Development	3
PED 251	Theory/Psychology/Ethics of Coaching	2
PED 271	Coaching Anatomy.....	1
or BIO 155	Basic Human Anatomy and	4
PED 272	Treatment of Athletic Injuries	2

Students completing a coaching authorization or coaching endorsement must also take the approved concussion training at the NFHS Learning Center site and will need to provide a copy of their certificate of completion for concussion training to the Education department. Students will also need to provide a copy of their current CPR certificate to the Education Department.

Education Minor

Education Minor: A minor in Education requires the completion of EDU 201, EDU 202, EDU 240; PSY 144; SPED 220; and 9–12 additional credits in EDU, MUE, PED 200+, and/ or SPED courses. (See the Education department for the approved list of additional Education courses.) Courses with prerequisites need to be completed before or concurrently with enrollment.

Education Minor Requirements.....21-24 Cr.

EDU 201	Introduction to Teaching	3
EDU 202	Introduction to Teaching Clinical	0
EDU 240	Educational Psychology.....	3
PSY 144	Human Growth and Development.....	3
SPED 220	Exceptional Learners.....	3

Complete 9–12 additional credits in EDU, MUE, PED 200+, and/or SPED.

ENGLISH

The Waldorf University English major exposes students to a rich variety of literature and writing courses, wherein students explore fundamental questions of the human condition through the study of language and the literary arts. The literature courses cover a breadth of genres, eras, nationalities, and diverse perspectives, equipping students for life and employment in the 21st Century. Students also take courses focused on writing—expository and creative—in order to practice communicating more effectively for a wide variety of purposes and readers.

All courses within the English program pay special attention to the art of critical thinking, preparing English majors to enter related fields such as teaching or editing, to pursue graduate studies in a variety of fields, or to work in corporate and business settings, where they are prized for their ability to think and communicate clearly. Through the completion of this program, students will gain critical perspectives, skills, and experiences related to the study of language and literature that allow them to inform and improve the communities in which they live, work, and serve. Students may choose from two English tracks: English or English Secondary Education.

English Major:

The English major requires completion of ENG 250 or HON 107; CWR 201; ENG 212, ENG 213, or ENG 415 with a Global Literature topic; ENG 230; ENG 240; ENG 323 or 341, ENG 342, ENG 351, ENG 352; ENG 441; four more electives at the 200 level or above, at least two of which are English and two in English, Creative Writing, Communications, or a related field, with consent of the department chair; and an internship or senior thesis of at least 3.0 semester credits. English 415, Special Topics in English, may be substituted for any of the above course choices when the special topic matches the course category.

All English majors except those in the English Secondary Education major must complete a minor or major in another field (such as Shakespeare, History, Humanities, Theatre, Communications, and so on). An English major seeking a minor in Creative Writing may apply CWR 201, one upper-level Creative Writing course, and two English literature

courses toward both the major and the minor. The minor also requires at least three additional courses in Creative Writing in three different genres.

B.A. English Program Learning Outcomes:

- PLO 1.A. Identify theses/main ideas of primary texts.
- PLO 2.B. Identify genres of primary texts.
- PLO 3.C. Identify and describe in writing the context for primary texts (e.g. social, political, or economic).
- PLO 2.A. Identify theses/main ideas of secondary texts.
- PLO 2.B. Effectively incorporate evidence from secondary texts into researched interpretations or analyses of primary texts.
- PLO 3.A. Correctly use the MLA style and citation format in research-based writing.
- PLO 3.B. Clearly state a thesis in research-based and non-research-based papers or projects.
- PLO 3.C. Effectively support researched interpretations or analyses of primary texts with logical arguments.
- PLO 3.D. Effectively support researched interpretations or analyses of primary texts with evidence.
- PLO 4.A. Demonstrate, through essays and/or presentations, literature's role in increasing understanding and awareness of the human condition and the world.

English Secondary Education Majors:

See Education program descriptions for program requirements.

English Minor:

A minor in English requires completion of 21 credits in writing or literature at the 200 level or above or a related field (with consent of advisor).

General Education Core Requirements64 Cr.

English Major Requirements 43 Cr.

CWR 201	Introduction to Creative Writing.....	3
ENG 230	Advanced Composition.....	3
ENG240	Essentials of Literary Analysis	1
ENG 250	Exploration of Literature.....	3
or ENG/HON 107	Honors Composition II.....	3
ENG 441	Shakespeare.....	3
Two American Literature Surveys:		
ENG 323	Literature of the American Frontier	3
or ENG341	American Literature to 1865.....	3
ENG 342	American Literature 1865-Present	3
Two British Literature Surveys:		
ENG 351	British Literature I: Beowulf to 18th Century....	3
ENG 352	British Literature II: Romantic to Contemporary	3
One Global Literature Course:		
ENG 212	Global Literature	3

ENG 213	Postcolonial Literature	3
ENG 415	Special Topics: Global Literature	3
Four Electives:		
Two courses that are ENG 200+		6
Two courses that are either ENG, CWR, COM, or related field.....		6
English Capstone Experience 3+ Cr.		
ENG 495	Internship.....	3+
ENG 499	Senior Thesis.....	3+

GEOGRAPHY

Courses in geography foster an understanding of the world and the major social and environmental issues that confront us. Geography courses are for the All Social Science Endorsement of the History Education major. However, geography courses are recommended for all history majors and those interested in a career that requires a comprehension of the world around us.

HEALTH AND MEDICAL PROFESSIONS

Guidelines

Waldorf University prepares its students for a life of service. Health and medical professionals provide some of the greatest service to human societies. These guidelines will prepare Waldorf students for application into one of several schools for health and medical professionals. Generally, because health and medical professionals interact constantly with people, professional schools seek applicants who are well-rounded and have course work in the social sciences, humanities, business, foreign languages, etc., in addition to the courses listed in the programs below. Participation in an activity (e.g., academic club, music, sports, theatre) is also helpful.

Admission into a professional school is highly competitive and difficult to attain. Successful students must demonstrate their competence in these subjects with high grades (typical GPAs of students admitted into professional schools is >3.25; some report a mean GPA of 3.6) and also earn high scores on one of the nationally standardized admissions tests (e.g., MCAT, PCAT).

Students also can strengthen their preparation with additional experiences. Waldorf places a high value on Internships and Undergraduate Research experiences. Acquiring such experiences helps a student learn to apply what he/she has learned in the classroom, demonstrates the student's critical thinking skills to professional schools, and is personally very rewarding for the student.

The programs below are not self-contained majors because they do not include all the other requirements necessary to complete a Bachelor's degree at Waldorf University. Students wishing to complete one of these programs must choose a departmental major (e.g. biology, health promotion & exercise science, psychology) and work with his/her advisor to incorporate the requirements of the program into that department's curriculum.

Admission requirements are not universal among professional schools; the courses listed for each program are listed by different categories that reflect this variation. Before completing their work at Waldorf, students also should check with the specific school to which they want to apply for any variance from the requirements listed below.

Pre-Chiropractic Guidelines:

Required Courses: BIO120, BIO155, BIO220, BIO340; CHM131, CHM132, CHM241, CHM242; PHY 221, 222; and MTH 201

Recommended Courses: HPE207; HPE350 and HPE390

Pre-Dentistry Guidelines:

Required Courses: BIO120, BIO220; CHM131, CHM132, CHM241, CHM242; PHY 221, PHY222; MTH201; and PSY111

Additional Required by Some Schools: BIO330, BIO440; and MTH203

Recommended Courses: HPE207, BIO340, and BIO374

Pre-Medicine Guidelines:

Required Courses: BIO120, BIO220, BIO350, BIO352; CHM131, CHM132, CHM241, CHM242; PHY 221, PHY222; MTH201; and PSY111

Additional Required by Some Schools: MTH203

Recommended Courses: HPE207, BIO222, BIO330, BIO332, BIO340, BIO374, BIO440, BIO442; and PSY322

Pre-Pharmacy Guidelines:

Required Courses: BIO120, BIO220, BIO330, BIO340, BIO350, BIO352; CHM131, CHM132, CHM241, CHM242; MTH201, MTH203; PSY111, and PSY322

Recommended Courses: HPE207, BIO222

Pre-Physical Therapy Guidelines:

Required Courses: BIO120, BIO220, BIO350, BIO352; CHM131, CHM132; PHY221, PHY222; MTH201; PSY111, and PSY144

Additional Required by Some Schools: MTH203 and PSY322

Recommended Courses: HPE207; HPE350, HPE365, HPE390, and HPE415

Pre-Physician Assistant Guidelines:

Required Courses: BIO120, BIO220, BIO350, BIO352; CHM131, CHM132, CHM241, CHM242; PHY221, PHY222; MTH201; and PSY111

Recommended Courses: HPE207, BIO222, BIO330, BIO332, BIO340, BIO372, BIO440, BIO442; MTH103; PSY144 and PSY322

Pre-Veterinary Medicine Guidelines:

Required Courses: BIO120, BIO220, BIO330, BIO332; CHM131, CHM132, CHM241, CHM242; PHY221, and PHY222

Additional Required by Some Schools: BIO340 and MTH203

Recommended Courses: BIO222, BIO350, BIO352, BIO372; MTH201; and PSY111

HEALTH PROMOTION AND EXERCISE SCIENCE

The Bachelor of Arts degree in Health Promotion and Exercise Science is designed to enable students to increase control over their health through a wide range of behavioral, social, and environmental interventions with a focus on the scientific study of human movement to improve physical fitness.

Students will explore a field that offers career paths in health promotion, exercise science, strength and conditioning, coaching, corporate and campus wellness, fitness management, recreation, and rehabilitation. Students may also explore pre-professional programs that serve as preparation for application into one of several programs in various healthcare fields such as pre-chiropractic, pre-dentistry, pre-medicine, pre-pharmacy, pre-physical therapy, and pre-physician assistant. Health Promotion and Exercise science majors will be prepared to take several certification exams from the following organizations: American College of Sports Medicine, National Strength and Conditioning Association, and American Council on Exercise.

Health Promotion and Exercise Science Program Learning Outcomes:

PLO 1.A. Graduates will be able to identify and define the five components of fitness: cardiorespiratory endurance, muscular endurance, muscular strength, flexibility, and body composition.

PLO 1.B. Graduates will be able to demonstrate proper use of assessment equipment: skinfold calipers, blood pressure cuff, stethoscope, cycle ergometer, treadmill, sit and reach box,

hand grip dynamometer, bioelectrical impedance analysis, heart rate monitor, and tensiometer.

PLO 1.C. Graduates will be able to access, disseminate, and utilize the scientific literature surrounding sport, exercise science, health promotion, and health education.

PLO 2.A. Graduates will identify, demonstrate, and manipulate variables in aerobic exercise, such as speed, cadence, incline, stroke rate, and revolutions per minute through the utilization of program design principles.

PLO 2.B. Graduates will identify, demonstrate, and manipulate variables that relate to strength training and anaerobic exercise such as exercise selection, volume, intensity, frequency and duration through the utilization of program design principles.

PLO 2.C. Graduates will understand the function, dysfunction, and physiological adaptations associated with organ systems and energy systems as they relate to sport, exercise, and nutrition.

PLO 3.A. Graduates will understand the philosophical and physiological framework surrounding coaching, training, behavior change theories, planning models, and decision-making processes that influence lifestyle habits and development.

PLO 3.B. Graduates will understand the roles, responsibilities, opportunities, and future trends related to various sport and health care initiatives.

The Health Promotion and Exercise Science major requires the completion of PED 109, PED 111, HPE 170, HPE 207, HPE 212, HPE 221, HPE 230, HPE 251, HPE 271, HPE 272, HPE 295, HPE 310, HPE 320, HPE 350, HPE 365, HPE 390, HPE 415, HPE 420, HPE 490, and HPE 495.

The following supporting courses serve as prerequisites for courses in the Health Promotion and Exercise Science major and also fulfill requirements for the core curriculum: BIO 105 or BIO 120 (prerequisite for HPE 390) and PSY 111 and PSY 144 (prerequisites for HPE 415).

General Education Core Requirements64 Cr.

Health Promotion and Exercise Science Major Requirements50 Cr.

PED 109	Running	0.5
PED 111	Weight Training.....	0.5
HPE 170	First Aid and CPR	1
HPE 207	Principles of Nutrition	3
HPE 212	Stress Management.....	2
HPE 221	Personal and Community Health	3
HPE 230	History and Principles of Sport, Physical Education, and Fitness	3
HPE 251	Theory, Psychology, and Ethics of Coaching....	2
HPE 271	Coaching Anatomy.....	1
HPE 272	Treatment of Athletic Injuries	2
HPE 295	Health Sciences Research.....	3
HPE 310	Health Promotion and Education	3
HPE 320	Sport Nutrition.....	3
HPE 350	Exercise Physiology.....	4

Undergraduate Degree Programs

HPE 365	Fitness Measurement and Prescription.....3
HPE 390	Kinesiology3
HPE 415	Fitness Program Administration.....3
HPE 420	Programming with Special Populations.....3
HPE 490	Senior Seminar3
HPE 495	Internship.....4

HPE 390	Kinesiology3
One course from the following:	
HPE 212	Stress Management.....2
HPE 221	Personal and Community Health3
HPE 310	Health Promotion and Education3
HPE 320	Sport Nutrition.....3

A minor in Health Promotion or Exercise Science is also available.

Health Promotion Minor: HPE 170, HPE 271; WEL 101; HPE 207, HPE 212, HPE 221, HPE 310; one additional course from PSY24, PSY 265; one additional course from HPE 320, HPE 350, HPE 365, HPE 390, HPE 415, or HPE 420.

Exercise Science Minor: HPE 170, HPE 271; WEL 101; HPE 200, HPE 207, HPE 350, HPE 365, HPE 390; one additional course from HPE 212, HPE 221, HPE 310, or HPE 320.

Health Promotion Minor Requirements 20-21 Cr.

HPE 170	First Aid/CPR.....1
HPE 271	Coaching Anatomy.....1
WEL 101	Concepts of Wellness1
HPE 207	Principles of Nutrition.....3
HPE 212	Stress Management.....2
HPE 221	Personal and Community Health3
HPE 310	Health Promotion and Education3

One course from the following:

PSY 224	Sports Psychology3
PSY 265	Health Psychology3

One course from the following:

HPE 320	Sport Nutrition.....3
HPE 350	Exercise Physiology.....4
HPE 365	Fitness Measurement and Prescription.....3
HPE 390	Kinesiology3
HPE 415	Fitness Program Administration.....3
HPE 420	Programming with Special Populations.....3

Exercise Science Minor Requirements..... 21-22 Cr.

PED 170	First Aid/CPR.....1
PED 271	Coaching Anatomy.....1
WEL 101	Concepts of Wellness1
HPE 200	Theory of Strength and Conditioning3
HPE 207	Principles of Nutrition.....3
HPE 350	Exercise Physiology.....4
HPE 365	Fitness Measurement and Prescription.....3

HISTORY

The study of history is based on developing familiarity with a broad base of information from a wide variety of sources. It provides a view of the past and its many interpretations to provide an informed perspective for present and future political, economic, scientific, cultural, and social activity through reading and research in written records. History courses help prepare students for a wide variety of careers in research, education, law, government, executive management, journalism, park service, military service, law enforcement, diplomacy, religion, banking, lobbying, and museum curatorship. One history course is required of all students seeking a degree from Waldorf.

Students seeking a bachelor's degree in History may choose from three history tracks: History, History Political Science, and History Education. All history majors, except for History Education majors, must designate a minor as part of their liberal arts experience at Waldorf. In the absence of another designated minor, history majors must complete the Humanities minor (see the Humanities section of this catalog for a description of the minor).

Major: The Bachelor of Arts in History major will take three of the four World History survey courses (HIS110, HIS120, HIS161, and HIS171), both of the United States History surveys (HIS201 and HIS202) and Methods of History (HIS210). Majors are also required to take four upper-level 300+ history courses, three one credit topical history seminars (HIS 499) and complete either a six hour internship or senior thesis. Students intending to go on to graduate study are strongly encouraged to select the thesis option.

The Bachelor of Arts in History/Political Science major will choose one of the sequence of four World History courses (HIS110, HIS120, HIS161 and HIS171), both of the United States History sequence (HIS201 and HIS202) and Methods of History 210, American Government (POL 112) and three seminars (HIS 499). In addition, the political science history major will take POL/COM204 or POL/COM422, as well as four additional upper-division POL courses though one upper-division HIS can be used as a substitute. These majors are also encouraged to take geography or economics courses. An internship of six credit hours or six hours of a thesis is required (see traditional history major requirements for department recommendation).

History Education Majors: See Education for more information.

Advanced placement high school courses will be considered in lieu of department requirements, including Language, on an individual basis.

Minor: A minor in History require completion of 21 credit hours; two of HIS110, HIS120, HIS161, or HIS171; either HIS201 or HIS202; three 300+ level HIS courses; and a POL elective.

A minimum grade of C- is required of all Geography, History, or Political Science courses in order to receive credit towards the major or minor.

Suggested Curriculum

While the bachelor's degree in History (except History Education) is not a block program and does not demand sequential courses, the History program at Waldorf College does seek to systematically promote the development of skills in critical thinking, reading, writing, and undergraduate research. The Department of History has organized its courses to systematically promote the development of these skills. Students should remember that the different levels of courses focus on different skills in a manner intended to help them build and develop these essential skills and that classes at higher levels will begin with the assumption that students have mastered the skills taught at lower levels. Majors are encouraged to complete their general education, lower-level requirements as soon as possible. Whenever possible, all history majors

are required to take HIS 210 Introduction to Historical Methods during the all of their sophomore year. History Education majors should consult Education requirements for prerequisites and sequence planning. Students should coordinate their enrollment with their advisor and the Registrar.

Sequence of Courses

100 Level Courses—Focus on the study of development of human civilization around the world. Particular emphasis will be placed on developing the skills of identifying, selecting, and critically reading appropriate secondary sources of historical information.

200 Level Courses—Focus on the study of development of the United States from its pre-colonial foundations to the present. Particular emphasis will be placed on introducing the skills of analytical writing for history. HIS 210 Introduction to Historical Methods—Brings together the skills of identifying and selecting sources, critically reading, researching, and writing for history in preparation for more advanced undergraduate research projects. Required of all History Majors, whenever possible, in the fall semester of their sophomore year.

300 Level Courses—Focus on the study of specific and defined topics in history by concentrating on Historiography: the development of historical interpretations. Emphasis will be placed on the promotion and practice of the skills of historical study through research and writing.

400 Level Courses—Focus on the study of specific and defined topics in history. Emphasis will be placed on the application and practice of the skills of history.

General Education Core Requirements64 Cr.

History Major Requirements 12-13 Cr.

HIS 201	U.S. History to 1877.....	3
HIS 202	U.S. History since 1877	3
HIS 210	Methods of History	3
HIS 999	History Seminar	6

History Track Requirements 24 Cr.

Three courses from the following:

HIS 110†	Ancient World	3
HIS 120†	Medieval World.....	3
HIS 161†	Modern World	3
HIS 171†	Contemporary World.....	3

Five courses from the following*:

HIS 300	History of the Northern Plains	3
HIS 310	Ancient Greece	3
HIS 315	Early Church History	3
HIS 320	Roman Republic and Empire	3
HIS 335	Medieval Europe.....	3
HIS 336	Introduction to Muslim World.....	3
HIS 355†	Modern Africa	3
HIS 360†	Modern Latin America.....	3
HIS 361	American Women’s History.....	3
HIS 362	U.S. Foreign Policy	3
HIS 363	African American History	3

HIS 364	American Environmental History.....	3
HIS 405	Colonial Revolutionary America.....	3
HIS 417	American Civil War	3
HIS 418	Modern American Presidency.....	3
HIS 420	Contemporary America	3
HIS 422	The Vikings.....	3
HIS 427	Medieval England	3
HIS 430	British Empire	3
HIS 435	Modern Britain	3
HIS 440†	Modern Germany.....	3
HIS 460	The Great War	3
HIS 462	FDR: Depression and War.....	3
HIS 465	World War II.....	3
HIS 470	Vietnam Era	3
HIS 471	From the Beats to the Beatles.....	3
HIS 475	Special Topics	3

Six credits from the following:

HIS 495	Internship.....	6
HIS 496	Senior Thesis Research.....	3
HIS 497	Senior Thesis Writing.....	3

Political Science Track Requirements30 Cr.

HIS 499	History Seminar	6
POL 112	American Government.....	3

One course from the following:

HIS 110†	Ancient World	3
HIS 120†	Medieval World.....	3
HIS 161†	Modern World	3
HIS 171†	Contemporary World.....	3

One course from the following:

POL 204	Introduction to Public Relations.....	3
POL 422	Public Relation Skills.....	3

Six credits from the following:

POL 495	Internship.....	6
POL 496	Senior Thesis Research.....	3
POL 497	Senior Thesis Writing.....	3

Four upper-division POL courses are also required (one upper-division HIS course can be substituted):

POL 300	Argumentation and Debate	3
POL 320†	Modern Global Issues	3
POL 330	Comparative Government	3
POL 362	U.S. Foreign Policy	3
POL 410	American Law	3
POL 418	Modern American Presidency	3
POL 422	Public Relations Skills	3
POL 462	FDR: Depression and War	3
POL 475	Special Topics	3

History Minor Requirements..... 21 Cr.

Two courses from the following:

HIS 110†	Ancient World	3
HIS 120†	Medieval World	3
HIS 161†	Modern World	3
HIS 171†	Contemporary World	3

One course from the following:

HIS 201	U.S. History to 1877	3
HIS 202	U.S. History Since 1877	3

Three HIS 300+ courses.

One POL elective.

† Fulfills a General Education Core Requirement

* May be waived if completed four years of high school foreign language

THE HONORS COLLEGE

The Honors College provides programs which serve the needs of motivated and academically successful students. It offers honors courses, honors sections of required courses, special seminars, independent research opportunities, trips to regional cultural events, and the overseas World Trip.

Entrance to the Honors College from high school requires at least a 3.5 GPA and/or a 24 ACT composite score. Other promising students who seek intensive and alternative forms of learning may be invited to join the college by the Honors Director. These students should request additional information from the Admission Office. Students currently enrolled at Waldorf University may join the Honors College if they have a 3.5 cumulative GPA. This grade point must be maintained in order to remain an honors student in good standing. Enrolled students should inquire about membership at the Honors College Office, Thorson Hall, Room 236.

First-year Honors students enroll in Honors/English 106 their first semester and Honors/English 107 their second semester. The Honors/English 106 and 107 sequence replaces the two Composition courses (ENG 120 and 121) and the literature course (ENG 200+ Elective) required of all Waldorf students. Students should also enroll in the Honors section of Religion 205H, which fulfills the general education requirement for a Religion course at the 200+ level.

Honors College members are eligible to take any honors courses offered at Waldorf without prior approval; they are invited to all activities sponsored by the Honors College for its whole membership; and they complete their degrees as graduates of the Honors College at Waldorf University. A student who is not a member of the Honors College may take honors courses if the student has at least a 3.00 GPA and has the permission of the instructor and the Director of the Honors College.

Waldorf Scholar

Honors College students who maintain a 3.5 cumulative GPA and who wish to undertake a special course of academic work and study may be eligible for Waldorf Scholar status and for the World Trip. To be designated a Waldorf Scholar, a student must have completed, with a minimum final grade of B, Honors/English 106 and 107, Honors Religion 205H, Honors 200, three Honors Colloquia (1 credit each, HON 279, 289, and/or Honors World Trip 399), and an independent research project (HON 499: Honors Thesis, 1 or 2 credits) with a faculty advisor of their choosing. They must present the results of their research at a public venue such as Waldorf's annual academic conference, Inquireere, and they must turn in to the Honors College Director a publishable copy of their final paper or project.

Students who are successfully making progress towards Waldorf Scholar Status are eligible, if they choose, to enroll for the Honors World Trip. The biannual World Trip is a voyage abroad accompanied by Waldorf faculty. This trip is partially subsidized by the university in honor of its Waldorf Scholars.

HON106	Honors Composition I (may be used as ENG120 and ENG121 equivalent)	3
HON107	Honors Composition II (may be used for General Education Literature requirement)	3
HON200	Honors Philosophy	3
HON205H	Honors Contemporary Ethical Issues (may be used as 200+ Religion Elective)	3

THREE Honors Colloquium courses:

HON279	Colloquium I (different topics each year; may be taken more than once)	1
HON289	Colloquium II	1
HON399	Honors World Trip	1
HON499	Honors Thesis (Fall 1 cr., Spring 1 cr.)	2

HUMANITIES

The Department of Humanities strives to offer each student an understanding and appreciation of Fine Arts (Music, Visual Art, Theatre,) Literature and Writing, Religion and Philosophy, and History by focusing on the development of critical thinking, writing, and research skills through the offering and exploration of a broad liberal arts education.

Minor: A Humanities minor (21-23 credits) requires the completion of HUM300, and five additional courses from the different disciplines listed above for the Humanities major. If the student's major is within the Humanities (e.g. English or History), then the minor cannot include courses from that department.

Humanities Minor Requirements..... 21-23 Cr.

HUM 300	Investigation in the Humanities	3
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Six courses from ART, MUS, THE, ENG, CWR, REL, PHL, or HIS. Courses in a student's major cannot count toward these six courses.

† *Fulfills a General Education Core Requirement*

MATHEMATICS

The Department of Mathematics strives to develop in each student an understanding and appreciation of the methods and techniques of mathematics and the ability to use these skills in relevant application problem solving. A graduation requirement for all students seeking a degree is the completion of at least one course in mathematics numbered MTH 101 or above.

The Department of Mathematics offers an Elementary Math Endorsement, a 5–12 Math Endorsement, and a Math Minor.

Math Education Majors: See Education Section for more information.

Minor: A minor in Mathematics requires completion of 24 credits including MTH203, MTH204, MTH300, MTH330, MTH340, and MTH201 or CIS130.

Mathematics Minor Requirements..... 24 Cr.

MTH 203†	Calculus I.....	4
MTH 204†	Calculus II.....	4
MTH 300†	Discrete Mathematics	4
MTH 330†	Linear Algebra	4
MTH 340†	Classical and Modern Geometry.....	4
One course from the following:		
MTH 201†	Elementary Statistics	4
CIS 130	Programming Fundamentals.....	3

MUSIC

The music department offerings are designed to inspire lifelong arts contributors through diverse opportunities, collaborations and autonomy that lead to lifestyles and sustainable careers that contribute to the betterment of society.

The Non-Music Major

Non-music degree seeking students are welcome to participate in music ensembles, take group or private lessons and/or enroll in music courses to serve their electives requirement and/or expand their skill sets and perspectives on the arts and beyond. All abilities are welcome.

Ensembles include:

MSA 100C	Waldorf Choir	.5cr
MSA 100D	Percussion Ensemble	.5cr
MSA 100J	Jazz Ensemble	.5cr
MSA 100W	Wind Symphony	.5cr

Group Lessons include:

MSA 110	Functional Piano	1cr.
MSA 140	Functional Guitar	1cr.

The Music Major

Students seeking a career in music may choose from the following degree concentrations:

Bachelors of Arts

- **Arts Management** which leads to careers such as the Director of a Fine or Performing Arts Center, Business manager for an artist or group, Event Coordinator, Recording Studio management, stage design, grant writer for the arts and more.
- **Performance: Vocal, Instrumental, or Piano** which lead to careers such as solo or group touring performances, performing with orchestras or within an opera company, studio management to include providing lessons and coaching to aspiring performers, and so much more.

Bachelors of Science (see Education)

- **Music Education** which leads to K–12 licensure (vocal & instrumental) in the State of Iowa. See the Education area for details.

All Bachelor's degrees in music require completion of the Waldorf Core Curriculum. Exceptions and special requirements are listed within the major requirements of each concentration. A minor in a second academic area is required of the Performance concentrations. The academic advisor in music assists with this selection based on career interests.

All music majors must participate in at least one ensemble each semester, engage in applied lessons (credit requirements listed within the major), and serve in one of the student groups. All music majors, with exception of Arts Management, must pass Piano Proficiencies. Those who have not passed the piano proficiency exam are required to study piano until doing so. Placement in piano class or applied lessons is at the discretion of the music department. All music majors will also perform at least one recital on their primary instrument (see major requirements for specifics).

General Education Core Requirements64 Cr.

Music Core for All Performance and Music Education.....41 Cr.

MUS 101	Theory I.....	3
MUS 102	Theory II.....	3
MUS 103	Aural Skills I	1
MUS 104	Aural Skills II	1
MUS 201	Theory III.....	3
MUS 202	Theory IV	3
MUS 203	Aural Skills III	1
MUS 204	Aural Skills IV.....	1
MUS 215	Conductor's Workshop I.....	2
MUS 216	Arranging & Technology	1
MUS 300	World Music.....	3
MUS 301	Music History: Medieval & Renaissance	3
MUS 302	Music History: Baroque & Classical	3
MUS 318	Music History: Romantic & Contemporary	3
MSA	Applied Lessons	4-14
MSA	Major Ensembles	4

All Majors must also pass the Piano Proficiency Exam.

Music Education Majors: See Education section for more information.

Arts Management Major Requirements 45 Cr.

Arts Management degree seeking students do not need to meet the Music Core Requirements nor do they need a minor. Supportive courses taken that also meet General Education Core Requirements include SPE 111 Essentials of Public Speaking.

ART 311	History of Modern Art.....	3
BUS151	Computer Applications.....	3
BUS 220	Principles of Accounting.....	4
BUS 300	Principles of Management	3
BUS 322	Marketing.....	3
BUS 326	Organizational Theory and Behavior.....	3
COM 101	Digital Core	3
MUS 101	Theory I.....	3
MUS 102	Theory II.....	3
MUS 103	Aural Skills I	1
MUS 104	Aural Skills II	1
MUS 300	World Music.....	3
MUS 340	History of Rock	3
MUS 434	Arts Management Internship.....	6
Choose one of the following:		
MUS 301	Music History: Medieval & Renaissance	3
MUS 302	Music History: Baroque & Classical	3
MUS 318	Music History: Romantic & Contemporary	3

Music Performance Major Requirements12 Cr.

All music performance majors will perform at least two recitals for credit (MSA 313-16, Half Recital and MSA 413-416, Full Recital). Additional performances in Department Recitals and otherwise are the expectation. Preparation for such will require 8 additional credits in their primary instrument. Entrance into the major is confirmed at Spring Juries. A Recital Preview with a committee of three is required to schedule (See Music Handbook). The Full Recital and associated lesson in that term serve as the capstone for the degree. Supporting courses within the major that also serve the General Education Core include THR 132 Acting I. An academic minor is also required (i.e., Theatre, History, Business, Education, etc.).

Vocal Requirements12 Cr.

MUS 150	Diction for Singers: English.....	1
MUS 250	Diction for Singers: Italian	1
MUS 350	Diction for Singers: German.....	1

MUS 450	Diction for Singers: French	1
MUS 315	Conductor's Workshop II: Choral	2
MUS 331	Vocal Pedagogy.....	3
MUS 382	Seminar: Choral Literature.....	1
MUS 420	Vocal Literature.....	2

Piano Requirements14 Cr.

MSA 225	Collaborative Piano.....	2
MUS 315	Conductor's Workshop II: Choral	2
MUS 382	Seminar: Choral Literature.....	1
MUS 316	Conductor's Workshop III: Instrumental	2
MUS 384	Seminar: Instrumental Ensemble Literature.....	1
MUS 332	Piano Pedagogy	3
MUS 421	Piano Literature	2
MUE 363	Voice Skills	1

Instrumental Requirements12 Cr.

MUS 315	Conductor's Workshop II: Choral	2
MUS 382	Seminar: Choral Literature.....	1
MUS 316	Conductor's Workshop III: Instrumental	2
MUS 384	Seminar: Instrumental Ensemble Literature.....	1
MUS 333	Instrumental Pedagogy	3
MUS 422	Instrumental Literature	2
MUS 470	Instrument Repair & Maintenance.....	1

Music Minor Requirements21 Cr.

MUS 101	Theory I.....	3
MUS 102	Theory II.....	3
MUS 103	Aural Skills I	1
MUS 104	Aural Skills II	1
MUS	Electives	6
MSA	Applied Lessons (NO more than two (2) instruments).....	2
MSA	Major Ensembles	2

One course from the following:

MUS 300	World Music.....	3
MUS 301	Music History: Medieval & Renaissance	3
MUS 302	Music History: Baroque & Classical	3
MUS 318	Music History: Romantic & Contemporary	3
MUS 340	History of Rock	3

PHILOSOPHY

Philosophy courses at Waldorf engage students in a study of the meaning and values of life in an effort to assist them in the development of their own reason for living.

PHYSICAL EDUCATION, HEALTH, AND RECREATION

The Department of Education offers a K-12 Physical Education degree plus Endorsements. The Health Promotions and Exercise Science Department offers supporting coursework for other majors and required coursework for all students planning to earn a degree from Waldorf. Please feel free to review their section in the catalog to find out more.

For students pursuing a degree from Waldorf there is a one-credit physical education activities requirement which consists of two different half-credit lifetime activity courses. (Credit for varsity athletics does not meet this requirement.)

Coaching authorization for various states may be obtained by taking the following four courses: PED251, PED272; PED271 or BIO155; and PSY144. PED170 is strongly recommended. For more information regarding Iowa's Coaching Authorization, you may contact them at jahsaa.org/information/coaches

Physical Education (K–12) Majors: See the Physical Education Section under Education for more information.

PHYSICS

The aims of physical science and physics courses are to explain and develop an appreciation for basic concepts and principles, to develop skills in problem solving and laboratory measurement, and to develop in the student an understanding of contemporary scientific issues. Non-science majors can take PHY151 Physical Science to satisfy the Core Curriculum requirement.

POLITICAL SCIENCE

Courses in political science encourage responsible citizenship and are especially recommended for those entering a career in law, public administration, law enforcement, civil service, or teaching. A political science history major is available with a listing of required course work in the History section of the catalog.

Minor: The Political Science minor requires completion of: POL 112, HIS 201, HIS 202 and 12–15 credits of political science electives selected from the remaining political science course offerings. Students may substitute CRJ360 and CRJ395 as political science electives.

PRE-LAW

Waldorf University prepares its students for a life of service through a wide variety of professions. One opportunity to serve which many students pursue is through the legal professions. Law schools do not require a pre-law degree for admissions to their programs. What really matters in law school admissions is overall academic accomplishment in a rigorous program, grades on the Law School Admissions Test (LSAT), written recommendations and a personal statement. Students interested in pursuing a degree and career in the legal profession are advised to major in any discipline that interests them and will challenge them academically. In order to fully develop the skills necessary a specific underlying pre-law track has been developed to provide students with a variety of skills in criminal justice, English, history, political science, and philosophy. This track is designed to be completed in conjunction with the requirements of a B.A. or B.S. in one of the over-arching areas.

Admission into law school is highly competitive and difficult to attain. Successful students must demonstrate their competence with high grades and also earn high scores on the LSAT. Students also can strengthen their preparation with additional experiences. Waldorf places a high value on internships and undergraduate research experiences. Acquiring such experiences helps a student learn to apply what he/she has learned in the classroom, demonstrate the student's critical thinking skills, and is personally very rewarding to the student. Additionally, students completing the pre-law track at Waldorf will be meet regularly throughout their course of their studies and be provided with a letter of recommendation upon

completion from a contingent of faculty representing the various parts of the program.

For students interested in preparing for law school Waldorf University offers a pre-law track to be taken in conjunction with any academic major, although students are advised to major in one of the emphasized areas. The program is not itself a major because it does not include all the other requirements necessary to complete a Bachelor's degree at Waldorf University. Students wishing to complete the program must choose a departmental major and work with their advisor to incorporate the requirements of the program into that department's curriculum.

Pre-Law Guidelines:

Required Courses: POL112, POL410; REL205; 6 hours of internship within the legal profession, and two of the following six sequences: BUS410 and COM441; ECO251 and ECO252; MTH101 and MTH203; SOC221 and SOC222; PHL271 and PHL 272; or PHY221 and PHY222.

Criminal Justice..... 12 Cr

CRJ 330	Judicial Process.....	3
CRJ 360	Criminal Law.....	3
CRJ 395	Constitutional Law.....	3
CRJ 400	A Diversity & Ethics in Criminal Justice.....	3

English 13 Cr

ENG 230	Advanced Composition.....	3
ENG 235	Technical Communications.....	3
ENG 240	Literary Analysis.....	1

Choose one of the following combinations for a total of 6 credit hours:

ENG 341	American Literature to 1865.....	3
ENG 342	American Literature 1865 to Present.....	3
or ENG 351	British Literature I: Beowulf to 18th Century....	3
ENG 352	British Literature II: Romantic Era to Contemporary.....	3

History..... 12 Cr.

HIS 201	U.S. History to 1877.....	3
or HIS 202	U.S. History Since 1877.....	3
HIS 210	Methods of History.....	3
HIS 300+	Elective.....	3
HIS 300+	Elective.....	3

Political Science..... 12 Cr.

POL 112/POL 1010	American Government.....	3
POL 2000	Introduction to Political Science.....	3
POL 2010	American State and Local Politics.....	3
POL 410	American Law.....	3

Philosophy 3 Cr.

PHL 272	Philosophy.....	3
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PSYCHOLOGY

Psychology is the study of behavior and mental processes and is traditionally a popular field of study. By the very nature of the profession, psychology is a service vocation. This fits well with Waldorf’s mission of preparing students for “lives of service.” A Bachelor of Arts degree in psychology prepares students to be well-rounded, educated individuals as it reflects many of the goals of a liberal arts education by providing a knowledge base, thinking skills, analytical reasoning, interpersonal skills, and ethical values. In addition, students will gain skills in conducting research and evaluating information in accordance with American Psychological Association principles. Psychology majors are prepared to pursue graduate and professional programs in psychology, where they could further specialize in a variety of areas in psychology including clinical, experimental, developmental, social, cognitive, human factors, sports, industrial/organizational, health, and forensics. They are also prepared for further education in areas such as medicine, law, social work, nursing, and ministry.

Some psychology majors directly enter the job market in positions related to psychology, including case managers, childcare workers, corrections or parole officers, mental health technicians, political campaign workers, public relations specialists, and social services workers. Others with Bachelor’s degrees find positions in jobs that at first glance do not seem directly related to psychology, such as advertising agents, college admissions officers, congressional aides, customer service representatives, human resources workers, law enforcement officers, insurance agents, marketing researchers, restaurant managers, public relations experts, and loan officers.

Given the vast array of career opportunities, students may find that psychology is a good complement to a number of other majors or minors offered at Waldorf, such as business, communications, criminal justice, education, wellness, humanities, history-political science, English and theatre.

Major: The Psychology major requires the completion of 48 total credits consisting of foundations (I), core content (II), and elective (III) courses. I. All students must complete PSY 100; PSY 111; PSY 360; PSY 361; PSY 499 and MTH 201. II. Students must choose 1 course from four of the five core content areas: Developmental Psychology (PSY 144); Social Psychology (PSY 222 or PSY 232); Cognitive Psychology (PSY 311 or PSY 310); Biological Psychology (PSY 230 or PSY 331); Individual Differences (PSY 320 or PSY 322). III. Students must take 18 credits of psychology electives, selecting from those not being used to satisfy area II and the remaining psychology course offerings. Note: Students may apply up to 6 total credits combined of 495/496. Any additional credits in these courses would be considered general electives and not part of the major.

Double Major: Many psychology students choose to double major in related fields to pair with their psychology degree (e.g. criminal justice, biology, health promotion & exercise science., etc.). Students who wish to double major must complete the required courses for both majors with 15 credits in each major not being applied to the other major.

Minor: The Psychology minor requires completion of: PSY 111; PSY 360; MTH 201 and 12 credits of psychology electives selected from the remaining psychology course offerings.

General Education Core Requirements64 Cr.

Psychology Major Requirements..... 48 Cr.

I. The following foundation courses are required:

MTH 201†	Elementary Statistics	4
PSY 100	Orientation to Psychology	1
PSY 111†	General Psychology.....	3
PSY 360†	Introduction to Research Methods	3
PSY 361†	Advanced Research Methods.....	4
PSY 499	Senior Capstone	3

II. Select one course from four of the following areas:

Lifespan Development
 PSY 144† Human Growth & Development3

Social Psychology
 PSY 222† Social Psychology.....3

PSY 232† Close Relationships.....3

Cognitive Psychology
 PSY 311† Cognitive Psychology.....3

PSY 310† Principles of Learning

Biological Psychology
 PSY 230† Biological Psychology

PSY 331† Sensation and Perception

Individual Differences
 PSY 322† Abnormal Psychology

PSY 320† Theories of Personality

III. PSY Electives 18

Psychology Minor Requirements 22 Cr.

MTH 201† Elementary Statistics

PSY 111† General Psychology.....

PSY 360† Introduction to Research Methods

PSY Electives

† Fulfills a General Education Core Requirement

RELIGION

The Religion Department plays a central role in the Liberal Arts education offered by Waldorf University. The department challenges students to think and see life and the world in new ways as well as to consider the deepest questions of purpose and meaning. Finally, the department asks each student to deeply consider why he or she is on this earth. No student at Waldorf is allowed to avoid these questions.

A religion minor can accompany any major offered by the college and may give the student a larger perspective in which to understand life, one’s work, and how one approaches one’s work. In a world where the demand for non-ordained church workers is rapidly growing, a religion minor will provide a foundation for those students who may be seeking to work for the church in a non-ordained capacity. The Religion minor will also do much to help those students who are preparing for seminary and advanced academic work in religion.

Refer to the Church Professions section of the catalog for the list of suggested courses for Pre-Seminary. A minor in Religion requires the completion of 21 credit hours in Religion and Philosophy, including REL103; minimum of one course from Historical/Theological (REL206, REL336, PHL271, or PHL272) and a minimum of one course from Applied Religions (REL205, REL306, REL330, REL400, REL435, or REL450).

Religion minors are strongly encouraged to seek foreign language opportunities.

Religion Minor Requirements.....21 Cr.

REL 103 Introduction to Biblical Literature.....3

One course from the following:

REL 206 World Religions.....3

Undergraduate Degree Programs

REL 336	Introduction to the Muslim World.....	3
PHL 271	Philosophical Ethics.....	3
PHL 272	Introduction to Philosophy.....	3
One course from the following:		
REL 205	Contemporary Ethical Issues.....	3
REL 306	Gender & Sexuality in World Religions.....	3
REL 330	Music and Worship and the Lutheran Tradition.....	3
REL 400	Ethics and Religion Diversity in Public and Private Education.....	3
REL 435†	Religion and Career Values.....	4
REL 450†	Religion and the Arts.....	3

SOCIOLOGY

Sociology is the scientific study of human social life introducing students to a better understanding of the social world and how human beings come to think and act as they do. Sociology courses support the core curriculum by providing insight and analysis into the workings of society, the family, and the legal system.

SPANISH

Courses in the Spanish department seek to develop both communicative competence and cultural awareness. The department assists students in determining their optimum level of entry. The Spanish minor requires completion of 21 semester credit hours (or equivalent) which includes SPN101, SPN102, SPN201, SPN202, SPN203, SPN204 and SPN450.

Spanish Minor Requirements 21 Cr.

SPN 101	Elementary Spanish.....	4
SPN 102	Elementary Spanish.....	4
SPN 201	Intermediate Spanish.....	3
SPN 202	Intermediate Spanish.....	3
SPN 203	Intermediate Spanish Conversation.....	3
SPN 204	Intermediate Spanish Conversation.....	3
SPN 450	Capstone.....	1

SPEECH

Competence in oral communication is the primary objective of speech course offerings. They are an appropriate component for consideration in nearly every curriculum.

SPORT MANAGEMENT (A.A./B.A)

SPORT MANAGEMENT (B.A.) The Bachelor of Arts (B.A.) in Sport Management degree offered at Waldorf University will include the core curriculum courses and Sport Management courses, including a 6+ credit hour internship, as well as, specific courses from the SMT department. The Sport Management major allows future professionals of the industry to be aware of the needs and skills they must acquire, in the form of broad sport topics and content, to be successful in the sport management industry of today and tomorrow. *Students*

double majoring in SMT and another Waldorf University residential degree are allowed to pick which internship (minimum of 6 credit hours) and senior seminar (if offered in other degree) from either degree that they want to enroll in, which will cover both degree’s requirements for completion.

SPORT MANAGEMENT (A.A.) The Associate of Arts in Sport Management degree offered at Waldorf University will include the core curriculum courses, along with specific sport management introductory courses that highlight the sport management industry. This Sport Management degree allows future professionals to become introduced to themes and ideas that will establish a base knowledge for those looking to further their education within the industry or enter into it from an entry level position.

Sport Management Program Learning Outcomes:

- PLO 1.A.** Students will be able to understand the laws of supply and demand as applied to sport.
- PLO 1.B.** Students will be able to prepare and interpret financial statements and use common applications as tools for quantitative reasoning and problem solving.
- PLO 2.A.** Students will be able to organize project teams and effectively demonstrate team development and collaboration.
- PLO 2.B.** Students will demonstrate theoretical knowledge related to leadership and management theories.
- PLO 3.A.** Students will be able to create a sport marketing plan.
- PLO 4.A.** Students will be able to conduct an overall athletic facility evaluation, determine priorities, and make recommendations for facility planning.
- PLO 4.B.** Students will be able to describe the professional safety standards for sport facilities.
- PLO 5.A.** Students will be able to critique sport sociology professional literature.
- PLO 5.B.** Students will demonstrate a professional knowledge of sport history and be in a position to draw lessons from it.

Major (B.A.): The BA in Sport Management major requires completion of the major core courses of BUS 155, BUS 220, BUS 300, BUS 322, ECO 251 or ECO 252 (*Only need one ECO course*), SMT 120, SMT 270, SMT 280, SMT 390, SMT 400, SMT 410, SMT 420, SMT 430, SMT 433, and SMT 495.

Major (A.A.): The AA in Sport Management major requires completion of the major core courses of BUS 155, ECO 251 or ECO 252 (*Only need one ECO course*), SMT 120, SMT 270, and SMT 280.

Minor: A minor in Sport Management requires completion of the specific courses including BUS 220, BUS 300, SMT 120, SMT 390, and SMT 410; along with one of the following OPTIONS from within the courses of: SMT 270, SMT 280, SMT 400, SMT 420, and SMT 430. Option #1- One 200+ Course & One 400+ Course or Option #2- Two 400+ Courses.

General Education Core Requirements64 Cr.

B.A. Sport Management Major Requirements.....50 Cr.

BUS 131	Introduction to Business.....	3
BUS 155	Computer Applications.....	3
BUS 220	Principles of Accounting.....	4
BUS 300	Principles of Management.....	3
BUS 322	Marketing.....	3

Undergraduate Degree Programs

ECO 251	Macroeconomics.....	3
Or ECO 252	Microeconomics.....	3
PED 230	History and Principles of Sport, Physical Education and Fitness	3
SMT 270	Sociology of Sport.....	3
SMT 280	Sport Public Relations and Promotions.....	3
SMT 400	Sport Facilities	3
SMT 410	Sport Administration.....	3
SMT 420	Sport Financing.....	3
SMT 430	Sport Legal Liability and Risk Management	3
SMT 433	Senior Seminar in Sport Management	3
SMT 495	Sports Management Internship.....	6-12

Sport Management Minor Requirements..... 22 Cr.

BUS 220	Principles of Accounting.....	4
BUS 300	Principles of Management	3
ECO 251	Macroeconomics.....	3
Or ECO 252	Macroeconomics.....	3
SMT 410	Sport Administration.....	3

Three courses from the following:

SMT 270	Sociology of Sport.....	3
SMT 280	Sport Public Relations and Promotions.....	3
SMT 400	Sport Facilities	3
SMT 420	Sport Financing.....	3
SMT 430	Sport Legal Liability and Risk Management	3

TECHNICAL WRITING

Prepare for professional writing and enhance your resume by earning a Certificate in Technical Writing from Waldorf University. The Certificate in Technical Writing provides practical instruction for writing in the workplace with an emphasis on genre, purpose, and document design. Students will learn to incorporate statistics and other data and improve their grammar to compete in today's highly competitive workforce. Students will also obtain practical experience in collaborative writing and using technology to write and communicate more effectively and efficiently.

Technical Writing Certificate Program Learning Outcomes:

- PLO 1. Identify theses/main ideas of primary texts.
- PLO 2. Identify genres of primary texts.
- PLO 3. Identify and describe in writing the context for primary texts (e.g. social, political, or economic).
- PLO 4. Clearly state a thesis in research-based and non-research-based papers or projects.

Students must choose a minimum of 11 hours from the following courses and earn a B or better in ENG 120 to meet certificate requirements:

ENG 120	Composition I: Reading & Writing	3
ENG 205	English Grammar	3

ENG 230	Advanced Composition	3
ENG 235	Introduction to Technical Writing.....	3
Choose 1 course from the following:		
BUS 330	Business Communications.....	3
COM 102	Digi-Com.....	3
COM 104	News Gathering	3
COM 302	Publication Design	3
COM 318	Editing.....	3

THEATRE ARTS

The mission of the Department of Theatre is to prepare our graduates with hands-on experience, a thorough academic foundation, and exploration of the concept of the theatre student as both a being of spirituality and reason for successful careers and fulfilling lives of service through the expression, teaching, producing, and advancing the vocation of theatre not only as an art form, but as a continuation of articulating the human condition.

The Department of Theatre offers three (3) majors in Theatre Arts. The first major is a Bachelor of Arts in Theatre Arts with emphasis tracks in one of the following: Performance (Acting / Directing) ; Design Technologies ; Dramaturgy ; and Playwriting. The second major is a Bachelor of Arts in Theatre Arts: Musical Theatre. Finally, the third major is a Bachelor of Arts in Theatre Arts: Management.

Additionally offered are three (3) Minor program offerings which are Theatre Arts, Children's Theatre, and Shakespeare.

Those students involved in the Bachelor of Science in Secondary Education (only) may participate in the special Endorsement 168 offered by the Theatre Department. Endorsement 168: 5-12 Speech Communications / Theatre would be placed on your transcript for licensure purposes. Please see the Education endorsement area of this catalog for additional information.

Theatre courses are open to all students meeting the prerequisites. The THR 132: Acting I course fulfills the University's general core requirement for the Speech designation for students in the Theatre Arts major. The curriculum is grounded by strong general humanities focus and many courses attempt to connect with the production season.

Theatre Arts Major (core): All tracks of the Theatre major are required completion of eight (8) Theatre Practica core: THR132; THR300; two courses from THR315, THR320, or THR330; THR385; THR400; THR450; and THR495. In addition to the core, all theatre majors must complete one of three tracks listed as follows.

Performance (Acting / Directing) track are THR140; two courses from THR146, THR241, THR341, THR360; THR361 or THR362.; one course from THR232, THR301 or THR332.

Design Technologies track are THR140; THR146; two courses from THR242, THR360, THR361, or THR362; THR341; one course from THR460, THR461, or THR462.

Dramaturgy track are two courses from THR140, THR146, or THR242; three courses from THR200, THR232, THR301, THR332, THR340, THR415 or one history elective course (theatre preferred).

Playwriting track are THR200; THR232; THR301; THR332; and repeat one (1) playwriting course.

Theatre Arts: Musical Theatre Major are Theatre Core; eight (8) hours of MSA183; six (6) hours of MSA184; MSA313, MSA413; MUS101, MUS102, MUS103, MUS104, MUS111; THR132, THR146, THR300, THR325, THR333, THR450, and THR495; and must pass a piano proficiency exam.

Theatre Arts: Management Major are Theatre Core, BUS220, BUS300, BUS322, BUS326, COM101, THR132, THR242, THR300, THR342, THR385, THR400, THR450, THR495, THR280/380/480; and two courses from THR315, THR320, THR325, or THR330.

All Theatre majors, except Theatre Education majors, must complete the Humanities Minor. (See the Humanities section of this catalog for the description and details)

Theatre Arts Minor: A minor in Theatre Arts requires completion of 24 credits including six Theatre Practica; THR132; THR140; THR146; THR300; THR385; one course from THR315, THR320, THR330; and one theatre elective course.

Children’s Theatre Minor: A minor in Children’s Theatre requires completion of THR131; THR132; THR200; THR300; THR400; and two of the following courses: THR360, THR361, or THR362.

Shakespeare Minor

The Waldorf University Theatre Department offers Shakespeare minor in cooperation with the History and English Departments. Students in the Shakespeare Minor take an array of courses in classical acting, Elizabethan history, original staging, etc., and work with Waldorf’s annual Shakespeare play each fall. Students who successfully complete the minor and receive necessary faculty recommendations are granted entry into the Mary Baldwin College Master of Letters (M.Litt) and Master of Fine Arts program in Shakespeare and Renaissance Literature Performance.

The courses required for the Shakespeare minor are ENG441; HIS120 or THR415; HIS335; THR320; THR332; THR400; THR498; eight (8) Theatre Practica, three (3) of which must be from a Shakespeare production.

Theatre majors and minors are required to adhere to the department policies regarding portfolio review, capstone, internships, and advancement within the program. These policies are available in the current Theatre Department Handbook.

General Education Core Requirements64 Cr.

Theatre Core Requirements..... 33 Cr.

THR 132	Acting I.....	3
THR 300	Directing I.....	3
THR 385	Playwriting	3
THR 400	Theatre Company	3
THR 450	Theatre Capstone	3
THR 495	Theatre Internship.....	9
THR 280/380/480	Practica Core	8

Two courses from the following:

THR 315	Classical Theatre	3
THR 320	Elizabethan and Restoration Theatre.....	3
THR 330	American Musical Theatre	3

Design Technologies Track Requirements 18 Cr.

THR 140	Introduction to Stagecraft.....	3
THR 146	Introduction to Theatrical Design	3
THR 341	Special Topics in Theatre Design	3

Two courses from the following:

THR 242	Stage Management.....	3
THR 360	Scenic & Properties Design I	3
THR 361	Lighting Design I.....	3
THR 362	Costume Design I	3

One course from the following:

THR 460	Scenic Design II.....	3
THR 461	Lighting Design II	3
THR 462	Costume Design II	3

Performance (Acting/Directing) Track Requirements..15 Cr.

THR 140	Introduction to Stagecraft.....	3
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Three courses from the following:

THR 146	Introduction to Theatrical Design	3
THR 241	Stage Management.....	3
THR 341	Special Topics in Theatre Design	3
THR 360	Scenic & Properties Design I	3
THR 361	Lighting Design I.....	3
THR 362	Costume Design I	3

One courses from the following:

THR 232	Acting II.....	3
THR 301	Directing II.....	3
THR 332	Acting III: Styles	3

Playwriting Track Requirements.....15 Cr.

THR 200	Creative Dramatics	3
THR 232	Acting II.....	3
THR 301	Directing II.....	3
THR 332	Acting III: Styles	3

Students must also repeat one playwriting course.

Dramaturgy Track Requirements 15 Cr.

Two courses from the following:

THR 140	Introduction to Stagecraft.....	3
THR 146	Introduction to Theatrical Design	3
THR 242	Stage Management.....	3

Three courses from the following:

THR 200	Creative Dramatics	3
THR 232	Acting II.....	3
THR 301	Directing II.....	3
THR 332	Acting III: Styles	3
THR 340	Theatre Special Topics	3
THR 415	Theatre Travels.....	3
HIS	Elective	3

Musical Theatre Requirements 50-53 Cr.

MSA 183	Applied Study.....	8
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Undergraduate Degree Programs

MSA 184	Applied Study.....	6
MSA 313	Half Recital, Voice.....	1
MSA 413	Full Recital, Voice	2
MUS 101	Theory I.....	3
MUS 102	Theory II.....	3
MUS 103	Aural Skills I.....	1
MUS 104	Aural Skills II.....	1
MUS 111	Diction for Singers.....	1
THR 132†	Acting I.....	3
THR 146	Introduction to Theatrical Design	3
THR 300	Directing I.....	3
THR 325	American Musical Theatre	3
THR 333	Musical Theatre Performance.....	3
THR 450	Theatre Capstone	3
THR 495	Theatre Internship.....	6-9

Theatre Management Requirements..... 50-53 Cr.

The Theatre Management degree is for students seeking a vocational track that provides knowledge, skill and practical hands-on experience to function in the capacity as stage manager. This program focuses on the artistic administration of theatrical programs, while also examining and exposing students to the theories and underpinning of the financial aspects of the performance world.

This degree is essential for students who seek employment as stage managers, managers of theatre companies, managers and administrative positions in theatre and/or performing arts facilities.

BUS 220	Accounting.....	4
BUS 300	Principles of Management	3
BUS 322	Marketing.....	3
BUS 326	Organizational Theory and Behavior.....	3
COM 101	Graphic Core	2
THR 132†	Acting I.....	3
THR 242	Stage Management.....	3
THR 300	Directing	3
THR 342	Theatre Management.....	3
THR 385	Playwriting	3
THR 400	Theatre Company	3
THR 450	Theatre Capstone	3
THR 495	Theatre Internship.....	9
THR280/380/480	Practica Core.....	2

Two out of four courses from the following:

THR 315	Classical Theatre	3
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THR 320	Elizabethan and Restoration Theatre.....	3
THR 325	American Musical Theatre	3
THR 330	20th Century Theatre	3

† Fulfills a General Education Core Requirement

Theatre Arts Minor Requirements24 Cr.

THR 132	Acting I.....	3
THR140	Introduction to Stagecraft.....	3
THR146	Introduction to Theatrical Design	3
THR300	Directing.....	3
THR385	Playwriting	3
THRXXX	Theatre Elective of Choice.....	3

One out of three courses from the following:

THR 320	Elizabethan and Restoration Theatre.....	3
THR 330	20th Century Theatre	3
THR 315	Classical Theatre	3
THR 280/380/480	Practica Core.....	6

Children's Theatre Minor Requirements.....21 Cr.

THR 131	Introduction to Theatre.....	3
THR 132	Acting I.....	3
THR 200	Creative Dramatics	3
THR 300	Directing I.....	3
THR 400	Theatre Company	3

Two out of three courses from the following:

THR 360	Scenic and Properties Design.....	3
THR 361	Lighting Design	3
THR 362	Costume Design	3

Shakespeare Minor Requirements.....23 Cr.

ENG441	Shakespeare.....	3
HIS335	Medieval Europe.....	3
THR 320	Elizabethan and Restoration Theatre.....	3
THR 332	Acting III: Styles	3
THR 400	Theatre Company	3
THR498	Shakespeare Thesis	3

THR 280/380/480	Practica Core.....	5
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THR 280/380/480	Practica Core (Shakespeare Productions).....	3
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One course from the following:

HIS120	Medieval World.....	3
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Undergraduate Degree Programs

THR415 Theatre Travels.....3

VI. ONLINE UNDERGRADUATE DEGREE PROGRAMS

B.A./B.S. CORE CURRICULUM (ONLINE)

The table below describes the Institutional Learning Outcomes (ILO) and courses expectations for students who begin as a freshman (first time, first year student) and for those who come to Waldorf University with a single or multiple semesters of university/college study.

ILO	Discipline / Course	Credit
Health and Well-Being		
First Year Seminar/Orientation (3 credit)		
1, 5	HUM 1000 Warrior Seminar	3
Literature (Writing Intensive)		
English (9 credit)		
2, 4	ENG 1010: Composition I ▲	3
2, 4	ENG 1020: Composition II ▲	3
3, 5	Literature Elective (2000 or above)	3
Religion and Philosophy		
Religion and Philosophy (9 credit)		
2, 3, 5	PHL 1110: Critical Thinking	3
2, 3, 5	Religion 2000 Level or Higher Elective	3
2, 3, 5	REL 4035: Life, Meaning, and Vocation	3
Arts, Humanities and Historical Perspectives		
Humanities (6 credit)		
3, 5	History Elective	3
3, 5	ART, MUS, SPC or THR Elective	3
Natural, Physical, Earth, and Life Sciences		
Science (3 credit)		
2, 4, 5	Science Elective	3
Social and Behavioral Inquiries		
Behavioral/Social Science (6 credit)		
1, 2, 3, 4, 5	Social/Behavioral Science Elective	3
1, 2, 3, 4, 5	Social/Behavioral Science Elective	3
Mathematical Reasoning		
Mathematics (3 credits)		
2, 4	MTH1010 or Higher Elective	3
Global Sustainability / Perspectives		
Global (3 credits)		
1, 3, 5	Global Elective	3
Non-Disciplinary or Disciplinary Studies		
Elective Credits (18 credits) *		
	3 / 4 Credit Course#: _____	3
	3 / 4 Credit Course#: _____	3
	3 / 4 Credit Course#: _____	3

3 / 4 Credit Course#: _____	3
3 / 4 Credit Course#: _____	3
3 / 4 Credit Course#: _____	3
Total Credits	60

* Any courses not applied to the primary major field of study

▲ Requirement fulfilled by passing course with a grade not lower than a C (2.00).

Core requirements for students with an Associate of Arts (A.A.)

Students who have earned an Associate of Arts degree from an accredited institution will have their degree considered for meeting all core requirements with the exception two religion courses and any specific courses required by the individual major area of study.

Core and General Education requirements for students with transfer credits or those with A.A.S. or A.S. degrees equivalent to Sophomore, Junior, or Senior classifications will be evaluated on a course-by-course basis equivalent towards the maximum number of credits allowed by the University.

B.A.S. CORE CURRICULUM (ONLINE)

The table below describes the Institutional Learning Outcomes (ILO) and courses expectations for students who begin as a freshman (first time, first year student) and for those who come to Waldorf University with a single or multiple semesters of university/college study.

ILO	Discipline / Course	Credit
Literature (Writing Intensive)		
English (6 credit)		
2, 4	ENG 1010: Composition I ▲	3
2, 4	ENG 1020: Composition II ▲	3
Arts, Humanities, Historical, and Religious Perspectives		
Humanities (12 credit)		
2, 3, 5	PHL 1110: Critical Thinking	3
3, 5	History Elective 1000 Level or Higher	3
3, 5	ART, ENG, MUS, REL, SPC, SPN, or THR Elective	3
3, 5	ART, ENG, MUS, REL, SPC, SPN, or THR Elective	3
Natural, Physical, Earth, and Life Sciences		
Science (3 credit)		
2, 4, 5	Science Elective	3
Social and Behavioral Inquiries / Science Perspectives		
Behavioral/Social Science (6 credit)		
1, 2, 3, 4, 5	Social/Behavioral Inquiry/Science Elective	3
1, 2, 3, 4, 5	Social/Behavioral Inquiry/Science Elective	3
Mathematical Reasoning		
Mathematics (3 credits)		
2, 4	MTH 1010 or Higher Elective	3
Total Credits		30

▲ Requirement fulfilled by passing course with a grade not lower than a C

(2.00).

Core requirements for students with an Associate of Arts (A.A.)

Students who have earned an Associate of Arts degree from an accredited institution will have their degree considered for meeting all core requirements with the exception two religion courses and any specific courses required by the individual major area of study.

Core and General Education requirements for students with transfer credits or those with A.A.S. or A.S. degrees equivalent to Sophomore, Junior, or Senior classifications will be evaluated on a course-by-course basis equivalent towards the maximum number of credits allowed by the University.

**** MN Residents:** HUM 1010 Introduction to Waldorf Online and HUM 1000 Warrior Seminar do not qualify as a General Education or a Humanities course. All Minnesota residents are advised to select another course in the Humanities distribution.

INSTITUTIONAL LEARNING OUTCOMES (ILO)

The Waldorf University Institutional Learning Outcomes (ILOs) guide the development of the institution's core curriculum in expressing the knowledge, skills, and abilities that Waldorf students should demonstrate through their academic experience.

ILO 1 Citizenship and Service: Waldorf University students will practice purposeful and positive engagement in their local and global communities.

ILO 2 Critical Thinking: Waldorf University students will apply qualitative and quantitative methods of analysis necessary for informed argumentation, decision-making, and problem-solving.

ILO 3 Diversity, Equity, and Inclusion: Waldorf University students will synthesize diverse perspectives and values to support a foundation for a culturally responsible life.

ILO 4 Effective Communication: Waldorf University students will communicate effectively across multiple mediums and contexts.

ILO 5 Human Experience Waldorf University students will explore fundamental questions of the human condition.

PROGRAMMING LEARNING OUTCOMES (PLO)

Waldorf University identifies learning outcomes for each academic program. A program learning outcome (PLO) is a measurable statement of a specific competency a student should be able to demonstrate towards the achievement of knowledge, skills, dispositions, or practices as a result of completing an academic program of study. Learning outcomes are published in the student catalog to inform the student and stakeholders about learning expectations of each academic program of study. Students can use this information to better understand the expectations of each academic program.

CERTIFICATES

CERTIFICATE PROGRAMS

Communications Certificate

- PL0 1.A. Students will identify relevant historical details.
- PL0 2.A. Students will be able to write a competent new story.
- PL0 3.A. Students will identify visual communications theories.
- PL0 4.A. Students will illustrate proficiency in visual communications in the production of a final project.

COM 1010	Introduction to Graphic Design*	3
COM 1020	Introduction to Digital Technology*	3
COM 1030	Mass Communications and Society	3
COM 1040	News Gathering and Reporting	3
COM 2010	Visual Theory*	3

Total Credits.....15

* See course descriptions for hardware/software requirements

Diversity and Inclusion Certificate

- PL0 1.A. Students will detail the benefits of exploring their own personality as it relates to leading through inclusion.
- PL0 1.B. Students will propose fundamental concepts to solve various inclusion issues.
- PL0 1.C. Students will develop strategies for improving mental health strategies in the workplace.
- PL0 2.A. Students will summarize the effects of resiliency and perseverance in accomplishing goals.
- PL0 2.B. Students will relate the importance of kindness and empathy in managing diversity.

HUM 2350	Lessons for Life I	3
HUM 2360	Lessons for Life II	3
HUM 2450	Fostering Diversity and Inclusion	3
HUM 2300	Fostering Diversity and Inclusion II	3
ORG/BUS 4000	Organization Diversity and Inclusion	3
BUS 3900	Employment and Labor Law	3

Total Credits.....15

Emergency Management Certificate

PL0 1. Students will examine the definition, mission, concepts, and terminology used in emergency management.

EMG 3000	Introduction to Emergency Management	3
EMG 3001	Disaster Mitigation and Preparedness	3
EMG 3002	Disaster Response and Recovery	3
EMG 3100	Terrorism in Emergency Management	3

EMG 4001	Interagency Disaster Management	3
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- Global Leadership Certificate
- PL0 1.A. Students will evaluate the issues facing organizational leaders globally in the 21st century.
- PL0 1.B. Students will identify the impact of different political, legal, and economic systems on international management.
- PL0 2.A. Students will discuss the benefits of organizational diversity.
- PL0 2.B. Students will develop a presentation outlining the history of diversity-based legislation.
- PL0 3.A. Students will discuss strategies for individuals and teams to function effectively in a virtual environment.
- PL0 3.B. Students will describe how ethics impacts business relationships within organizations.

ORG 4000	Organization Diversity and Inclusion	3
BUS 4301	International Financing	3
BUS 4426	International Management	3
BUS 4751	Business Ethics	3
ORG 4800	Leading Virtual Teams	3

Health Care Management Certificate

- PL0 1A. Practices in Healthcare Systems Students will be able to identify current trends and challenges relative to the overall healthcare system (international and domestic) and the organizations which operate within it.
- PL01.B. Knowledge of Healthcare System Law & Organizational Standards Students will be able to define and articulate the ethics of professional and organizational standards affecting customer relationships in healthcare organizations.
- PL02.A. Strategic Planning and Leadership Style Evaluation Students will be able to interpret the impact of leadership styles on management within the healthcare system.
- PL02.B. Evaluating Business Principles Students will be able to define business principles to the healthcare environment.

HCM 1301	Basic Medical Terminology	3
HCM 3002	Introduction to Health Care Management	3
HCM 3801	Issues and Trends in Health Care	3
HCM 4201	Health Care Law	3
HCM 4053	Financial Management of Health Care Organizations	3

Total Credits.....15

Homeland Security–Terrorism Certificate

- PL0 1.A. Students will demonstrate knowledge of terrorism by understanding the history, motivations, and tactics of terrorist organizations, analyzing the effects of terrorism on society, and evaluating the effectiveness of various strategies for countering terrorism.
- PL0 2.A. Students will demonstrate knowledge of ethical and legal issues in homeland security by analyzing domestic and international laws relevant to

homeland security operations, understanding the ethical implications of homeland security policies, and evaluating the effectiveness of various strategies for protecting the homeland.

PLO 3.A. Students will demonstrate knowledge of terrorism in emergency management by analyzing the effects of terrorism on emergency management operations, understanding the legal and ethical implications of responding to terrorist threats and incidents, and developing strategies for responding to potential terrorist threats.

Estimated time to complete this certificate program is six to twelve months.

HLS 2050	Introduction to Terrorism.....	3
HLS 3000	American Homeland Security.....	3
HLS 3304	Ethical and Legal Issues in Homeland Security	3
EMG 3100	Terrorism in Emergency Management.....	3
FSC 4753	Terrorism Incident Management and Emergency Procedures	3
Total Credits.....		15

Courses are not allowed to be transferred between certificate programs.

Homeland Security–Weapons Of Mass Destruction Certificate

PLO 1.A. Students will demonstrate knowledge of terrorism response operations by articulating strategies for responding to terrorist threats and incidents, understanding the legal and ethical implications of such operations, and analyzing the effectiveness of various terrorism response tactics.

PLO 2.A. Students will demonstrate knowledge of weapons of mass destruction by analyzing the effects of these weapons, understanding the legal and ethical implications of their use, and developing strategies for responding to potential threats posed by such weapons.

PLO 3.A. Students will demonstrate knowledge of terrorism in emergency management by analyzing the effects of terrorism on emergency management operations, understanding the legal and ethical implications of responding to terrorist threats and incidents, and developing strategies for responding to potential terrorist threats.

Estimated time to complete this certificate program is six to twelve months.

HLS 3050	Terrorism Response Operations.....	3
HLS 3500	Weapons of Mass Destruction	3
OSH 3640	Interactions of Hazardous Materials.....	3

EMG 3100	Terrorism in Emergency Management.....	3
FSC 4753	Terrorism Incident Management and Emergency Procedures	3

Total Credits.....15

Courses are not allowed to be transferred between certificate programs.

Human Resource Management Certificate

PLO 1.A. Students will evaluate the effectiveness of different recruiting and employee selection methods.

PLO 1.B. Students will create a plan to source, recruit, and attract candidates for a position.

PLO 2.A. Students will create a performance appraisal analysis.

PLO 2.B. Students will perform a training and development analysis.

3.A. Students will evaluate different compensation programs.

PLO 3.B Students will identify the role compensation plays in affecting employee motivation.

BUS 3352	Human Resource Management.....	3
BUS 3900	Employment and Labor Law	3
BUS 4601	Recruitment and Staffing	3
BUS 4700	Compensation and Benefits.....	3
BUS 4750	Human Resource Management Strategy and Emerging Issues	3

Total Credits.....15

Leadership Communication Certificate

PLO 1.A. Students will evaluate the effectiveness of different recruiting and employee selection methods.

PLO 1.B. Students will create a plan to source, recruit, and attract candidates for a position.

PLO 2.A. Students will create a performance appraisal analysis.

PLO 2.B. Students will perform a training and development analysis.

PLO 3.A. Students will identify leadership strategies for creating an organizational culture that embraces and sustains creative thinking practices, both for problem-solving and strategic innovation.

PLO 3.B. Students will identify leadership strategies for facilitating team building in organizations.

BUS 2026	Organizational Communication.....	3
BUS 3651	Leadership.....	3

ORG/BUS 4040	Communication Skills for Leaders.....	3
ORG/BUS 4060	Team Building and Leadership	3
ORG/BUS 4080	Creative Thinking and Problem Solving	3
Total Credits.....		15

Management Certificate

PLO 1.A. Students will correlate the characteristics of vision and mission to business success.
 PLO 1.B. Students will explain the risk management process, including risk identification, analysis, and response.
 PLO 1.C. Students will discuss the role of location strategy and the criteria for locating decisions.
 PLO 2.A. Students will explain the rational decision-making process.
 2.B. Students will recognize the need for fairness and ethics in managerial decision making.
 PLO 3.A. Students will identify the sources of power and communication techniques used during negotiation.
 PLO 3.B. Students will recommend communication techniques that are effective in managing conflict.

BUS 3826	Managerial Decision Making.....	3
BUS 4126	Project Planning.....	3
BUS 4160	Negotiation and Conflict Resolution	3
BUS 4851	Production and Operations Management.....	3
BUS 4951	Business Policy and Strategic Management	3
Total Credits.....		15

Occupational Safety Certificate 15 cr.

OSH 3001	Fundamentals of Occupational Safety and Health	3
OSH 3651	Total Environmental, Health, and Safety Management.....	3
OSH 4301	Fundamentals of Industrial Hygiene.....	3
Choose two from the following:		
FSC 3345	Introduction to Fire Prevention.....	3
OSH 3640	Interactions of Hazardous Materials.....	3
OSH 3701	Industrial Ergonomics	3
OSH 4601	Accident Investigation.....	3
Total Credits.....		15

Occupational Safety Certificate

Sport Management Certificate

PLO 1.A. Students will be able to design a risk management program.
 PLO 1.B. Students will be able to outline the steps necessary to prepare a facility for an event.
 PLO 1.C. Students will be able to create a sports marketing proposal for a product, service, or event.
 PLO 1.D. Students will be able to respond to an ethical dilemma from the standpoint of a sport administrator.
 PLO 2.A. Students will be able to assess societal issues that result from gender, race, and ethnic diversity in sports.
 PLO 2.B. Students will be able to convey how organized sports programs impact the socialization of children.

SMT 2701	Sociology of Sport.....	3
SMT 2801	Sport Public Relations and Promotions.....	3
SMT 4001	Sport Facilities	3
SMT 4101	Sport Administration.....	3
SMT 4301	Sport Legal Liability and Risk Management....	3
Total Credits.....		15

GRADUATE CERTIFICATE

CERTIFICATE PROGRAM

Criminal Justice Leadership

Waldorf's Graduate Certificate in Criminal Justice Leadership provides students with the knowledge and skills they need to rise through the ranks to leadership or executive positions in their organizations within an ever-changing legal environment. Students will cover issues specific to current criminal justice leadership, such as ethics for public administration, leadership development and coaching, leadership and management skills for criminal justice administration, critical analysis of criminal justice administration, and criminal justice policy analysis and socio-cultural systems.

PLO 1.A. Students will apply critical thinking and problem-solving to criminal justice leadership issues; within courts, corrections and policing.
 PLO 2.A. Students will explain the relationship between policy and the criminal justice system, as well as the impact on leaders.
 PLO 3.A. Students will develop oral, written, in-person and technology-based communication skills for criminal justice professionals.
 PLO 4.A. Students will understand decision making styles and the impact on criminal justice organizations.

PA 5302	Ethics for Public Administration.....	3
CRJ 5200	Leadership and Management Skills for Criminal Justice Administration	3
CRJ 5390	Critical Analysis of Criminal Justice Administration	3

CRJ 6800 Criminal Justice Policy Analysis and Socio-Cultural Systems	3
Total Credits	12

Emergency Management Leadership

Waldorf's Graduate Certificate in Emergency Management Leadership at Waldorf University provides students with the knowledge and skills they need to be successful leaders or executives in today's challenging emergency management environment. Students will cover issues specific to emergency management, such as principles of emergency management, legal aspects of emergency management, interagency disaster management, risk management, and leadership and decision making in emergency management.

PLO 1.A. Students will assess the leadership characteristics necessary to successfully advance within the emergency management field.

EMG 5000 Emergency Management	3
EMG 5100 Legal Aspects of Emergency Management.....	3
EMG 5300 Interagency Disaster Management	3
EMG 6300 Risk Management	3
Total Credits	12

Fire/Rescue Executive Leadership

Waldorf's Graduate Certificate in Fire/Rescue Executive Leadership at Waldorf University provides students with the knowledge and skills they need to be successful in today's technical, legal, and public finance climate. Students will cover issues specific to current fire/rescue executive leadership, such as leadership theory and practice, leadership development and coaching, the fire/rescue executive's role in community risk reduction, the fire/rescue executive's role in emergency management, and executive leadership for fire/rescue officers.

FSC 6200 Leadership Theory and Practice (3cr)	
FSC 6400 The Fire/Rescue Executive's Role in Emergency Management (3cr)	
FSC 6800 Executive Leadership for Fire/Rescue Officers (3cr)	
ORG 5100 Leadership Theory and Practice (3cr)	
Total Credits	12

Healthcare Management

Waldorf's Graduate Certificate in Health Care Management prepares students to take on mid-level to executive-level leadership roles in health organizations of all sizes. Students learn emerging industry issues while mastering the ability to plan for and react to the constant changes of in the dynamic field of health care. This certificate is perfect for a clinical or administrative health care professional who is looking to advance in their career, change the future for their organization, and improve patient care for the industry as a whole.

PLO 1.A. Demonstrate knowledge of the U.S. healthcare industry and its delivery systems, including innovations in how healthcare is delivered.

PLO 3.A. Organizational awareness will be demonstrated by the ability to understand and learn the formal and informal decision-making structures and power relationships in an organization. This includes the ability to identify organizational decision makers and those who influence them, and predict how events affect individuals and groups, and shape organizations.

PLO 4.A. Innovative thinking will be demonstrated by the ability to apply complex concepts, develop creative solutions or use previous solutions in creative and adaptive ways for breakthrough thinking in the field.

PLO 4.B. Demonstrate the ability to see oneself as a leader, from forming and directing a team that possesses balanced capabilities to setting its mission, values, and norms; holding team members accountable individually and as a group to achieve results.

PLO 5.A. Demonstrate understanding of managerial responsibility in creating and maintaining a culture of regulatory compliance (e.g., knowledge of requirements for reporting privacy breaches, reducing regulatory risks, and conducting research with human subjects).

HCM 5000 Emerging Issues in Health Administration	3
HCM 5100 Building Professional Teams	3
HCM 5200 Self-Care for Health Care Professionals	3
HCM 6400 Health Care Professionalism	3
Total Credits	12

Human Resources Management

Waldorf's Graduate Certificate in Human Resources (HR) provides students with the knowledge and skills they need to be successful in today's global business climate and integrated value chains. Students will cover issues specific to current human resource management, such as principles of human resource management, ethics for business leadership, leadership development and coaching, measuring HR and change impact, and organization development. This program will prepare students to be leaders of human resources on a departmental or corporate executive level.

HRM 5200 Human Resource Management	3
HRM 5300 Ethics for Business Leadership	3
HRM 6000 Leadership Development and Coaching	3
HRM 6400 Measuring HR and Change Impact	3
Total Credits	12

Instructional Design and Technology

Waldorf's Graduate Certificate in Instructional Design and Technology (IDT) provides students with the knowledge and skills they need to be successful leaders in today's either public or private environments as organizations seek to be successful in a global business climate and integrated value chains. Students will cover issues currently facing the field of IDT, such as emerging issues in learning theories for instruction, adults as learners, building cultures of continuous improvement in education, online learning and management, and digital media.

PLO 1.A. Students will apply a theory-based, systematic approach in the design of instructional activities

PLO 2.A. Students will apply effective learning technologies to

instructional activities

Total Credits12
 EDU 5000 Adults and Learners3
 EDU 5101 Culture of Continuous Improvement in Education3
 IDT 5200 Online Learning and Management3
 IDT 5300 Digital Media3

Leadership Certificate

The Leadership certificate program guides students through the development their own personal leaderships skills and the skills necessary to build high-performing teams.

ORG 5000 Personal Leadership Development.....3
 ORG 5100 Leadership Theory and Practice3
 Track 1: ORG 6000 Leadership Development and Coaching3
 <or> Track 2: ORG 6600 Culture of Learning Organizations3
 Track 1: EDU 5100 Personal Leadership Skills & Team Building3
 <or> Track 2: ORG 6700 Diversity and Inclusion in the Organization Culture3

Total Credits 12

Marketing

Waldorf’s Graduate Certificate in Marketing at Waldorf University provides students with the knowledge and skills they need to be successful in today’s global business climate and integrated value chains. Students will cover issues specific to current marketing management, such as strategic marketing, marketing research, new product marketing, business to business marketing, and advanced marketing. This program is intended to prepare marketing professionals for advancement to the executive level by providing the tools necessary to enable them to operate within a large organization or as an independent marketing entity.

PLO 1.A Strategic Marketing Analyze internal and external pressures, analytics, segmentation strategies, technology, brand image and service line positioning’s impact on strategic marketing.
 PLO 2.A Marketing Trends Explore and analyze current and future marketing issues and trends related to health and health care

MKT 5500 Strategic Marketing.....3
 MKT 5600 Marketing Research3
 MKT 5700 New Product Marketing3
 MKT 5900 Advanced Marketing3
 Total Credits12

Project Management

Waldorf’s Graduate Certificate in Project Management at Waldorf University provides students with the knowledge and

skills they need to be successful in today’s global business climate and integrated value chains. Students will cover issues specific to current project management, such as the principles of project management, research methods, management project teams, project management strategy and tactics, and managing complex projects. This program enables project managers to transition to the roles of leadership and decision making over multiple project managers and projects.

PLO 1.A Project Outcomes Evaluate topics of creating and managing teams, delegation, motivation, conflict resolution, and negotiation in order to more effectively engage stakeholders and build support for project outcomes

PMP 5100 Project Management3
 PMP 5600 Research Methods3
 PMP 5800 Managing Project Teams3
 PMP 6100 Project Management Strategy and Tactics3
 Total Credits12

Public Administration Leadership

Waldorf’s Graduate Certificate in Public Administration focuses on the development, implementation and management of public programs and policies. This program will prepare students to pursue careers in the private, public or non-profit sectors in any number of industries including emergency management, criminal justice administration, housing, government and more.

PA 5302 Ethics for Public Administration.....3
 PA 5305 Public Finance and Budgeting.....3
 PA 5306 Public Policy.....3
 PA 6304 Local Government Planning3
 Total Credits 12

Social-Emotional Learning Certificate

The Erin Gruwell inspired certificate in Social-Emotional Learning provides educational professionals with skills and understanding to become agents of positive transformative change by promoting the principles of self-awareness, social acceptance, relationship building, inclusivity and emotional well-being both inside and outside of the classroom.

PLO 1. Apply the principles of social-emotional learning to create a community action plan to increase collaborative efforts with various organizations. (SEL specific).

EDU 5010 Foundations of Social-Emotional Learning3
 EDU 5030 Social-Emotional Learning – Pedagogy & Practice3
 EDU 5050 Social-Emotional Learning (SEL) for Students: A Path to Social-Emotional Well-being3
 EDU 5070 Social-Emotional Learning (SEL) for Students: A Path to Social-Emotional Well-being II3
 Total Credits 12 cr

Sport Management

Waldorf's Graduate Certificate in Sport Management provides students with the knowledge and skills they need to be successful in today's global business and public financing climate, as well as integrated value chains. Students will cover issues specific to current sport management, such as emerging trends in sport management, public finance and budgeting, leadership development and coaching, and two courses in strategic management in sport.

PLO 1A. Students will prepare a marketing plan for a product or service in the sports industry.

PLO 1B. Students will design a strategic plan for an organization in the sporting world. PLO

1C. Students will analyze current trends and issues affecting sports.

PLO 1D. Students will examine public finance and budgeting.

SMT 5200 Emerging Trends in Sport Management.....	3
SMT 6400 Strategic Marketing in Sport	3
SMT 6800 Strategic Management in Sport	3
PA 5305 Public Finance and Budgeting	3
Total Credits	12

ASSOCIATE DEGREES

A.A. BUSINESS

The Business Administration degree allows students to deepen their business knowledge and skills, with an administration focus. Topics include: organizational communication, principles of accounting, principles of marketing, information systems management, and managerial accounting. The administration background provided by this program is applicable to a variety of careers.

PLO 1.A. Students will be able to analyze financial statements to inform decision makers.

PLO 1.B. Students will be able to explain the accounting cycle.

PLO 2.A. Students will be able to describe the process of market segmentation leading to the identification of the target market.

PLO 2.B. Students will be able to examine pricing strategies utilized in an organization.

PLO 3.A. Students will be able to recommend communication techniques that are effective in managing conflict.

PLO 3.B. Students will create a communication strategy that fosters change and innovation.

Core Requirements 45 cr.

Program Required Courses..... 15-18 cr.

BUS 2026	Organizational Communication
BUS 2201	Principles of Accounting
BUS 3201	Principles of Marketing
BUS 3551	Information Systems Management
BUS 3620	Managerial Accounting <i>(pre-requisite BUS 2201 Principles of accounting required)</i>

Grand Total 60 cr.

A.A. COMMUNICATIONS

Waldorf's A.A. in Communications degree provides hands-on experience with current technology to prepare students for careers in the communications industry. Students will have the opportunity to learn these technologies through a creative, project-based experience.

PLO 1.A. Students will identify relevant historical details.

PLO 1.B. Students will illustrate the societal impact of each communication medium.

PLO 2.A. Students will be able to write a competent new story.

PLO 2.B. Students will apply effective language skills.

PLO 3.A. Students will identify visual communications theories.

PLO 3.B. Students will critically assess visual phenomena. PLO 3.C. Students will illustrate proficiency in visual communications in the production of a final project.

PLO 4.A. Students will demonstrate understanding of the obligations and right of the media in a free society.

PLO 4.B. Students will be able to synthesize the knowledge gained by researching and writing a final paper related to U.S. law. 18

PLO 5.A. Students will effectively produce a website.

PLO 5.B. Graduates will illustrate keen media literacy skills.

Core Requirements 45 cr.

Program Required Courses 15 cr.

Major Requirements

COM 1010	Introduction to Graphic Design*	3
COM 1020	Introduction to Digital Technology*	3
COM 1030	Mass Communications and Society	3
COM 1040	News Gathering and Reporting.....	3
COM 2010	Visual Theory*	3

Grand Total 60 cr.

**See course descriptions for hardware/software requirements*

A.A. CRIMINAL JUSTICE

The Criminal Justice degree provides the opportunity to explore the three primary areas of the criminal justice system: law enforcement, courts and corrections.

PLO 1.A. Describe the structures and functions of the fundamental institutions (e.g., legislatures, law enforcement, corrections, courts) that are part of criminal justice systems. PLO 1.B. Identify historically significant events and their impact on the field of criminal justice.

PLO 2.A. Summarize basic concepts and findings of research conducted in criminal justice.

Core Requirements 45 cr.

Program Required Courses 15 cr.

CRJ 2000	Introduction to Criminal Justice	3
CRJ 2001	Theory and Practice of Law Enforcement	3
CRJ 2200	Theory and Practice of Corrections.....	3
CRJ 2301	Judicial Process.....	3

CRJ 4102 Diversity and Ethics in Criminal Justice3

Grand Total..... 60 cr.

A.A. DIVERSITY & INCLUSION

To compete in today's knowledge economy, top organizations seek a diverse workforce in order to leverage wide-ranging talent. Waldorf's A.A. in Diversity and Inclusion degree is designed to explore the complex dynamics of workforce diversity.

PLO 1.A. Students will detail the benefits of exploring their own personality as it relates to leading through inclusion.

PLO 1.B. Students will propose fundamental concepts to solve various inclusion issues

PLO 1.C. Students will develop strategies for improving mental health strategies in the workplace.

PLO 2.A. Students will summarize the effects of resiliency and perseverance in accomplishing goals.

PLO 2.B. Students will relate the importance of kindness and empathy in managing diversity.

Core Requirements 45 cr.

Program Required Courses..... 15 cr.

HUM 2350	Lessons for Life I
HUM 2360	Lessons for Life II
HUM 2450	Fostering Diversity and Inclusion I
HUM 2500	Fostering Diversity and Inclusion II
BUS 4000	Organization Diversity and Inclusion

Grand Total..... 60 cr.

A.A. EARLY CHILDHOOD EDUCATION

The Associate of Arts degree program in Early Childhood Education is designed to increase knowledge and skills of individuals in early childhood fields including childcare programs, governmental organizations, and additional early childhood settings. This program is ideal for professionals already employed in this area who desire career advancement, increased educational opportunities, or better job security. This program is not designed to be a PK-3 licensure pathway.

PLO 1. Promote healthy, safe, respectful, and supportive learning environments for young children.

PLO 2. Apply child development knowledge to produce positive learning outcomes.

PLO 3. Develop awareness of standards for safe, healthy learning environments.

PLO 4. Demonstrate competence for working with diverse student populations, including social, cultural, and linguistic awareness.

PLO 5. Establish positive relationships with families and community partners to enhance learning and development for young children.

Core Requirements 45 cr.

Program Required Courses..... 15 cr.

ECE 1010	Introduction to Early Childhood Development
ECE 2010	Early Childhood Health and Safety
ECE 2020	Teaching and Learning in the Early Childhood Classroom

ECE 2030 Introduction to Children with Special Needs

ECE 2040 Community and Family Engagement

A.A. EMERGENCY MANAGEMENT

The Emergency Management degree provides foundational knowledge and initial exposure to the Emergency Management field. Learners explore a variety of areas within the discipline, including the four phases of emergency management, terrorism in emergency management, as well as interagency disaster management. This degree program is designed for students seeking entry-level exposure to the emergency management field, as well as for professionals in industries such as fire science, homeland security, and EMT administration who are seeking to bolster their emergency management background.

PLO 1.A.: Students will examine the definition, mission, concepts and terminology used in emergency management. PLO 1.B. Students will analyze the intergovernmental and inter-organizational behavior within the field.

Core Requirements 45 cr.

Program Required Courses 15 cr.

EMG 3000	Introduction to Emergency Management
EMG 3001	Disaster Mitigation and Preparedness
EMG 3002	Disaster Response and Recovery
EMG 3100	Terrorism in Emergency Management
EMG 4001	Interagency Disaster Management Program Required Courses

Grand Total 60 cr.

A.A. FIRE SCIENCE

Waldorf's A.A. in Fire Science degree is designed with the flexibility to allow students to choose topics of greatest interests. From risk reduction to fire dynamics to investigation, this concentration allows students to explore a broad range of fire science topics.

PLO 1.A. Identify and explain local, state, and national legal and political concepts relevant to the fire/rescue/EMS services.

PLO 1.B. Analyze fire behavior concepts as related to prevention, firefighting, and firefighter safety and survival. PLO 1.C. Develop and support methods and efforts to address and decrease injury and death risks within the organization and community.

PLO 1.D. Describe the administrative functions and roles and responsibilities of upper leadership within the organization.

Core Requirements 45 cr.

Program Required Courses 15 cr.

FSC 2010	Principles of Fire and Emergency Services
FSC 3110	Community Risk Reduction for the Fire and Emergency Services
FSC 3210	Fire Dynamics
FSC 3302	Fire Investigation and Analysis
FSC 4110	Advanced Principles in Fire and Emergency Services Safety and Survival

Grand Total..... 60 cr.

A.A. GLOBAL LEADERSHIP

Develop skills for leading strong organization performance in today's global environment. Through Waldorf's A.A. in Global Leadership degree, you will learn global decision-making strategies and the art of effective leadership of cross-cultural teams. Specifically, you will learn how to create a team environment to promote active communication and collaboration, leveraging the talent of people from diverse cultures and impacting the organization's bottom line.

PL0 1.A. Students will be able to evaluate the issues facing organizational leaders globally in the 21st century.

PL0 1.B. Students will be able to identify the impact of different political, legal, and economic systems on international management.

PL0 2.A. Students will be able to discuss the benefits of organizational diversity

PL0 2.B. Students will be able to develop a presentation outlining the history of diversity-based legislation.

PL0 3.A. Students will be able to discuss strategies for individuals and teams to function effectively in a virtual environment. 19

PL0 3.B. Students will be able to describe how ethics impacts business relationships within organizations.

Core Requirements 45 cr.

Program Required Courses..... 15 cr.

ORG/BUS 4000	Organization Diversity and Inclusion
BUS 4426	International Management
BUS 4301	International Financing
BUS 4751	Business Ethics
ORG 4800	Leading Virtual Teams

Grand Total 60 cr.

A.A. HEALTH CARE MANAGEMENT

The Health Care Management degree provides functional management knowledge and skills, including an overview of issues and challenges specific to the field of health care delivery. Emphasis of instruction is on developing the managerial knowledge and skills required to work in today's regulated, complex healthcare field.

PL01.A. Knowledge of Current Issues, Trends & Practices in Healthcare Systems. Students will be able to identify current trends and challenges relative to the overall healthcare system (international and domestic) and the organizations which operate within it.

PL01.B. Knowledge of Healthcare System Law & Organizational Standards. Students will be able to define and articulate the ethics of professional and organizational standards affecting customer relationships in healthcare organizations.

PL02.B. Evaluating Business Principles. Students will be able to define business principles to the healthcare environment.

Core Requirements 45 cr.

Program Required Courses..... 15 cr.

HCM 1301	Basic Medical Terminology
HCM 3002	Introduction to Health Care Management
HCM 3801	Issues and Trends in Health Care

HCM 4201 Health Care Law

HCM 4053 Financial Management of Health Care Organizations

Grand Total 60 cr.

A.A. HOMELAND SECURITY

The Department of Homeland Security (DHS) was developed following the 9-11 attacks. American awareness of terrorism has become more prevalent since that time, and the DHS has grown to become the largest Federal law enforcement agency in the United States. Reflecting the foundational knowledge and skills of the DHS, Waldorf's A.A. Homeland Security degree focuses on topics related to: terrorism, American homeland security, tactical response operations, and weapons of mass destruction.

PL0 1.A. Students will be able to analyze the historical impact of terrorism on current and future terrorism incidents.

PL0 1.B. Students will be able to assess the capabilities of Weapons of Mass Destruction (WMD) to determine counteraction strategies.

PL0 1.C. Students will be able to evaluate homeland security methodologies to develop best practices.

PL0 1.D. Students will be able to contrast tactical response options with available resources to determine jurisdictional procedures.

Core Requirements 45 cr.

Program Required Courses 15 cr.

HLS 2050	Introduction to Terrorism
HLS 3000	American Homeland Security
HLS 3050	Terrorism Response Operations
HLS 3305	Disaster Planning and Management
HLS 3500	Weapons of Mass Destruction

Grand Total 60 cr.

A.A. HUMAN RESOURCES MANAGEMENT

Waldorf's A.A. in Human Resource Management degree is built upon the key competencies identified by the Society for Human Resource Management (SHRM). This A.A. degree program is designed for current or aspiring professionals with a specific interest in the management of people and talent.

PL0 1.A. Students will evaluate the effectiveness of different recruiting and employee selection methods.

PL0 1.B. Students will create a plan to source, recruit, and attract candidates for a position.

PL0 2.A. Students will create a performance appraisal analysis.

PL0 2.B. Students will perform a training and development analysis.

PL0 3.A. Students will evaluate different compensation programs.

PL0 3.B. Students will identify the role compensation plays in affecting employee motivation.

Core Requirements 45 cr.

Program Required Courses 15 cr.

BUS 3352	Human Resource Management
BUS 3900	Employment and Labor Law

BUS 4601	Recruitment and Staffing
BUS 4700	Compensation and Benefits
BUS 4750	Human Resource Management Strategy and Emerging Issues

Grand Total 60 cr.

A.A. LEADERSHIP COMMUNICATION

Develop one of the most valuable skills for any professional: leadership communication. This skill is important for creating relationship networks, influencing and inspiring people, and collaborating effectively.

PLO 1.A. Students will perform an oral presentation.

PLO1.B. Students will prepare an effective PowerPoint presentation.

PLO 2.A. Students will explain how effective listening and communication enhances conflict management skills

PLO 2.B. Students will discuss how leaders can effectively promote change in an organization

PLO 3.A. Students will identify leadership strategies for creating an organizational culture that embraces and sustains creative thinking practices, both for problem-solving and strategic innovation.

PLO 3.B. Students will identify leadership strategies for facilitating team building in organizations.

Core Requirements 45 cr.

Program Required Courses..... 15 cr.

BUS 2026	Organizational Communication
BUS 3651	Leadership
BUS 4040	Communication Skills for Leaders
BUS 4060	Team Building and Leadership
BUS 4080	Creative Thinking and Problem Solving

Grand Total 60 cr.

**See course descriptions for hardware/software requirements*

A.A. LIBERAL ARTS

Waldorf's Associate of Arts degree in Liberal Arts combines core studies in the liberal arts with the opportunity for students to select specific areas of concentration. This provides a broad base of knowledge in several subject areas, along with the option to more deeply explore a specific area of interest.

analysis.

PLO 1.B. Students will compare basic forms of communication (writing, speaking, reading, and listening). PLO 1.C. Students will generate logical interpretations and conclusions based on various representations of scientific data.

PLO 1.D. Students will apply basic qualitative and quantitative methods to understand individual and social human behavior. PLO 2.A. Students will reflect on the meaning of their lives in terms of service to others and their communities.

PLO 2.B. Students will assess their own personal well-being within the habits and skills underlying the seven dimensions of wellness.

PLO 2.C. Students will critically evaluate how storytelling, science, the visual and performing arts, history, and religion shape human experience.

Core Requirements 45 cr.

General Education Electives 15 cr.

Grand Total 60 cr.

The Associate of Arts in Liberal Arts Program is not eligible for Federal Student Aid.

A.A. MANAGEMENT

The A.A.in Management degree allows students to deepen their business knowledge and skills, with a management focus. The management background provided by this program is applicable to a variety of careers.

PLO 1.A. Students will correlate the characteristics of vision and mission to business success.

PLO 1.B. Students will explain the risk management process, including risk identification, analysis, and response.

PLO 1.C. Students will discuss the role of location strategy and the criteria for locating decisions.

PLO 2.A. Students will explain the rational decision-making process.

PLO 2.B. Students will recognize the need for fairness and ethics in managerial decision making.

PLO 3.A. Students will identify the sources of power and communication techniques used during negotiation.

PLO 3.B. Students will recommend communication techniques that are effective in managing conflict

Core Requirements 45 cr.

Program Required Courses 15 cr.

BUS 3826	Managerial Decision Making
BUS 4126	Project Planning
BUS 4160	Negotiation and Conflict Resolution
BUS 4851	Production and Operations Management
BUS 4951	Business Policy and Strategic Management

Grand Total 60 cr.

A.A. OCCUPATIONAL SAFETY AND HEALTH

The Occupational Safety and Health (OSH) degree provides foundational knowledge and initial exposure to the Occupational Safety and Health field. Learners explore a variety of areas within the discipline, including industrial hygiene and occupational, environmental, and health safety. This A.A. degree program is designed for students seeking entry-level exposure to the OSH field, as well as for professionals in industries such as manufacturing, construction, and fire science who are seeking to bolster their risk management background.

PLO 1. Students will apply safety and health related theory and technology.

PLO 2. Students will analyze workplaces to identify occupational hazards.

Core Requirements 45 cr.

Program Required Courses 15 cr.

OSH 3001	Fundamentals of Occupational Safety and Health
OSH 3525	Legal Aspects of Safety and Health

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OSH 3651	Total Environmental, Health, and Safety Management
OSH 4301	Fundamentals of Industrial Hygiene
OSH 4520	Risk Management

*Course pre-requisites are listed in the course description section of the catalog.

Grand Total 60 cr.

A.A. PSYCHOLOGY

Psychology is the study of behavior and mental processes and is traditionally a popular field of study. Waldorf's A.A. in Psychology degree provides the opportunity for students to explore this field beyond the general psychology course. Students can learn about social, abnormal or cognitive psychology. For the remaining credits, students may select from a wide variety of psychology courses.

PLO 1.A. Core Content Area Knowledge. Students will demonstrate competence in four out of five core content areas of psychology emphasized in our psychology curriculum: cognitive psychology, social psychology, individual differences, physiological psychology, and developmental psychology.

PLO 1.B. Knowledge Application. Students will be able to apply their knowledge of psychology to real world contexts including personal, social, and organizational contexts.

Core Requirements 45 cr.

Program Required Courses..... 15 cr.

PSY 1010	General Psychology
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Choose one (1) course from the following:

PSY 3140	Social Psychology
PSY 3450	Abnormal Psychology
PSY 3460	Cognitive Psychology

Choose any three PSY prefixed courses at Waldorf University

Grand Total..... 60 cr.

A.A. SPORT MANAGEMENT

Exciting careers can be made off the playing field with a Sport Management Associates degree from Waldorf. Students enrolled in this degree program will explore a variety of classes, including sport sociology and sport administration, to better understand the sports industry.

Core Requirements 45 cr.

Program Required Courses..... 15 cr.

SMT 2701	Sociology of Sport
SMT 2801	Sport Public Relations and Promotions
SMT 4001	Sport Facilities
SMT 4101	Sport Administration
SMT 4301	Sport Legal Liability and Risk Management

Grand Total 60 cr.

BACHELOR DEGREES

BACHELOR OF ARTS (B.A.) AND BACHELOR OF SCIENCE (B.S.) DEGREE REQUIREMENTS

- A grade of C or higher in all coursework in the major and, if applicable, in the concentration(s)
- 2.00 cumulative grade point average for work completed at Waldorf
- Minimum of 36 upper-division credit hours

BACHELOR OF APPLIED SCIENCE (B.A.S.) DEGREE REQUIREMENTS

- A grade of C or higher in all coursework in the major and, if applicable, in the concentration(s)
- 2.00 cumulative grade point average for work completed at Waldorf
- Minimum of 30 upper-division credit hours

BUSINESS

The Business Department seeks to prepare graduates for successful careers and fulfilling lives of service in management, finance and banking, or marketing.

STUDENTS COMPLETING A BS OR BAS BUSINESS ADMINISTRATION DEGREE MUST COMPLETE ECO 2401 AND MTH 2023 AS CORE REQUIREMENTS.

B.S. BUSINESS ADMINISTRATION

PLO 1.A. Students will be able to interpret financial statements.

PLO 1.B. Students will be able to discuss the elements of a Management Information System.

PLO 1.C. Students will be able to contrast Financial Accounting vs Managerial Accounting.

PLO 1.D. Students will be able to analyze legal contracts. PLO 2.A. Students will be able to propose steps to address ethical dilemmas.

PLO 2.B. Students will be able to describe sound corporate social responsibility practices.

PLO 2.C. Students will be able to contrast different leadership styles.

PLO 3.A. Students will be able to identify a target market for a specific brand.

PLO 3.B. Students will be able to perform a SWOT Analysis for a specific organization.

PLO 3.C. Students will be able to develop a promotional campaign for an organization.

PLO 3: Students will be able to explain and manage the marketing functions of an organization.

PLO 4.A. Students will be able to describe the elements of a sound global leadership program.

PLO 4.B. Students will be able to distinguish the advantages and disadvantages of outsourcing.

PLO 4.C. Students will be able to describe the cultural impacts of doing business globally.

PLO 4: Students will be able to explain the effects of globalization on their work environment.

General Education Core Requirements 60 cr.

Major Required—Group A 36 cr.

BUS 2010	Intro to Business
BUS 3651	Leadership
BUS 3201	Principles of Marketing
BUS 2201	Principles of Accounting
BUS 3210	Business Law
BUS 3551	Information Systems Management
BUS 4951	Business Policy and Strategic Management
BUS 3352	Human Resources Management
BUS 3620	Managerial Accounting
BUS 3451	Organizational Theory & Behavior
BUS 4426	International Management
BUS 4751	Business Ethics

Professional Electives—Group B 24 cr.

For the remaining 24 credits of Professional Electives, please select from any Business (BUS), Organizational Leadership (ORG) or Economics (ECO) course offered at Waldorf, provided the courses are not already used to satisfy other program requirements. The concentration options listed may also be used toward elective credits.

BUS 2026	Organizational Communications
BUS 3826	Managerial Decision Making
BUS 4126	Project Planning
BUS 4601	Staffing Organizations
BUS 4851	Production and Operations Management
BUS 3301	Financial Management
BUS 3211	Consumer Behavior
ECO 2501	Microeconomics
ORG 4800	Leading Virtual Teams
ORG 3800	Leadership Across Generations

Grand Total 120 cr.

B.S. BUSINESS CONCENTRATION

Project Management 15 cr.

BUS 4126	Project Planning
BUS 4851	Project and Operations Management
BUS 3710	Introduction to Project Management
BUS 3720	Project Management Overview

BUS 4220 Risk Management

Finance 15 cr.

ECO 2501	Principles of Microeconomics
BUS 3301	Financial Management
BUS 4301	International Finance
BUS 4240	Financial Institutions
BUS 4220	Risk Management

Human Resource Management 15 cr.

BUS 4601	Recruitment and Staffing
BUS 4680	Human Resource Development
BUS 4700	Compensation and Benefits
BUS 3900	Employment and Labor Law
BUS 4750	Human Resource Management Strategy and Emerging Issues

Management 15 cr.

BUS 2026	Organizational Communication
BUS 3602	Principles of Management
BUS 3826	Managerial Decision Making
ORG/BUS 4000	Organization Diversity and Inclusion
BUS 4060	Teambuilding & Leadership

Health Care Management 15 cr.

HCM 1301	Medical Terminology
HCM 3002	Introduction to Health Care Management
HCM 3801	Issues and Trends in Health Care
HCM 3303	Health Informatics: Principles and Practices
HCM 4053	Financial Management of Health Care Organizations

Communications 15 cr.

COM 1010	Introduction to Graphic Design*
COM 1020	Introduction to Digital Technology*
COM 1030	Mass Communications and Society
COM 2010	Visual Theory*
COM 4420	Media Literacy

*See course descriptions for hardware/software requirements

Industrial Organizational Psychology 15 cr.

PSY 1010	General Psychology
PSY 3140	Social Psychology
PSY 3490	Industrial Organizational Psychology

PSY 4510	Attitudes and Persuasion
PSY 4560	Psychological Assessment

BUS 4601	Recruitment and Staffing
BUS 4851	Production and Operations Management
ECO 2501	Principles of Microeconomics*

**BUS 3551 and ECO 2501 are strongly recommended for the B.A.S. in Business Administration.*

B.A.S. BUSINESS ADMINISTRATION

LO 1.A. Students will be able to interpret financial statements.
 PLO 1.B. Students will be able to contrast Financial Accounting vs Managerial Accounting.
 PLO 1.C. Students will be able to analyze legal contracts.
 PLO 2.A. Students will be able to identify appropriate steps to resolve ethical dilemmas.
 PLO 2.B. Students will be able to describe sound corporate social responsibility practices.
 PLO 2.C. Students will be able to evaluate techniques used to manage conflict.
 PLO 3.A. Students will be able to identify a target market for a specific brand.
 PLO 3.B. Students will be able to perform a SWOT Analysis for an organization.
 PLO 3.C. Students will be able to develop a promotional campaign for an organization.
 PLO 4.A. Students will be able to describe the elements of a sound global leadership program.
 PLO 4.B. Students will be able to identify the cultural impacts of doing business globally.

General Education Core Requirements 30 cr.

Major Requirements 30 cr.

BUS 2201	Principles of Accounting
BUS 3201	Principles of Marketing
BUS 3210	Business Law
BUS 3352	Human Resource Management
BUS 3451	Organizational Theory and Behavior
BUS 3620	Managerial Accounting
BUS 4426	International Management
BUS 4751	Business Ethics
BUS 4951	Business Policy and Strategic Management
REL 4035	Life, Meaning, and Vocation

Electives 60 cr.

Any Waldorf courses may be selected from the catalog and used as electives, provided that they are not used to satisfy other program requirements. The following are sample electives. The concentration options listed may also be used toward elective credits.

BUS 2010	Introduction to Business
BUS 2026	Organizational Communication
BUS 3211	Consumer Behavior
BUS 3301	Financial Management
BUS 3551	Information Systems Management*
BUS 3651	Leadership
BUS 3826	Managerial Decision Making
BUS 4126	Project Planning

Grand Total 120 cr.

B.A.S. BUSINESS CONCENTRATIONS

Industrial Organizational Psychology 15 cr.

PSY 1010	General Psychology
PSY 3140	Social Psychology
PSY 3490	Industrial Organizational Psychology
PSY 4510	Attitudes and Persuasion
PSY 4560	Psychological Assessment

Project Management 15 cr.

BUS 4126	Project Planning
BUS 4851	Project and Operations Management
BUS 3710	Introduction to Project Management
BUS 3720	Project Management Overview
BUS 4220	Risk Management

Finance 15 cr.

ECO 2501	Principles of Microeconomics
BUS 3301	Financial Management
BUS 4301	International Finance
BUS 4240	Financial Institutions
BUS 4220	Risk Management

Communications 15 cr.

COM 1010	Introduction to Graphic Design*3
COM 1020	Introduction to Digital Technology*3
COM 1030	Mass Communications and Society3
COM 2010	Visual Theory*3
COM 4420	Media Literacy3

**See course descriptions for hardware/software requirements*

Health Care Management 15 cr.

HCM 1301	Medical Terminology
HCM 3002	Introduction to Health Care Management
HCM 3303	Health Informatics Principles and Practice
HCM 3801	Issues and Trends in Health Care

HCM 4053 Financial Management of Health Care Organizations

Human Resource Management 15 cr.

BUS 4601 Recruitment and Staffing
 BUS 4680 Human Resource Development
 BUS 4700 Compensation and Benefits
 BUS 3900 Employment and Labor Law
 BUS 4750 Human Resource Management Strategy and Emerging Issues

Management 15 cr.

BUS 2026 Organizational Communication
 BUS 3602 Principles of Management
 BUS 3826 Managerial Decision Making
 ORG/BUS 4000 Organization Diversity and Inclusion
 BUS 4060 Teambuilding & Leadership

COMMUNICATIONS

There's more than one way to tell a story, and more than one way to relay that story to the world. In a culture where millions of people turn daily to the digital realm for news and entertainment, content creators must be able to adapt content for a variety of mediums.

Waldorf's communication bachelor's degree prepares you for this changing landscape by pairing knowledge of the latest technology with a strong foundation in storytelling. You'll learn to create dynamic content by emulating the workflow of today's leading professionals. Emphasis will be given to the latest technology as well as historical development.

B.A. COMMUNICATIONS

- PLO 1.A. History and Societal Impact of each Communication Medium. Students will identify relevant historical details.
- PLO 1.B. History and Societal Impact of each Communication Medium. Students will illustrate the societal impact of each communication medium.
- PLO 2.A. Writing News Stories. Students will be able to write a competent new story.
- PLO 2.B. Writing news stories. Students will apply effective language skills.
- PLO 2.C. Graduates will demonstrate language skills including spelling, grammar, punctuation, usage and style. PLO 3.A. Knowledge of Visual Communication. Students will identify visual communications theories.
- PLO 3.B. Assessing Visual Phenomena. Students will critically assess visual phenomena.
- PLO 3.C. Producing Visual Communications. Students will illustrate proficiency in visual communications in the production of a final project.
- PLO 4.A. Understanding of Mass Media Law. Students will demonstrate understanding of the obligations and right of the media in a free society.
- PLO 4.B. Synthesize Mass Media Law. Students will be able to synthesize the knowledge gained by researching and writing a final paper related to U.S. law.
- PLO 5.A. Produce a website. Students will effectively produce a website.
- PLO 5.B. Illustrate Media Literacy. Graduates will illustrate keen media literacy skills.

General Education Core Requirements 60 cr.

Major Required—Group A 30 cr.

COM 1010 Introduction to Graphic Design*3
 COM 1020 Introduction to Digital Technology*3
 COM 1030 Mass Communications and Society3
 COM 1040 News Gathering and Reporting3
 COM 2010 Visual Theory*3
 COM 2040 Introduction to Public Relations3
 COM 3180 Editing for Journalists3
 COM 4410 Mass Media Law3
 COM 4420 Media Literacy3
 COM 4520 Senior Capstone3

**See course descriptions for hardware/software requirements*

Professional Electives—Group B 30 cr.

In-Field Electives: Choose a minimum of nine (9) credits from the following courses

COM 3020 Radio Production*3
 COM 3030 Television/Film Production*3
 COM 3400 Digital Imaging*3
 COM 4010 Web Design3
 COM 4220 Public Relation Skills3
 COM 4360 Crisis Management3

Remaining Professional Electives:

For the remaining 21 credits, courses can be selected from the list below or any course not used to satisfy other program requirements.

BUS 3201 Principles of Marketing3
 BUS 3352 Human Resource Management3
 BUS 3451 Organizational Theory and Behavior3
 BUS 4060 Team Building and Leadership3
 BUS 4080 Creative Thinking and Problem Solving3
 BUS 4160 Negotiation/Conflict Resolution3
 PSY 3140 Social Psychology3
 PSY 4510 Attitudes and Persuasion3

Grand Total 120 cr.

B.A.S. COMMUNICATIONS

- Communication. Students will identify relevant historical details.
- PLO 1.B. History and Societal Impact of each Communication. Students will illustrate the societal impact of each communication medium.
- PLO 2.A. Writing News Stories. Students will be able to write a competent new story.

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- PLO 2.B. Writing news stories. Students will apply effective language skills.
- PLO 3.A. Knowledge of Visual Communication. Students will identify visual communications theories.
- PLO 3.B. Assessing Visual Phenomena. Students will critically assess visual phenomena.
- PLO 3.C. Producing Visual Communications. Students will illustrate proficiency in visual communications in the production of a final project.
- PLO 4.A. Understanding of Mass Media Law. Students will demonstrate understanding of the obligations and right of the media in a free society.
- PLO 4.B. Synthesize Mass Media Law. Students will be able to synthesize the knowledge gained by researching and writing a final paper related to U.S. law.
- PLO 5.A. Produce a website. Students will effectively produce a website.
- PLO 5.B. Illustrate Media Literacy. Graduates will illustrate keen media literacy skills.

General Education Core Requirements 30 cr.

Major Requirements 30cr.

COM 1010	Introduction to Graphic Design*3
COM 1020	Introduction to Digital Technology*3
COM 1030	Mass Communications and Society3
COM 1040	News Gathering and Reporting3
COM 2010	Visual Theory*3
COM 2040	Introduction to Public Relations3
COM 3180	Editing for Journalists3
COM 4410	Mass Media Law3
COM 4520	Senior Capstone3
REL 4035	Life, Meaning, and Vocation3

* See course descriptions for hardware/software requirements

Electives 60 cr.

Any Waldorf courses may be selected from the catalog to be used as electives, provided that they are not used to satisfy other program requirements. The following are sample electives.

COM 3020	Radio Production*3
COM 3030	Television/Film Production*3
COM 3400	Digital Imaging*3
COM 4010	Web Design3
COM 4220	Public Relations Skills3
COM 4360	Crisis Management3
COM 4420	Media Literacy3
BUS 3201	Principles of Marketing3
BUS 3352	Human Resource Management3
BUS 3451	Organizational Theory and Behavior3
BUS 4060	Team Building and Leadership3

BUS 4080	Creative Thinking and Problem Solving3
BUS 4160	Negotiation and Conflict Resolution3
PSY 3140	Social Psychology3
PSY 4510	Attitudes and Persuasion3

Grand Total 120 cr.

CRIMINAL JUSTICE

The Bachelor's Degree in Criminal Justice offered at Waldorf University is designed to provide students with a strong base of knowledge in the three primary areas of the criminal justice system: law enforcement, courts, and corrections, the essential core curriculum to establish a well-rounded foundation within the Criminal Justice field. Upon completion of the core, students chose electives allowing them to explore their interests in order to prepare them for a Criminal Justice career. As Criminal Justice is an ever-changing and exciting area of study, the Waldorf University Criminal Justice program offers students a variety of electives that will keep them current in the field.

The program provides students with the general education, discipline specific information, and the technical knowledge required to succeed in the criminal justice workplace following graduation, in a variety of entry-level criminal justice related careers, or a student may instead choose to pursue graduate education or law school. Those that enter the job market upon graduation could pursue careers as probation/parole officers, case managers, correctional officers, police officers, investigators, loss prevention specialists, juvenile court advocates or compliance managers, among many other career paths.

STUDENTS COMPLETING A BS OR BAS IN CRIMINAL JUSTICE MUST COMPLETE PSY 1010 GENERAL PSYCHOLOGY AS A CORE REQUIREMENT.

B.S. CRIMINAL JUSTICE

PLO 1.A Identify historically significant events and their impact on the field of criminal justice.

PLO 1.B. Describe the structures and functions of the fundamental institutions (e.g., legislatures, law enforcement, corrections, courts) that are part of criminal justice systems. PLO 1.C Examine conflicts in criminal justice systems, such as the one between individual legal rights and crime control. PLO 1.D Summarize basic concepts and findings of research conducted in criminal justice.

PLO 2.A Demonstrate understanding of issues stemming from group differences (e.g., sex, gender, age, race/ethnicity, religious creed, immigration status, sexual orientation, Socio-economic Status, and disabilities).

PLO 2.B Examine the interactions of victims and offenders within the criminal justice system, society, and between each other.

PLO 2.C Compare and contrast the differences between psychological, sociological, and biological theories of criminal and deviant behavior.

PLO 3.A Students will be able to explain theories of crime and the impact crime has on society and public policy.

PLO 3.B Develop critical thinking skills through the application of theory and social science research methods to crime and crime policy.

PLO 3.C Evaluate emerging trends in criminal justice practice and analyze their potential consequences for individuals, society, and the criminal justice system.

General Education Core Requirements 60 cr.

Major Required—Group A 30 cr.

CRJ 2000	Introduction to Criminal Justice
CRJ 2001	Theory and Practice of Law Enforcement

Undergraduate Degree Programs

CRJ 2200	Theory and Practice of Corrections
CRJ 2501	Criminology
CRJ 3010	Victimology
CRJ 3020	Mental Health and Crime
CRJ 2301	Judicial Process
CRJ 3601	Criminal Law
CRJ 4103	Diversity and Ethics in Criminal Justice
CRJ 3950	Constitutional Law

Professional Electives—Group B 30 cr.

For the remaining 30 credits of Professional Electives, please select from any Criminal Justice (CRJ), Psychology (PSY), or Homeland Security (HLS) course offered at Waldorf, provided the courses are not already used to satisfy other program requirements. The concentration options listed may also be used toward elective credits. The following are sample electives.

CRJ 2900	Management and Supervision Skills for Criminal Justice
CRJ 3201	Juvenile Justice and Delinquency
CRJ 3701	Criminal Investigation
CRJ 3801	Criminal Evidence and Legal Issues
CRJ 4001	Procedures in the Justice System
CRJ 4201	Probation and Community Corrections
CRJ 4350	Leadership in Criminal Justice
CRJ 4701	Criminal Justice Organization and Administration
CRJ 4119C	Special Topics: Criminology
CRJ 4119CJ	Special Topics: Criminal Justice
CRJ 4119JJ	Special Topics: Juvenile Justice
HLS 2050	Introduction to Terrorism
HLS 3000	American Homeland Security
HLS 3050	Terrorism Response Operations
HLS 3500	Weapons of Mass Destruction
PSY 3019	History and Systems of Psychology
PSY 3210	Close Relationships
PSY 3350	Theories of Personality
PSY 4515	Psychology of Prejudice and Discrimination

Grand Total 120 cr.

B.S. CRIMINAL JUSTICE CONCENTRATIONS

Forensic Mental Health 15 cr.

PSY 1010	General Psychology
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PSY 3350	Theories of Personality
PSY 3380	Psychology of Adjustment
PSY 3450	Abnormal Psychology
PSY 4515	Psychology of Prejudice and Discrimination

Forensic Psychology 12 cr.

PSY 3150	Developmental Psychology
PSY 3400	Forensic Psychology
PSY 3450	Abnormal Psychology
PSY 4560	Psychological Assessment

Cybersecurity 12 cr.

Required Course

HLS 3010	Homeland Security and Cyber Threats3cr.
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Select three (3) of the following courses9cr.

CYB 3301	Security Application Development
CYB 3302	Advanced Information Security
CYB 4301	Cyber Security and Crime
CYB 4302	Cyber Warfare and Application
CYB 4303	Critical Infrastructure Protection in Cybersecurity
CYB 4304	Cybersecurity Law and Policy
CYB 4401	IS Disaster Recovery
CYB 4402	Principles of Digital Forensics

Public Relations 12 cr.

COM 1020	Introduction to Digital Technology
COM 2040	Introduction to Public Relations
COM 3180	Editing
COM 4220	Public Relations Skills

Recommended electives:

COM 1010	Introduction to Graphic Design*
COM 1040	News Gathering
COM 3020	Radio Production*
COM 3030	Television Production*
COM 4360	Crisis Management

B.A.S. CRIMINAL JUSTICE

PLO 1.A. Identify historically significant events and their impact on the field of criminal justice.

PLO 1.B. Describe the structures and functions of the fundamental institutions (e.g., legislatures, law enforcement, corrections, courts) that are part of criminal justice systems. PLO 1.C. Examine conflicts in criminal

Undergraduate Degree Programs

justice systems, such as the one between individual legal rights and crime control. PLO 2.A. Demonstrate understanding of issues stemming from group differences (e.g., sex, gender, age, race/ethnicity, religious creed, immigration status, sexual orientation, Socio-economic Status, and disabilities).

PLO 2.B. Examine the interactions of victims and offenders within the criminal justice system, society, and between each other.

PLO 2.C. Compare and contrast the differences between psychological, sociological, and biological theories of criminal and deviant behavior.

PLO 3.A. Students will be able to explain theories of crime and the impact crime has on society and public policy.

PLO 3.B. Develop critical thinking skills through the application of theory and social science research methods to crime and crime policy.

PLO 3.C. Evaluate emerging trends in criminal justice practice and analyze their potential consequences for individuals, society, and the criminal justice system.

PLO 3.D. Summarize basic concepts and findings of research in criminal justice.

General Education Core Requirements 30 cr.

Major Requirements..... 30cr.

CRJ 2000	Introduction to Criminal Justice
CRJ 2001	Theory and Practice of Law Enforcement
CRJ 2200	Theory and Practice of Corrections
CRJ 2501	Criminology
CRJ 3010	Victimology
CRJ 3020	Mental Health and Crime
CRJ 2301	Judicial Process
CRJ 3601	Criminal Law
CRJ 4103	Diversity and Ethics in Criminal Justice
REL 4035	Life, Meaning, Vocation

Electives..... 60 cr.

Any Waldorf courses may be selected from the catalog to be used as electives, provided that they are not used to satisfy other program requirements. The following are sample electives. The concentration options listed may also be used toward elective credits.

CRJ 2900	Management and Supervision Skills for CJ
CRJ 3201	Juvenile Justice and Delinquency
CRJ 3701	Criminal Investigation
CRJ 3801	Criminal Evidence and Legal Issues
CRJ 3950	Constitutional Law
CRJ 4001	Procedures in the Justice System
CRJ 4201	Probation and Community Corrections
CRJ 4350	Leadership in Criminal Justice
CRJ 4701	Criminal Justice Organization and Administration
CRJ 4119C	Special Topics: Criminology

CRJ 4119CJ	Special Topics: Criminal Justice
CRJ 4119JJ	Special Topics: Juvenile Justice
POLS 1010	American Government
BUS 3210	Business Law

Grand Total 120 cr.

B.S./ B.A.S. CRIMINAL JUSTICE CONCENTRATION IN HOMELAND SECURITY

The concentration option requires completion of a minimum of 12 credits in the concentration area. Concentration credits may be applied to Group B requirements.

HLS 2050	Introduction to Terrorism
HLS 3000	American Homeland Security
HLS 3500	Weapons of Mass Destruction
HLS 3050	Terrorism Response Operations

CRIMINAL JUSTICE ADMINISTRATION

Waldorf's bachelor's degree in Criminal Justice Administration is ideal for those who seek a traditional criminal justice program with an additional focus on business and management. The program is designed to provide the student with a broad base of knowledge in the three primary areas of the criminal justice system: law enforcement, courts, and corrections. This foundation includes the Waldorf general education curriculum, numerous courses in the criminal justice arena, and courses in business. The program provides students with the general education, discipline specific, and technical knowledge required to succeed in the criminal justice workplace.

B.S. CRIMINAL JUSTICE ADMINISTRATION

PLO 1.A. Students will identify historically significant events and their impact on the field of criminal justice.

PLO 1.B. Describe the structures and functions of the fundamental institutions (e.g., legislatures, law enforcement, corrections, courts) that are part of criminal justice systems. PLO 1.C. Examine conflicts in criminal justice systems, such as the one between individual legal rights and crime control. PLO 2.A. Demonstrate understanding of issues stemming from group differences (e.g., sex, gender, age, race/ethnicity, religious creed, immigration status, sexual orientation, Socio-economic Status, and disabilities).

PLO 2.B. Examine the interactions of victims and offenders within the criminal justice system, society, and between each other.

PLO 2.C. Compare and contrast the differences between psychological, sociological, and biological theories of criminal and deviant behavior.

PLO 3.A. Students will be able to explain theories of crime and the impact crime has on society and public policy.

PLO 3.B. Develop critical thinking skills through the application of theory and social science research methods to crime and crime policy.

PLO 3.C. Evaluate emerging trends in criminal justice practice and analyze their potential consequences for individuals, society, and the criminal justice system.

PLO 3.D. Summarize basic concepts and findings of research in criminal justice.

General Education Core Requirements 60 cr.

Major Required—Group A 30 cr.

CRJ 2000	Introduction to Criminal Justice
CRJ 2001	Theory and Practice of Law Enforcement
CRJ 2200	Theory and Practice of Corrections
CRJ 2301	Judicial Process
CRJ 2900	Management and Supervision Skills for Criminal Justice Personnel
CRJ 3201	Juvenile Justice and Delinquency
CRJ 3020	Mental Health and Crime
CRJ 4103	Diversity and Ethics in Criminal Justice
CRJ 4201	Probation and Community Corrections
CRJ 4701	Criminal Justice Organization and Administration

Professional Electives—Group B 30 cr.

For the remaining 30 credits of Professional Electives, please select from any Criminal Justice (CRJ), Psychology (PSY) or Homeland Security (HLS) course offered at Waldorf, provided the courses are not already used to satisfy other program requirements. The following are sample electives.

CRJ 2501	Criminology
CRJ 3010	Victimology
CRJ 3201	Juvenile Justice and Delinquency
CRJ 3701	Criminal Investigation
CRJ 3801	Criminal Evidence and Legal Issues
CRJ 3950	Constitutional Law
CRJ 4001	Procedures in the Justice System
CRJ 4201	Probation and Community Corrections
CRJ 4119C	Special Topics: Criminology
CRJ 4119CJ	Special Topics: Criminal Justice
CRJ 4119JJ	Special Topics: Juvenile Justice
HLS 2050	Introduction to Terrorism
HLS 3000	American Homeland Security
HLS 3050	Terrorism Response Operations
HLS 3500	Weapons of Mass Destruction
PSY 3019	History and Systems of Psychology
PSY 3210	Close Relationships
PSY 3350	Theories of Personality
PSY 4515	Psychology of Prejudice and Discrimination

Grand Total 120 cr.

B.A.S. CRIMINAL JUSTICE ADMINISTRATION

PLO 1.A. Identify historically significant events and their impact on the field of criminal justice.

PLO 1.B. Describe the structures and functions of the fundamental institutions (e.g., legislatures, law enforcement, corrections, courts) that are part of criminal justice systems. PLO 1.C. Examine conflicts in criminal justice systems, such as the one between individual legal rights and crime control. PLO 2.A. Demonstrate understanding of issues stemming from group differences (e.g., sex, gender, age, race/ethnicity, religious creed, immigration status, sexual orientation, Socio-economic Status, and disabilities).

PLO 2.B. Examine the interactions of victims and offenders within the criminal justice system, society, and between each other.

PLO 2.C. Compare and contrast the differences between psychological, sociological, and biological theories of criminal and deviant behavior.

PLO 3.A. Students will be able to explain theories of crime and the impact crime has on society and public policy.

PLO 3.B. Develop critical thinking skills through the application of theory and social science research methods to crime and crime policy.

PLO 3.C. Evaluate emerging trends in criminal justice practice and analyze their potential consequences for individuals, society, and the criminal justice system.

PLO 3.D. Summarize basic concepts and findings of research in criminal justice.

General Education Core Requirements 30 cr.

Major Requirements 30cr.

CRJ 2000	Introduction to Criminal Justice
CRJ 2001	Theory and Practice of Law Enforcement
CRJ 2200	Theory and Practice of Corrections
CRJ 2900	Supervision and Management Skills for Criminal Justice
CRJ 3020	Mental Health and Crime
CRJ 3201	Juvenile Justice and Delinquency
CRJ 2301	Judicial Process
CRJ 4103	Diversity and Ethics in Criminal Justice
CRJ 4701	Criminal Justice Organization and Administration
REL 4035	Life, Meaning, Vocation

Electives 60 cr.

Any Waldorf courses may be selected from the catalog and course schedule to be used as electives, provided that they are not used to satisfy other program requirements. The following are sample electives.

CRJ 2501	Criminology
CRJ 3010	Victimology
CRJ 3601	Criminal Law
CRJ 3701	Criminal Investigation

CRJ 3801	Criminal Evidence and Legal Issues
CRJ 3950	Constitutional Law
CRJ 4001	Procedures in the Justice System
CRJ 4201	Probation and Community Corrections
CRJ 4350	Leadership in Criminal Justice
CRJ 4119C	Special Topics: Criminology
CRJ 4119CJ	Special Topics: Criminal Justice
CRJ 4119JJ	Special Topics: Juvenile Justice
BUS 3210	Business Law
POLS 1010	American Government
BUS 3451	Organizational Theory and Behavior
BUS 3826	Managerial Decision

Grand Total 120 cr.

CYBERSECURITY

The Bachelors degree in Cybersecurity provides the knowledge to successfully apply cybersecurity theory and principles to address the ever changing security challenges faced in real world scenarios. The program covers fundamental and advanced knowledge in a variety of cybersecurity, digital forensics, legal impacts, and information systems security. Learn to identify, monitor, and protect information systems from cyber threats. This blend of courses provides career paths which include cybersecurity, cyber operations, and cyber defense.

B.S. CYBERSECURITY

PLO 1.A. Students will be able to identify the potential threats/risks/weaknesses in the information technology infrastructure.

PLO 1.B. Students will be able to apply business and management theory and practices in order to solve information security problems.

PLO 1.C. Students will demonstrate a working knowledge of security practices to optimize information assurance.

PLO 1.D. Students will demonstrate a knowledge of current legal requirements for information and system security.

General Education Core Requirements 60 cr.

Major Required—Group A 36 cr.

CIS 1050	Computer Essentials
CYB 3301	Security Application Development
CYB 3302	Advanced Information Security
CIS 4101	Internet and Network Security
CYB 4301	Cybersecurity and Crime
CYB 4302	Cyber Warfare and Application
CYB 4303	Critical Infrastructure Protection in Cyber Security
CYB 4304	Cybersecurity Law and Policy
CYB 4401	Information Security Disaster Recovery

CYB 4402	Principles of Digital Forensics
CYB 4403	Digital Forensics Application
CYB 4500	Cybersecurity Capstone

Professional Electives 15 cr.

Select five courses (15 credits) from the list below or apply qualified transfer credit.

CYB 3306	Operating Systems
CYB 3307	Maintaining Microcomputer Systems
CYB 3308	Cloud Computing
CYB 3309	Introduction to Mobile Technology
CYB 3450	Introduction to Data Communication
CYB 4313	Ethics and Professionalism
CYB 4453	Infrastructure Management

General Electives 9 cr. hours

Any Waldorf courses may be selected from the catalog to be used as electives, provided that they are not used to satisfy other program requirements.

B.A.S. CYBERSECURITY

PLO 1.A. Identify threats, risk, and weaknesses in IT infrastructure.

PLO 2.A. Identify business management practices related to solving cybersecurity problems.

PLO 3.A. Identify core focuses on application security, intrusion detection systems, information systems auditing, and cybersecurity disaster recovery.

PLO 4.A. Identify legal requirements for cybersecurity.

General Education Core Requirements 30 cr.

Major Requirements 30cr.

CIS 1050	Computer Essentials
CYB 3301	Security Application Development
CYB 3302	Advanced Information Security
CIS 4101	Internet and Network Security
CYB 4301	Cybersecurity and Crime
CYB 4302	Cyber Warfare and Application
CYB 4304	Cybersecurity Law and Policy
CYB 4401	Information Security Disaster Recovery
CYB 4402	Principles of Digital Forensics
CYB 4500	Cybersecurity Capstone

Electives 60 credit hours

EMERGENCY MANAGEMENT

In times of uncertainty and unprecedented natural and man-made disasters, Waldorf's Bachelor of Arts degree in Emergency Management is designed to prepare the student with a broad base of knowledge in the field of emergency management. The foundation for this degree program includes the Waldorf general education curriculum, numerous courses in the emergency management arena, as well as electives in the fields of Homeland Security, Fire Science Administration, and Business, among others. The program provides students with the general education, discipline-specific, and technical knowledge required to succeed in the diverse field of emergency management.

B.A. EMERGENCY MANAGEMENT

PLO 1.A.: Students will examine the legalities (policies, directives and regulations) within the emergency management field.

PLO 1.B.: Students will summarize the policies and procedures which drive the budgetary process in emergency management.

PLO 1.C. Students will analyze the current standards and best practices used within the field.

PLO 2.A. Students will apply methodologies commonly used within the field.

PLO 2.B.: Students will describe effective communication skills used within the emergency

PLO 3.A.: Students will interpret the core concepts and terminology used in emergency management.

PLO 3.B.: Students will analyze the intergovernmental and inter-organizational behavior within the field.

PLO 4: Students will be able to analyze the multidisciplinary nature of emergency management.

General Education Core Requirements 60 cr.

Major Required—Group A 30 cr.

EMG 3000	Introduction to Emergency
EMG 3001	Disaster Mitigation and Preparedness
EMG 3002	Disaster Response and Recovery
EMG 3050	Special Operations
EMG 3100	Terrorism in Emergency Management
EMG 4001	Interagency Disaster Management
EMG 4002	Incident Command in Emergency and Disaster Management
EMG 4050	Socio-Psychological Nature of Emergency Management
EMG 4900	Capstone in Emergency Management
FSC 3110	Community Risk Reduction for the Fire and Emergency Services

Professional Electives—Group B 30 cr.

For the remaining 30 credits of Professional Electives, please select from any Fire Science Administration (FSC), Occupational Safety and Health (OSH), or Homeland Security (HLS) course offered at Waldorf, provided the courses are not already used to satisfy other program requirements. The concentration options listed may also be used toward elective credits. The following are sample electives.

FSC 2010	Principles of Fire and Emergency Services
FSC 4510	Personnel Management for the Fire and Emergency Services
FSC 4610	Fire and Emergency Services Administration
FSC 4753	Terrorism Incident Management and Emergency Procedures
HLS 2050	Introduction to Terrorism
HLS 3000	American Homeland Security
HLS 3050	Terrorism Response Operations
HLS 3500	Weapons of Mass Destruction
OSH 3001	Fundamentals of Occupational Safety and Health
OSH 3651	Total Environmental, Health, and Safety Management
OSH 4301	Fundamentals of Industrial Hygiene
OSH 3640	Interactions of Hazardous Materials

B.A.S. EMERGENCY MANAGEMENT

PLO 1.A.: Students will examine the legalities (policies, directives and regulations) within the emergency management field.

PLO 1.B.: Students will summarize the policies and procedures which drive the budgetary process in emergency management.

PLO 1.C. Students will analyze the current standards and best practices used within the field

PLO 2.A. Students will apply methodologies commonly used within the field.

PLO 2.B.: Students will describe effective communication skills used within the emergency management field.

PLO 3.A.: Students will interpret of the core concepts and terminology used in emergency management.

PLO 3.B.: Students will analyze the intergovernmental and inter-organizational behavior within the field.

General Education Core Requirements 30 cr.

Major Requirements 30cr.

EMG 3000	Introduction to Emergency Management
EMG 3001	Disaster Mitigation and Preparedness
EMG 3002	Disaster Response and Recovery
EMG 3100	Terrorism in Emergency Management
FSC 3110	Community Risk Reduction for the Fire and Emergency Services
EMG 4001	Interagency Disaster Management
EMG 4002	Incident Command in Emergency and Disaster Management
EMG 4050	Socio-Psychological Nature of Emergency Management
EMG 4900	Capstone in Emergency Management

REL 4035 Life, Meaning, and Vocation

Electives..... 60 cr.

Any Waldorf courses may be selected from the catalog to be used as electives, provided that they are not used to satisfy other program requirements.

EMG 3050	Special Operations
HLS 2050	Introduction to Terrorism
HLS 3000	American Homeland Security
HLS 3050	Tactical Response Operations
HLS 3500	Weapons of Mass Destruction
ORG/BUS 3451	Organizational Theory and Behavior
BUS 3602	Principles of Management
ORG/BUS 3651	Leadership
BUS 3826	Managerial Decision Making
COM 4360	Crisis Management
FSC 4510	Personnel Management for the Fire and Emergency Services
FSC 4610	Fire and Emergency Services Administration
FSC 4753	Terrorism Incident Management and Emergency Procedures
OSH 3640	Interactions of Hazardous Materials
SPC 1010	Speech Communications

Grand Total 120 cr.

B.A. / B.A.S. EMERGENCY MANAGEMENT CONCENTRATIONS

Students may choose the optional concentration listed below, applying the credits to the elective requirements.

Fire Science 12 cr.

FSC 3610	Fire Related Human Behavior
FSC 4510	Personnel Management for the Fire and Emergency Services
FSC 4610	Fire and Emergency Services Administration
FSC 4753	Terrorism Incident Management and Emergency Procedures

Homeland Security 12 cr.

HLS 2050	Introduction to Terrorism
HLS 3000	American Homeland Security
HLS 3050	Terrorism Response Operations
HLS 3500	Weapons of Mass Destruction

FIRE SCIENCE ADMINISTRATION

This program presents a balanced curriculum and contains courses identified by the National Fire Academy, U.S. Fire Administration and the National Fire Protection Association for use in academic settings. Special emphasis is placed on:

- Management and leadership techniques
- Organizational and professional communications
- Problem solving
- Programmatic solutions to fire science operational problems
- **STUDENTS COMPLETING A BS OR BAS IN FIRE SCIENCE ADMINISTRATION MUST COMPLETE MTH 2000 AS A CORE REQUIREMENT.**

B.S. FIRE SCIENCE ADMINISTRATION

PLO 1.A. Students will be able to explain fire behavior concepts as related to prevention, firefighting, and firefighter safety.

PLO 2.A. Students will be able to analyze local, state, and national legal and political concepts relevant to the fire/rescue/EMS services.

PLO 2.B. Students will be able to analyze administrative functions and roles and responsibilities of upper leadership within the fire/rescue/EMS organization.

PLO 3.A. Students will be able to develop a plan to decrease injury and death risks within their organization and community.

PLO 4.A. Students will be able to incorporate leadership through mid-level and upper-level management roles.

PLO 4.B. Students will be able to model support of administrative functions and roles.

General Education Core Requirements 60 cr.

Major Required—Group A..... 30 cr.

FSC 3110	Community Risk Reduction for the Fire and Emergency Services
FSC 3510	Political and Legal Foundations of Fire Protection
BUS 3352	Human Resource Management
FSC 3601	Fire Prevention Organization and Management
ORG 3651	Leadership
FSC 4510	Personnel Management for the Fire and Emergency Services
FSC 4610	Fire and Emergency Services Administration
FSC 4631	Advanced Principles of Fireground Strategies and Tactics
FSC 4710	Applications of Fire Research
FSC 4753	Terrorism Incident Management and Emergency Procedures

Professional Electives—Group B 30 cr.

For the remaining 30 credits of Professional Electives, please select from any Fire Science Administration (FSC), Homeland Security (HLS), Occupational Safety and Health (OSH), or Emergency Management (EMG) course, provided the courses are not already used to satisfy other program requirements. The following are sample electives.

Undergraduate Degree Programs

FSC 2010	Principles of Fire and Emergency Services
FSC 3120	Organization and Management of Fire and Emergency Services Training
FSC 3210	Fire Dynamics
FSC 3302	Fire Investigation and Analysis
FSC 3410	Fire Protection Structures and Systems
FSC 3440	Building Construction for Fire Protection
FSC 3610	Fire Related Human Behavior
FSC 4001	Diversity in the Fire Service
FSC 4002	Back to Basics: A Refresher of Fire Fighting Strategies for Company Officers
FSC 4002	Back to Basics: A Refresher of Fire Fighting Strategies for Company Officers
FSC 4110	Advanced Principles in Fire and Emergency Services Safety and Survival
FSC 4210	Analytical Approaches to Public Fire Protection
FSC 4410	Strategic Organization Practices in Fire and Emergency Services Organizations
FSC 4310	Disaster Planning and Control
FSC 4400	Strategic Organization Practices in Fire and Emergency Services Organizations
OSH 4410	Managerial Issues in Hazardous Materials

Grand Total 120 cr.

**B.S. FIRE SCIENCE ADMINISTRATION
CONCENTRATION IN PUBLIC
RELATIONS**

Public Relations 12 cr.

COM 1020	Introduction to Digital Technology
COM 2040	Introduction to Public Relations
COM 3180	Editing
COM 4220	Public Relations Skills
Recommended electives:	
COM 1010	Introduction to Graphic Design*
COM 1040	News Gathering
COM 3020	Radio Production*
COM 3030	Television Production*
COM 4360	Crisis Management

B.A.S. FIRE SCIENCE ADMINISTRATION

PLO 1.A.: Students will be able to explain fire behavior concepts as related to prevention, firefighting, and firefighter safety.

PLO 2.A.: Students will be able to analyze local, state, and national legal and political concepts relevant to the fire/rescue/EMS services.

PLO 2.B.: Students will be able to analyze administrative functions and roles and responsibilities of upper leadership within the fire/rescue/EMS organization.

PLO 3.A.: Students will be able to develop a plan to decrease injury and death risks within their organization and community.

PLO 4.A.: Students will be able to incorporate leadership through mid-level and upper-level management roles.

PLO 4.B.: Students will be able to model support of administrative functions and roles.

General Education Core Requirements 30 cr.

Major Requirements..... 30 cr.

FSC 3110	Community Risk Reduction for the Fire and Emergency Services
FSC 3510	Political and Legal Foundations of Fire Protection
FSC 3601	Fire Prevention Organization and Management
FSC 4510	Personnel Management for the Fire and Emergency Services
FSC 4610	Fire and Emergency Services Administration
FSC 4631	Advanced Principles of Fireground Strategies and Tactics
FSC 4710	Applications of Fire Research
FSC 4753	Terrorism Incident Management and Emergency Procedures
BUS 3651	Leadership
REL 4035	Life, Meaning, and Vocation

Electives..... 60 cr.

Any Waldorf courses may be selected from the catalog and used as electives, provided that they are not used to satisfy other program requirements. The following are sample electives.

FSC 2010	Principles of Fire and Emergency Services
FSC 3120	Organization and Management of Fire and Emergency Services Training
FSC 3210	Fire Dynamics
FSC 3302	Fire Investigation and Analysis
FSC 3410	Fire Protection Structures and Systems
FSC 3440	Building Construction for Fire Protection
FSC 3610	Fire Related Human Behavior
FSC 4001	Diversity in the Fire Service
FSC 4002	Back to Basics: A Refresher of Fire Fighting Strategies for Company Officers
FSC 4110	Advanced Principles in Fire and Emergency Services Safety and Survival
FSC 4210	Analytical Approaches to Public Fire Protection

Undergraduate Degree Programs

FSC 4310	Disaster Planning and Control
FSC 4410	Strategic Organization Practices in Fire and Emergency Services Organizations
FSC 4400	Strategic Organization Practices in Fire and Emergency Services Organizations
BUS 2201	Principles of Accounting*
BUS 3352	Human Resource Management*
OSH 4410	Managerial Issues in Hazardous Materials

* BUS 2201 and BUS 3352 are strongly recommended for the B.A.S. in Fire Science Administration.

Grand Total 120 cr.

HEALTH CARE MANAGEMENT

Waldorf's Bachelor of Arts in Health Care Management is designed to provide the essential knowledge and skills to be effective mid-level health care managers in various health care settings. The program has a special focus on the efficiency and quality of care provided in hospitals and other health facilities. Waldorf's B.A. in Health Care Management does not require a clinical or in-field experience component

B.A. HEALTH CARE MANAGEMENT.

PL0 1.A. Knowledge of Current Issues, Trends, & Practices in Healthcare Systems. Students will be able to explain current trends and challenges relative to the overall healthcare system (international and domestic) and the organizations which operate within it.

PL0 1.B. Students will be able to analyze the ethics of professional and organizational standard affecting customer relationships in healthcare organizations.

PL0 2.A. Strategic and Action Plan Evaluation. Students will be able to use management theory to evaluate shared vision and management of a healthcare organization's strategic goals.

PL0 2.B. Evaluating Management Practices & Trends. Students will be able to examine the impact of leadership styles, political trends, and cultural and societal forces on management within the healthcare system.

PL0 2.C. Applying Business Principles. Students will be able to apply business principles, including systems thinking, financial management, and human resource management to the healthcare environment.

General Education Core Requirements 60 cr.

Major Requirements 30 cr.

- HCM 1301 Medical Terminology
- HCM 3002 Introduction to Health Care Management
- HCM 3305 Community Health
- HCM 3303 Health Informatics: Principles and Practice
- HCM 3304 Principles of Epidemiology
- HCM 4201 Health Care Law
- HCM 4053 Financial Management of Health Care Organizations
- HCM 3801 Issues and Trends in Health Care
- HCM 3100 Reimbursement Methods in Health Care
- HCM 4320 Development and Strategic Planning in Health Care

Professional Electives—Group B 30 cr.

For the remaining 30 credits of Professional Electives, please select from any Health Care Management (HCM), Business (BUS), or Organizational Leadership (ORG) course offered at Waldorf, provided the courses are not already used to satisfy other program requirements. The following are sample electives.

- HCM 4304 Project Management for Health Care Professionals
- HCM 4303 Comparative Health Systems
- HCM 4305 Long-Term Care Management
- HCM 4308 Research Methods for Health Professionals*
- HCM 4307 Health Care Quality Management
- HCM 4400 Risk Management in Health Care
- BUS 2201 Principles of Accounting
- BUS 3352 Human Resource Management
- BUS 3602 Principles of Management
- BUS 3651 Leadership
- ORG 3800 Leadership Across Generations
- ORG 4800 Leading Virtual Teams

*HCM 4308 and MTH 2023 are strongly recommended for students considering graduate school.

B.A.S. HEALTH CARE MANAGEMENT

PL01.A. Knowledge of Current Issues, Trends & Practices in Healthcare. Students will be able to analyze and distinguish current trends and challenges relative to the overall healthcare system (international and domestic) and the organizations which operate within it.

PL01.B. Knowledge of Healthcare System Law & Organizational Standards. Students will be able to analyze the ethics of professional and organizational standards affecting customer relationships in healthcare organizations.

PL0 2.A. Strategic and Action Plan Evaluation. Students will be able to critique management theory to evaluate shared vision and management of a healthcare organization's strategic goals.

PL02.B. Evaluating Management Practices & Trends. Students will be able to evaluate the impact of leadership styles, political trends, and cultural and societal forces on management within the healthcare system..

PL02.C. Applying Business Principles. Students will be able to apply business principles, including systems thinking, to the healthcare environment; basic business principles include (a) financial management, (b) human resource management, and (c) strategic planning.

General Education Core Requirements 30 cr.

Major Requirements 30 cr.

- HCM 1301 Medical Terminology
- HCM 3002 Introduction to Health Care Management
- HCM 3305 Community Health
- HCM 3303 Health Informatics: Principles and Practice
- HCM 3304 Principles of Epidemiology
- HCM 4201 Health Care Law
- HCM 4053 Financial Management of Health Care Organizations

Undergraduate Degree Programs

- HCM 3801 Issues and Trends in Health Care
- HCM 4320 Development and Strategic Planning in Health Care
- REL 4035 Life, Meaning, and Vocation

Electives..... 60 cr.

Any Waldorf courses may be selected from the catalog and to be used as electives, provided that they are not used to satisfy other program requirements. The following are sample electives.

- HCM 4304 Project Management for Health Care Professionals
- HCM 4303 Comparative Health Systems
- HCM 4305 Long-Term Care Management
- HCM 4308 Research Methods for Health Professionals*
- BUS 2201 Principles of Accounting
- HCM 4307 Health Care Quality Management
- BUS 3602 Principles of Management
- BUS 3352 Human Resource Management
- ORG 3651 Leadership
- HCM 4400 Risk Management in Health Care

** HCM 4308 and MTH 2023 are strongly recommended for students considering graduate school*

Grand Total 120 cr.

HOMELAND SECURITY

Founded in response to the 9-11 attacks, the Department of Homeland Security is the largest federal law enforcement agency in the United States. Waldorf's Bachelor of Arts in Homeland Security is designed to provide an in-depth background related to Department of Homeland Security practices. Waldorf's bachelor's program focuses on strategies to protect the American homeland, including prevention, planning, and response measures related to terrorist threats.

B.A. HOMELAND SECURITY

- PLO 1 - Students will analyze the historical impact of terrorism on current and future terrorism incidents.
- PLO 2 - Students will assess the capabilities of Weapons of Mass Destruction (WMD) to determine counteraction strategies.
- PLO 3 - Students will evaluate homeland security methodologies to develop best practices.

PLO 4 - Students will contrast tactical response options with available resources to determine jurisdictional procedures
General Education Core Requirements 60 cr.

Major Requirements..... 30 cr.

- HLS 2050 Introduction to Terrorism
- HLS 3000 American Homeland Security
- HLS 3050 Terrorism Response Operations
- HLS 3500 Weapons of Mass Destruction
- HLS 3304 Ethical and Legal Issues in Homeland Security
- HLS 3305 Disaster Planning and Management

- HLS 3306 Homeland Security Technology
- HLS 4302 Preparedness and Response Partners
- HLS 4303 Critical Infrastructure Protection
- HLS 4320 Homeland Security Capstone

Professional Electives—Group B 30 cr.

For the remaining 30 credits of Professional Electives, please select from any Homeland Security (HLS), Emergency Management (EMG), or Criminal Justice (CRJ) course offered at Waldorf, provided the courses are not already used to satisfy other program requirements. The concentration options listed may also be used toward elective credits. The following are sample electives.

- CRJ 2000 Introduction to Criminal Justice
- CRJ 2001 Theory and Practice of Law Enforcement
- CRJ 2501 Criminology
- CRJ 2900 Management and Supervision Skills for Criminal Justice Personnel
- CRJ 2301 Judicial Process
- CRJ 3601 Criminal Law
- CRJ 3701 Criminal Investigation
- CRJ 3801 Criminal Evidence and Legal Issues
- CRJ 3950 Constitutional Law
- HLS 3020 Domestic Terrorism and Homegrown Violent Extremists
- HLS 3030 Radicalization
- HLS 3040 Maritime, Border, and Transportation Security
- EMG 3000 Introduction to Emergency Management
- EMG 3001 Disaster Mitigation and Preparedness
- EMG 3002 Disaster Response and Recovery
- EMG 3100 Terrorism in Emergency Management

Grand Total 120 cr.

B.A.S. HOMELAND SECURITY

- PLO 1 - Students will analyze the historical impact of terrorism on current and future terrorism incidents.
- PLO 2 - Students will assess the capabilities of Weapons of Mass Destruction (WMD) to determine counteraction strategies.
- PLO 3 - Students will evaluate homeland security methodologies to develop best practices
- PLO 4 - Students will contrast tactical response options with available resources to determine jurisdictional procedures.

General Education Core Requirements 30 cr.

Major Requirements..... 30 cr.

- HLS 2050 Introduction to Terrorism

HLS 3000	American Homeland Security
HLS 3050	Terrorism Response Operations
HLS 3500	Weapons of Mass Destruction
HLS 3304	Ethical and Legal Issues in Homeland Security
HLS 3305	Disaster Planning and Management
HLS 4302	Preparedness and Response Partners
HLS 4303	Critical Infrastructure Protection
HLS 4320	Homeland Security Capstone
REL 4035	Life, Meaning, and Vocation
Electives..... 60 cr.	
Any Waldorf courses may be selected from the catalog and to be used as electives, provided that they are not used to satisfy other program requirements. The following are sample electives.	
CRJ 2000	Introduction to Criminal Justice
CRJ 2001	Theory and Practice of Law Enforcement
CRJ 2501	Criminology
CRJ 2900	Management and Supervision Skills for Criminal Justice Personnel
CRJ 2301	Judicial Process
CRJ 3601	Criminal Law
CRJ 3701	Criminal Investigation
CRJ 3801	Criminal Evidence and Legal Issues
CRJ 3950	Constitutional Law
EMG 3000	Introduction to Emergency Management
EMG 3002	Disaster Response and Recovery
EMG 3100	Terrorism in Emergency Management
EMG 4001	Interagency Disaster Management
EMG 4002	Incident Command in Emergency and Disaster Management
EMG 4050	Socio-Psychological Nature of Emergency Management
FSC 4631	Advanced Principles of Fireground Strategies and Tactics
FSC 4753	Terrorism Incident Management and Emergency Procedures
HLS 3020	Domestic Terrorism and Homegrown Violent Extremists
HLS 3030	Radicalization
HLS 3040	Maritime, Border, and Transportation Security
REL 3360	Understanding Islam

Grand Total 120 cr.

B.S. CRIMINAL JUSTICE CONCENTRATIONS

Cybersecurity 12 cr.

Required Course

HLS 3010 Homeland Security and Cyber Threats3cr.

Select three (3) of the following courses9cr.

CYB 3301 Security Application Development

CYB 3302 Advanced Information Security

CYB 4301 Cyber Security and Crime

CYB 4302 Cyber Warfare and Application

CYB 4303 Critical Infrastructure Protection in Cybersecurity

CYB 4304 Cybersecurity Law and Policy

CYB 4401 IS Disaster Recovery

CYB 4402 Principles of Digital Forensics

B.A. /B.A.S. HOMELAND SECURITY CONCENTRATIONS

Students may choose one or more concentrations, applying the credits to the professional elective requirements.

Criminal Justice..... 12 cr.

CRJ 2000 Introduction to Criminal Justice

Choose the remaining 9 credits from any additional Criminal Justice courses offered at Waldorf. Below are examples of courses that may be selected:

CRJ 2001 Theory and Practice of Law Enforcement

CRJ 2200 Theory and Practice of Corrections

CRJ 2301 Judicial Process

Emergency Management..... 12 cr.

EMG 3001 Disaster Mitigation and Preparedness

EMG 3002 Disaster Response and Recovery

EMG 3100 Terrorism in Emergency Management

EMG 4001 Interagency Disaster Management

NURSING

B.S. NURSING (RN TO BSN)

The RN to BSN program is designed for Registered Nurses who desire to obtain a Bachelor of Science degree in Nursing. The RN to BSN program at Waldorf University is a degree completion program that applies appropriate academic credit from nursing diploma and associate degree

Undergraduate Degree Programs

programs toward the BSN degree for licensed nurses. This program builds on students' current expertise in nursing and provides an opportunity for students to grow professionally, improve excellence in practice skills, and identify strategies to meet the requirements of the evolving healthcare environment in a globally diverse population.

Waldorf's RN to BSN degree program is a post-licensure completion program that requires students to have a current RN license for admission. Evidence of current, unencumbered, and unrestricted RN license in the U.S.A is required for permission to enroll in any professional core classes in the RN-BSN completion program. This program is not designed to lead to additional licensure or certification upon graduation.

PLO 1.A. Develop accountability for leading and managing best practices for population managed health care.

PLO 1.B. Assess, holistically and systematically, the health status of culturally diverse individuals, families, and communities to determine health care needs.

PLO 1.C. Design teaching methods based on evidence-based information, assisting individuals and families in achieving their health goals.

PLO 1.D. Evaluate nursing theory, research, and evidence-based practice in the health care environment.

PLO 1.E. Develop plans with individuals, families, and other members of the health care team to ensure holistic, individualized care applying ethical, legal, and professional standards of care.

General Education Core Requirements 54 cr.

(Associate Degree/Diploma Program courses will be reviewed for alignment with Waldorf General Education Core Requirements)

Major Requirements 30 cr.

NUR 3010	Professional Concepts of Nursing*
NUR 3020	Advanced Health Assessment
NUR 4030	Leadership and Management Principles for Nurses*
NUR 4040	Population Based Nursing
NUR 4050	Faculty Guided Wellness Experience*
NUR 4060	Teaching in Health Care*
NUR 4070	Evidence-Based Practice
NUR 4080	Legal and Ethical Issues
NUR 4090	Nursing Capstone*
REL 4035	Life, Meaning and Vocation

*Courses to be completed in combination with approved practicum experience in the community or place of employment.

Associate Degree/Diploma Program Transferred Nursing Credit36 credits

Any Waldorf courses may be selected from the catalog and used as electives, provided that they are not used to satisfy other program requirements.

OCCUPATIONAL SAFETY

With continued growth of job opportunities in this field, Waldorf's bachelor's degree in Occupational Safety provides both foundational and advanced knowledge of the discipline of occupational safety. Learners explore a variety of technical areas within safety including industrial hygiene, construction safety, fire safety, and risk management. In addition, students

are immersed in management topics that are critical to the initial implementation of a safety program as well as the maintenance of an organization's peak safety performance. The bachelor's degree is designed for students with no prior safety experience who are seeking to become entry-level safety professionals in industries such as manufacturing, construction, and fire science. The program is also well-suited for students who may already have occupational safety experience but desire to become a formally degreed safety professional.

The Board of Certified Safety Professionals will recognize Waldorf's B.A. and B.A.S. in Occupational Safety degrees for the application process under the Associate Safety Professional designation and the Certified Safety Professional designation.

B.A. OCCUPATIONAL SAFETY

PLO 1. Students will apply safety and health related theory and technology.

PLO 2. Students will analyze workplaces to identify occupational hazards.

PLO 3. Students will formulate solutions to control occupational hazards.

PLO 4. Students will collaborate with others in their respective organizations to minimize occupational hazards.

General Education Core Requirements 60 cr.

Major Requirements 30 cr.

OSH 3001	Fundamentals of Occupational Safety and Health
OSH 3651	Total Environmental, Health, and Safety Management
OSH 4301	Fundamentals of Industrial Hygiene
FSC 3345	Introduction to Fire Prevention
OSH 3640	Interactions of Hazardous Materials
OSH 3701	Industrial Ergonomics
OSH 4601	Accident Investigation
BUS 4680	Human Resource Development
OSH 3525	Legal Aspects of Safety and Health
OSH 3401	Construction Safety

Professional Electives—Group B 30 cr.

For the remaining 30 credits of Professional Electives, please select from any Occupational Safety and Health (OSH), Emergency Management (EMG), Homeland Security (HLS), or Fire Science (FSC) course offered at Waldorf, provided the courses are not already used to satisfy other program requirements. The concentration options listed may also be used toward elective credits. The following are sample electives.

OSH 4010	Safety Supervisor
OSH 4520	Risk Management
OSH 3303	Workers' Compensation
OSH 4309	Lean Safety Management
OSH 4208	Advanced Concepts in Safety and Health
OSH 4410	Managerial Issues in Hazardous Materials
OSH 3301	Fleet Safety
EMG 3000	Introduction to Emergency Management

Undergraduate Degree Programs

EMG 3002	Disaster Response and Recovery
EMG 3100	Terrorism in Emergency Management and Disaster Management
FSC 4631	Advanced Principles of Fireground Strategies and Tactics
FSC 4753	Terrorism Incident Management and Emergency Procedures
HLS 3020	Domestic Terrorism and Homegrown Violent Extremists
HLS 3030	Radicalization
HLS 3040	Maritime, Border, and Transportation Security

OSH 4208	Advanced Concepts in Occupational Safety and Health
OSH 4410	Managerial Issues in Hazardous Materials
PSY 4510	Attitudes and Persuasion
OSH 3301	Fleet Safety
ORG 3651	Leadership

Grand Total 120 cr.

B.A.S. OCCUPATIONAL SAFETY

- PL0 1: Students will apply safety and health related theory and technology.
- PL0 2: Students will analyze workplaces to identify occupational hazards.
- PL0 3: Students will formulate solutions to control occupational hazards.
- PL0 4: Students will collaborate with others in their respective organizations to minimize occupational hazards.

General Education Core Requirements 30 cr.

Major Requirements 30 cr.

OSH 3001	Fundamentals of Occupational Safety and Health
OSH 3651	Total Environmental, Health, and Safety Management
OSH 4301	Fundamentals of Industrial Hygiene
FSC 3345	Introduction to Fire Prevention
OSH 3640	Interactions of Hazardous Materials
OSH 3701	Industrial Ergonomics
OSH 4601	Accident Investigation
OSH 3525	Legal Aspects of Safety & Health
OSH 3401	Construction Safety
REL 4035	Life, Meaning, and Vocation

Electives 60 cr.

Any Waldorf courses may be selected from the catalog and to be used as electives, provided that they are not used to satisfy other program requirements. The following are sample electives.

BUS 4680	Human Resource Development
OSH 4010	Safety Supervisor
OSH 4520	Risk Management
OSH 3303	Workers' Compensation
PSY 3490	Industrial/Organizational Psychology
OSH 4309	Lean Safety Management

ORGANIZATIONAL LEADERSHIP

Maximize your potential to influence positive organizational change with a Bachelor of Science in Organizational Leadership from Waldorf University. Topics covered include organizational behavior; business ethics; team building; creative thinking; organizational psychology; negotiation/conflict resolution. Business Policy and Strategic Management; and more.

STUDENTS COMPLETING A BS OR BAS IN ORGANIZATIONAL LEADERSHIP SHOULD COMPLETE PSY 1010 AS A CORE REQUIREMENT.

B.S. ORGANIZATIONAL LEADERSHIP WITH CONCENTRATION

- PL0 1.A. Students will be able to compare various leadership styles.
- PL0 1.B. Students will be able to discuss the importance of goal setting as it relates to organizational vision.
- PL0 1.C. Students will be able to explain the importance of vision when leading an organization globally.
- PL0 2.A. Students will be able to perform an effective oral presentation.
- PL0 2.B. Students will be able to demonstrate conflict negotiation styles.
- PL0 2.C. Students will be able to describe how motivational techniques can be used to enhance employee performance. PLO 3.A. Students will be able to create a team using a skills-motivation matrix.
- PL0 3.B. Students will be able to discuss the importance of training programs in enhancing team performance.
- PL0 3.C. Students will be able to detail the benefits of organizational diversity.
- PL0 4.A. Students will be able to create a Negotiation Planning Guide for organizational implementation.
- PL0 4.B. Students will be able to propose a plan to improve organizational culture.
- PL0 4.C. Students will be able to recommend strategies to overcome resistance to change.

General Education Core Requirements 60 cr.

Major Requirements 24 cr.

ORG/BUS 3651	Leadership
ORG 4000	Organization Diversity and Inclusion
ORG 4040	Communication Skills for Leaders
ORG 4060	Team Building and Leadership
ORG 4160	Negotiation and Conflict Resolution
ORG/BUS 3451	Organizational Theory and Behavior
PSY 3490	Industrial/Organizational Psychology

PSY 3140 Social Psychology

and Emerging Issues

Concentration Required — Group B 15 cr.

Choose one of the following concentrations: Diversity and Inclusion, Global Leadership, Health Care Management, Leadership Communication, or Occupational Safety and Health.

Professional Electives—Group B 21 cr.

For the remaining 24 credits of Professional Electives, please select from any Organizational Leadership (ORG) or Business (BUS) course offered at Waldorf, provided the courses are not already used to satisfy other program requirements. The concentration options listed may also be used toward elective credits. The following are sample electives.

- BUS 3211 Consumer Behavior
- BUS 3352 Human Resource Management
- BUS 3602 Principles of Management
- BUS 3900 Employment and Labor Law
- BUS 4750 Human Resource Management Strategy and Emerging Issues

B.S. ORGANIZATIONAL LEADERSHIP
NON-CONCENTRATION OPTION

General Education Core Requirements 60 cr.

Major Requirements 30 cr.

- ORG/BUS 3451 Organizational Theory and Behavior
- BUS 3210 Business Law
- PSY 3140 Social Psychology
- BUS 4951 Business Policy and Strategic Management
- BUS 4751 Business Ethics
- BUS 3201 Principles of Marketing
- ORG/BUS 4000 Organization Diversity and Inclusion
- ORG/BUS 4040 Communication Skills for Leaders
- PSY 3490 Industrial/Organizational Psychology
- ORG/BUS 4060 Team Building and Leadership

Professional Electives—Group B 30 cr.

For the remaining 30 credits of Professional Electives, please select from any Organizational Leadership (ORG) or Business (BUS) course offered at Waldorf, provided the courses are not already used to satisfy other program requirements. The concentration options listed may also be used toward elective credits. The following are sample electives.

- BUS 3210 Business Law
- BUS 3211 Consumer Behavior
- BUS 3352 Human Resource Management
- ORG/BUS 3451 Organizational Theory and Behavior
- BUS 3602 Principles of Management
- BUS 4750 Human Resource Management Strategy

- BUS 3900 Employment and Labor Law
- ORG 4160 Negotiation and Conflict Resolution
- ORG 4800 Leading Virtual Teams
- ORG 3800 Leadership Across Generations

B.A.S. ORGANIZATIONAL LEADERSHIP

- PLO 1.A. Leadership Styles. Students will be able to compare various leadership styles.
- PLO 1.B. Goal Setting. Students will be able to discuss the importance of goal setting as it relates to organizational vision.
- PLO 1.C. Global Leadership. Students will be able to explain the importance of vision when leading an organization globally.
- PLO 2.A. Students will be able to perform an effective oral presentation.
- PLO 2.B. Students will be able to demonstrate conflict negotiation styles.
- PLO 2.C. Students will be able to describe how motivational techniques can be used to enhance employee performance.
- PLO 3.A. Students will be able to create a team using a skills-motivation matrix
- PLO 3.B. Students will be able to discuss the importance of training programs in enhancing team performance.
- PLO 3.C. Students will be able to detail the benefits of organizational diversity.
- PLO 4.A. Students will be able to create a Negotiation Planning Guide for organizational implementation.
- PLO 4.B. Students will be able to propose a plan to improve organizational culture.
- PLO 4.C. Students will be able to recommend strategies to overcome resistance to change.

General Education Core Requirements 30 cr.

Major Requirements 30 cr.

- ORG/BUS 3451 Organizational Theory and Behavior
- BUS 3651 Leadership
- ORG 4000 Organization Diversity and Inclusion
- ORG 4040 Communication Skills for Leaders
- ORG 4060 Team Building and Leadership
- ORG 4160 Negotiation and Conflict Resolution
- PSY 3490 Industrial/Organizational Psychology
- PSY 3140 Social Psychology
- REL 4035 Life, Meaning, and Vocation

Choose one course from an Organizational Leadership concentration

Electives 60 cr.

Any Waldorf courses may be selected from the catalog to be used as electives, provided that they are not used to satisfy other program requirements. The following are sample electives. The concentration options listed may also be used toward elective credits.

- ORG 3800 Leadership Across Generations

Undergraduate Degree Programs

ORG 4800	Leading Virtual Teams
BUS 3211	Consumer Behavior
BUS 3352	Human Resource Management
BUS 3602	Principles of Management
BUS 3900	Employment and Labor Law
BUS 4750	Human Resource Management Strategy and Emerging Issues
PSY 3350	Theories of Personality
PSY 3380	Psychology of Adjustment
PSY 3480	Principles of Learning
PSY 4560	Psychological Assessment

Grand Total 120 cr.

B.S./ B.A.S. ORGANIZATIONAL LEADERSHIP CONCENTRATIONS

Global Leadership Concentration 15 cr.

BUS 4351	International Economics
BUS 4426	International Management
BUS 4301	International Financing
BUS 4751	Business Ethics
ORG 4800	Leading Virtual Teams

Diversity and Inclusion Concentration 15 cr.

HUM 2350	Lessons for Life I
HUM 2360	Lessons for Life II
HUM 2450	Fostering Diversity and Inclusion I
HUM 2500	Fostering Diversity and Inclusion II
ORG 3800	Leadership Across Generations

Health Care Management Concentration 15 cr.

HCM 1301	Basic Medical Terminology
HCM 3002	Introduction to Health Care Management
HCM 3303	Health Informatics Principles and Practice
HCM 3801	Issues and Trends in Health Care
HCM 4053	Financial Management of Health Care Organizations

**Course pre-requisites are listed in the course description section of the catalog.*

Leadership Communication Concentration 15 cr.

BUS 2026	Organizational Communication
BUS 3602	Principles of Management

BUS 2551	Intercultural Management
ORG 4800	Leading Virtual Teams
BUS 4080	Creative Thinking and Problem Solving

Occupational Safety and Health Concentration.... 15 cr.

OSH 3001	Fundamentals of Occupational Safety and Health
OSH 3303	Worker's Compensation
OSH 3401	Construction Safety
OSH 3525	Legal Aspects of Safety and health
OSH 3640	Interactions of Hazardous Materials

PSYCHOLOGY

Psychology is the study of behavior and mental processes and is traditionally a popular field of study. By the very nature of the profession, psychology is a service vocation. This fits well with Waldorf's mission of preparing students for "lives of service." A Bachelor's degree in psychology prepares students to be well-rounded, educated individuals as it reflects many of the goals of a liberal arts education by providing a knowledge base, thinking skills, analytical reasoning, interpersonal skills, and ethical values. Psychology majors are prepared to pursue graduate and professional programs in psychology, where they could further specialize in a variety of areas in psychology including clinical, experimental, developmental, social, cognitive, human factors, sports, industrial/organizational, health, and forensics. They are also prepared for further education in areas such as medicine, law, social work, nursing, and ministry.

Some psychology majors directly enter the job market in positions related to psychology, including case managers, childcare workers, corrections or parole officers, mental health technicians, political campaign workers, public relations specialists, and social services workers. Others with bachelor's degrees find positions in jobs that at first glance do not seem directly related to psychology, such as advertising agents, college admissions officers, congressional aides, customer service representatives, human resources workers, law enforcement officers, insurance agents, marketing researchers, restaurant managers, public relations experts, and loan officers.

STUDENTS COMPLETING A BA or BAS PSYCHOLOGY DEGREE NEED TO COMPLETE BIO 1030 and MTH 2023.AS CORE REQUIREMENTS.

B.A. PSYCHOLOGY

PLO 1.A. Students will demonstrate competence in four out of five core content areas of psychology emphasized in our psychology curriculum: cognitive psychology, social psychology, individual differences, biological psychology, and developmental psychology

PLO 1.B. Students will be able to apply their knowledge of psychology to real world contexts including personal, social, and organizational contexts.

PLO 2.A. Students will demonstrate competence of theoretical knowledge related to statistics and research methods.

PLO 2.B. Student will be able to design and interpret the findings of a basic research study that addresses a psychological question using appropriate research methods and analysis methods to analyze and interpret the results of the study.

PLO 2.C. Students will demonstrate an understanding of APA Code of Ethics [i.e. The Belmont report and Research Section 8].

PLO 3.A. Students will utilize critical and creative thinking in order to complete a major theoretical paper that addresses a research question in psychology in APA documentation style. PLO 3.B. Students will be able to critique articles in psychological and scientific journals.

General Education Core Requirements 60 cr.

Lab science strongly recommended for students considering graduate school.

Major Required—Group A..... 30 cr.

PSY 1010	General Psychology
PSY 3450	Abnormal Psychology
PSY 3140	Social Psychology
PSY 3019	History and Systems of Psychology
PSY 3150	Developmental Psychology
PSY 3350	Theories of Personality
PSY 3460	Cognitive Psychology
PSY 4021	Physiological Psychology
PSY 4501	Research Methods
PSY 4995	Senior Capstone

Professional Electives—Group B 15 cr.

Select 15 credits from the list below or any qualified transfer credit in Psychology

PSY 3100	APA for Academic Writing
PSY 4030	Sensation and Perception
PSY 4510	Attitudes and Persuasion
PSY 4515	Psychology of Prejudice and Discrimination
PSY 3380	Psychology of Adjustment
PSY 3480	Principles of Learning
PSY 4560	Psychological Assessment
PSY 3220	Health Psychology
PSY 3490	Industrial Organizational Psychology
PSY 3205	Psychology of Gender
PSY 3210	Close Relationships
CRJ 3020	Mental Health and Crime

Remaining Electives—Group C..... 15 cr.

For the remaining elective credits, any Waldorf Courses (including those not selected in Group B) may be selected from the catalog to be used as electives, provided that they are not used to satisfy other program requirements. A concentration is recommended, and the concentration options listed may also be used toward elective credits.

B.A.S. PSYCHOLOGY

PLO 1.A. Core Content Area Knowledge. Students will demonstrate competence in four out of five core content areas of psychology emphasized in our psychology curriculum: cognitive psychology, social psychology, individual differences, physiological psychology, and developmental psychology.

PLO 1.B. Knowledge Application. Students will be able to apply their knowledge of psychology to real world contexts including personal, social, and organizational contexts.

PLO 2.A. Research Methods and Statistics Knowledge. Students will demonstrate competence of theoretical knowledge related to statistics and research methods.

PLO 2.B. Design of Research Studies. Student will be able to design and interpret the findings of a basic research study that addresses a psychological question using appropriate research methods and analysis.

PLO 2.C. Research Ethics. Students will demonstrate an understanding of APA Code of Ethics [i.e., The Belmont report and Research Section 8].

PLO 3.A. Critical and Creative Thinking Skills. Students will utilize critical and creative thinking in order to complete a major theoretical paper that addresses a research question in psychology in APA documentation style.

PLO 3.B. Critical Review of Research Literature. Students will be able to critique articles in psychological and scientific journals.

General Education Core Requirements 30 cr.

Lab science strongly recommended for students considering graduate school.

Major Requirements..... 30 cr.

PSY 1010	General Psychology
PSY 3140	Social Psychology
PSY 3150	Developmental Psychology
PSY 3350	Theories of Personality
PSY 3450	Abnormal Psychology
PSY 3460	Cognitive Psychology
PSY 4021	Physiological Psychology
PSY 4501	Research Methods
PSY 4995	Senior Capstone
REL 4035	Life, Meaning, and Vocation

Electives..... 60 cr.

Any Waldorf courses may be selected from the catalog to be used as electives, provided that they are not used to satisfy other program requirements. The following are sample electives. The concentration options listed may also be used toward elective credits.

PSY 3019	History and Systems of Psychology
PSY 3100	APA for Academic Writing
PSY 3205	Psychology of Gender
PSY 3210	Close Relationships
PSY 3220	Health Psychology
PSY 3380	Psychology of Adjustment
PSY 3480	Principles of Learning
PSY 3490	Industrial/Organizational Psychology
PSY 4030	Sensation and Perception
PSY 4510	Attitudes and Persuasion
PSY 4515	Psychology of Prejudice and Discrimination
PSY 4560	Psychological Assessment

CRJ 3020 Mental Health and Crime

Grand Total 120 cr.

B.A./ B.A.S. PSYCHOLOGY CONCENTRATIONS

Students may choose one or more concentrations, applying the credits to the elective requirements.

Communications 12 cr.

- COM 1010 Introduction to Graphic Design*
- COM 1020 Introduction to Digital Technology*
- COM 1030 Mass Communications and Society

Choose one from the following:

- COM 1040 News Gathering and Reporting
- COM 2010 Visual Theory*

*See course descriptions for hardware/software requirements

Criminal Justice 12 cr.

- CRJ 2000 Introduction to Criminal Justice
- CRJ 2501 Criminology

Choose the remaining 6 credits from any additional Criminal Justice courses offered at Waldorf. Below are examples of courses that may be selected:

- CRJ 2001 Theory and Practice of Law Enforcement
- CRJ 2200 Theory and Practice of Corrections

Fire Science 12 cr.

- FSC 3110 Community Risk Reduction for the Fire and Emergency Services
- FSC 3210 Fire Dynamics
- FSC 3610 Fire Related Human Behavior

Choose one from the following:

- FSC 2010 Principles of Fire and Emergency Services
- FSC 3601 Fire Prevention Organization and Management

Health Care Management 12 cr.

- HCM 1301 Basic Medical Terminology
- HCM 3002 Introduction to Health Care Management
- HCM 3801 Issues and Trends in Health Care
- HCM 4053 Financial Management of Health Care Organizations

*Course pre-requisites are listed in the course description section of the catalog.

Occupational Safety and Health 12 cr.

- OSH 3001 Fundamentals of Occupational Safety

and Health

OSH 3651 Total Environmental, Health, and Safety Management

OSH 4301 Fundamentals of Industrial Hygiene

Choose one from the following:

- FSC 3345 Introduction to Fire Prevention
- OSH 3640 Interactions of Hazardous Materials
- OSH 3701 Industrial Ergonomics
- OSH 4601 Accident Investigation

*Course pre-requisites are listed in the course description section of the catalog.

Sport Management 12 cr.

- SMT 2701 Sociology of Sport
- SMT 4101 Sport Administration

Choose two from the following:

- SMT 2801 Sport Public Relations and Promotions
- SMT 3901 Sport Fundraising
- SMT 4001 Sport Facilities
- SMT 4201 Sport Financing
- SMT 4301 Sport Legal Liability and Risk Management

Students considering graduate school for Psychology are strongly advised to enroll in the B.A. program, rather than the B.A.S. program.

B.A. PSYCHOLOGY CONCENTRATIONS

Industrial Organizational Psychology 12 credits

- BUS 2551 Intercultural Management
- BUS 3211 Consumer Behavior
- PSY 3490 Industrial Organizational Psychology
- PSY 4560 Psychological Assessment

Mental Health and Counseling 12 credits

- PSY 3210 Close Relationships
- PSY 3220 Health Psychology
- PSY 4515 Psychology of Prejudice and Discrimination
- PSY 4560 Psychological Assessment

PUBLIC RELATIONS

With a Bachelor's degree in Public Relations, you will learn the art of building mutually beneficial relationships between organizations and their publics—an ever-increasing necessity in today's competitive, global marketplace. During your studies, you will integrate new technology with strategic communication to analyze and implement effective public relations plans and special events. As a Public Relations major, you will learn the art of building a company's brand from within, then developing programming that meets objectives based in research. You will become adept at

managing messages for diverse populations and platforms, including online communities. Your education at Waldorf will prepare you to begin your exciting career as a bridge builder between companies and their stakeholders.

B.A. PUBLIC RELATIONS

PLO 1.A. Students will identify relevant historical details. PLO 1.B. Students will illustrate the societal impact of various communication medium.

PLO 2.A. Students will be able to write a competent news story.

PLO 2.B. Students will apply effective language skills. PLO 3.A. Students will identify visual communications theories.

PLO 3.B. Students will critically assess visual phenomena.

PLO 3.C. Students will illustrate proficiency in visual communications in the production of a final project.

PLO 4.A. Students will be able to define news, recognize the importance of the free press.

PLO 4.B. Students will demonstrate understanding of the obligations and right of the media in a free society.

PLO 4.C. Students will be able to synthesize the knowledge gained by researching and writing a final paper related to U.S. law.

PLO 5.A. Students will effectively produce a website.

PLO 5.B. Graduates will illustrate keen media literacy skills.

General Education Core Requirements 60 cr.

Major Required—Group A 39 cr.

COM 1010	Introduction to Graphic Design*
COM 1020	Introduction to Digital Technology*
COM 1030	Mass Communications and Society
COM 1040	News Gathering and Reporting
COM 2010	Visual Theory*
COM 2040	Introduction to Public Relations
COM 3010	Publication Design
COM 3020	Radio Production*
COM 3030	Television/Film Production*
COM 3180	Editing for Journalists
COM 4220	Public Relation Skills
COM 4410	Mass Media Law
COM 4520	Senior Capstone

* See course descriptions for hardware/software requirements

Professional Electives—Group B 6 cr.

In-Field Electives: Choose a minimum of 6 credits from the following courses

COM 3400	Digital Imaging*
COM 4010	Web Design
COM 4360	Crisis Management

COM 4420	Media Literacy
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Remaining Professional Electives 15 cr.

For the remaining 15 credits, courses can be selected from the list below or any course not used to satisfy other program requirements.

BUS 3201	Principles of Marketing
BUS 3352	Human Resource Management
BUS 3451	Organizational Theory and Behavior
BUS 4060	Team Building and Leadership
BUS 4080	Creative Thinking and Problem Solving
BUS 4160	Negotiation/Conflict Resolution
PSY 3140	Social Psychology
PSY 4510	Attitudes and Persuasion

Grand Total 120 cr.

B.A.S. Public Relations PLO 1.A. Students will identify relevant historical details.

PLO 1.B. Students will illustrate the societal impact of various communication medium.

PLO 2.A. Students will be able to write a competent news story.

PLO 2.B. Students will apply effective language skills.

PLO 3.A. Students will identify visual communications theories.

PLO 3.B. Students will critically assess visual phenomena. PLO 3.C. Students will illustrate proficiency in visual communications in the production of a final project.

PLO 4.A. Students will be able to define news, recognize the importance of the free press.

PLO 4.B. Students will demonstrate understanding of the obligations and right of the media in a free society.

PLO 4.C. Students will be able to synthesize the knowledge gained by researching and writing a final paper related to U.S. law.

PLO 5.A. Students will effectively produce a website.

PLO 5.B. Graduates will illustrate keen media literacy skills.

General Education Core Requirements30 Credits

Major Required30 Cr.

COM 1010	Introduction to Graphic Design*
COM 1020	Introduction to Digital Technology*
COM 1040	News Gathering and Reporting
COM 2010	Visual Theory*
COM 2040	Introduction to Public Relations*
COM 3010	Publication Design
COM 3020	Radio Production*
COM 3030	TV/Film Production*
COM 4220	Public Relations Skills
COM 4520	Senior Capstone

Electives..... 60 Cr.

All Waldorf courses may be selected from the catalog and course schedule to be used as electives, provided that they are not used to satisfy other program requirements. The following are sample electives.

COM 1030	Mass Communications and Society
COM 3180	Editing for Journalists
COM 3400	Digital Imaging*
COM 4010	Web Design
COM 4360	Crisis Management
COM 4410	Mass Media Law
COM 4420	Media Literacy
BUS 3201	Principles of Marketing
BUS 3352	Human Resource Management
BUS 3451	Organizational Theory and Behavior
BUS 4060	Team Building and Leadership
BUS 4080	Creative Thinking and Problem Solving
BUS 4160	Negotiation/Conflict Resolution
PSY 3140	Social Psychology
PSY 4510	Attitudes and Persuasion

VII. UNDERGRADUATE COURSE DESCRIPTIONS

Courses of study and their descriptions are arranged according to a number within departments or within defined, broad areas of study.

Courses numbered 99 and below are considered "preparatory" or "remedial" and do not apply toward a degree at Waldorf University. Up to 3 credits per semester/term may be counted internally toward "full-time" status and eligibility for extracurricular activity, but they are not included in any financial aid considerations.

Introductory courses are generally numbered 100-199 or 1000-1999 and intermediate courses are numbered 200-299 or 2000-2999. Upper division courses are numbered 300-499 or 3000-4999. Freshmen and sophomores are allowed to take Waldorf upper division courses with the approval of the instructor or academic advisor. The number of semester hours of credit for each course is listed following the title, such as (3 cr.).

Courses listed as "on demand" are offered only when there is sufficient interest. Classes may be canceled if an insufficient number of students enroll for the course.

Suggested Curriculum

Suggested guides are available for each department to assist you with registration. For a curriculum to meet the individual needs of each student, the student together with his or her faculty advisor should:

- Check carefully to see that all the graduation requirements of Waldorf University are being met.
- Check the requirements for the specific major/minor program to make certain all the requirements are completed.
- Choose carefully the electives to be added to the requirements; they add a very special dimension to the studies the student pursues.

A faculty advisor is assigned to assist, guide, and support each student's academic pursuits.

Faculty advisors are assigned, in part, because of their specialized knowledge and should be consulted for adjusting or modifying listed curricula. They should also be consulted for help in developing a curriculum not listed.

ART

ART 121

Drawing I.....(3 cr.)

The course is designed as a beginning drawing course for both the potential art minor and the student who has had no art background. Students work with a variety of media on landscape, figure and still life subjects. Emphasis is directed to the development of visual control of form and space. (Course Fee \$50) (Fall)

ART 134

Design.....(3 cr.)

Solving two-dimensional problems using different media. A study of the elements of art and principles of design including line, form, color, and space. (Course Fee \$50) (Fall)

ART 221

Drawing II.....(3 cr.)

A study of the perceptual basis of line, form, color and texture. Students are engaged in studio problems involving these elements as related to two dimensional surfaces. (Prerequisite: ART 121) (Course Fee \$40) (Fall)

ART 223

Painting I.....(3 cr.)

The course is designed as a beginning painting course, introducing color, picture organization, and color theory through a variety of subjects, including landscape, figure and still life. (Course Fee \$80) (Spring)

ART 250

Modern to Contemporary Art History.....(3 cr.)

A survey of art beginning with the Modern Art movement beginning in 1860 to the beginning of Contemporary Art in 1960 up to today. This course examines the social, economic, and cultural contexts that evolved the art styles.

ART 323

Painting II.....(3 cr.)

A study of painting in terms of traditional and contemporary concepts with emphasis on developing various painting skills and techniques, while working toward a personal and original statement. Emphasis is given to the development of visual sensitivity to color and form. (Prerequisite: ART 223) (Course Fee \$60) (Spring)

ART 421

Drawing III.....(3 cr.)

This course allows more independence on drawings subjects while focusing on techniques and visual accuracy and working towards a cohesive body of work. (Prerequisite: ART 221) (Course Fee \$40) (Fall)

ART 423

Painting III.....(3 cr.)

This course allows more independence on drawings subjects while focusing on techniques and visual accuracy and working towards a cohesive body of work (Prerequisite: ART 323) (Course Fee \$60) (Spring)

ART 490

Senior Show and Portfolio Design.....(3 cr.)

Taken in the final semester, this course culminates in a senior show in the gallery. It affords time for advanced studio work for the show which the student will curate. The student will also prepare a professional portfolio. (Prerequisite: Senior status) (Course Fee \$60) (Spring)

ART 1301 Online Course

Art Appreciation.....(3 cr.)

This course presents a diverse array of art works to help students distinguish artistic form, content and importance in society. Original art works are analyzed through their historic style, elements of design process, and impact on cultural heritage.

ART 1302 Online Course

Art Appreciation II.....(3 cr.)

Art Appreciation II includes a firm foundation and exploration of art through past and present art concepts, conventions, and functions in the expression of cultural, political, and personal views of the world around us.

BIOLOGY

BIO 100

Orientation to the Biological Sciences.....(1 cr.)

A one-credit orientation for any student interested in majoring in the biological sciences. The purpose of this course is to introduce students to: 1) the scope and interrelated nature of the biological sciences, 2) the diversity of professions available to graduates of the biological sciences, and 3) some of the requirements students must meet for these professions. Speakers from a wide range of biological sciences will visit class to dialog with students. (Fall)

BIO 105**Principles of Biology(4 cr.) 3-3**

(3 hours of lecture and 3 hours of laboratory) This course is an introduction to biological principles for non-science majors. It does not satisfy the prerequisites for most advanced biology courses. The course material is presented within the context of human experience and covers topics such as cell biology, vertebrate systems, genetics, evolution, ecology, and the interaction of humans and the environment. (Course Fee \$85)

BIO 120**General Biology.....(4 cr.) 3-3**

A foundation course for science and pre-professional majors, this course includes an introduction to cellular structure and function, genetics, and principles of ecology and evolution, all based within a context of scientific inquiry. (Prerequisites: 1 year of high school biology and 1 year of high school chemistry. Concurrent enrollment in CHM 131 recommended) (Course Fee \$85)

BIO 125**Introduction to Environmental Science.....(4 cr.) 3-3**

This course is an introductory study of the environmental sciences. Students will examine how human cultures have changed habitats in their pursuit of resources and how these changes have affected ecosystems and human cultures. Examples will include local, national, and global topics. The influence of economic and political aspects on environmental issues also will be explored. Lab exercises will illustrate concepts. (Prerequisite: BIO 105 or BIO 120 or PHY 151 or CHM 131) (Course Fee \$85)

BIO 155**Basic Human Anatomy and Physiology.....(4 cr.) 3-3**

The structure and function of the human body, including discussions of dysfunction, current issues, and practical applications. Designed for Wellness and Physical Education majors. Credit will not be given for students majoring in Biology or pre-professional health programs. (Prerequisite: BIO 105)

BIO/HPE 207**Principles of Nutrition(3 cr.) 3-0**

Introductory course designed to familiarize students with biochemical processes of digestion, absorption, and metabolism, as well as the contributions of various nutrients to the health of individuals at various ages, appropriate for pre-health professionals.

BIO 220**General Zoology.....(4 cr.) 3-3**

A survey of the animal kingdom. Topics include animal structure and function, growth and development, taxonomy and phylogeny, ecology and distribution. Concepts learned in BIO 120 will be applied to this study of animals. (Prerequisite: BIO 120) (Course Fee \$85)

BIO 222**General Botany(4 cr.) 3-3**

A survey of the plant kingdom. Topics include plant structure and function, growth and development, taxonomy and phylogeny, ecology and distribution. Concepts learned in BIO 120 will be applied to this study of plants. (Prerequisite: BIO 120) (Course Fee \$85)

BIO 250**Medical and Scientific Terminology 3**

This course is an advanced, systematic study of Latin and Greek word elements (word roots, prefixes, suffixes, and combining forms) from which medical and scientific vocabularies are constructed. Students will acquire a working knowledge of professional terminology related to the structure and function of human and animal body systems in states of health and disease, including diagnosis, scientific and clinical procedures, and

pharmacology. Focus will be on the understanding, construction, analysis, spelling, and pronunciation of medico-scientific terminology in the context of case studies, prescriptions, and scientific research. Common abbreviations, acronyms, and symbols applicable to each system will also be covered. The depth and scope of this course will prepare students for the advanced scientific and medical related coursework required in graduate and pre-professional programs, and will enhance student performance in advanced professional admission examinations that utilize medico-scientific vocabulary, such as the MCAT, GRE, PCAT, and DAT (Prerequisite: Sophomore standing)

BIO 290**Intermediate Biological Literature and Experimental Methods (1 cr.)**

Students will develop competency in critically reading the primary literature and applying it to the practice of Biology. Students will learn to judge the quality of primary sources, search scholarly abstracting, summarize the structure and arguments of research papers, and further develop their abilities to design experiments. (Prerequisite: Sophomore standing in the Biology program)

BIO 292**Intermediate Biological Literature and Experimental Methods(2 cr.) 2-0**

A course designed to help biology students develop competency in critically reading scientific literature. In this course, students will learn how to find, read, synthesize, and judge the quality of primary research articles. To help strengthen this specific set of skills students will summarize the structure and arguments of research papers and lead/participate in class discussions of primary research articles before conducting an explosive scholarly search of their own within their chosen biology topic. They will then present their findings in both an oral presentation and a written review. (Prerequisite: Sophomore standing in the Biology program)

BIO 330**Biochemistry (4 cr.) 3-3**

An introduction to biological macromolecules and their components. Topics will include enzymatic catalysis, thermodynamics and kinetics, and the control and integration of metabolic and catabolic processes. At all points in the course particular emphasis will be placed on the structure and function of proteins, carbohydrates, lipids, and nucleic acids. (Prerequisites: BIO 120 and CHM 242) (Course Fee \$85)

BIO 332**Genetics.....(4 cr.) 3-3**

A survey of the principles of Mendelian, molecular, population, and human genetics. Laboratories will provide an introduction to some of the major organisms used for studying genetics and will explore both classical and molecular techniques. (Prerequisites: BIO 120 and CHM 132) (Course Fee \$85)

BIO 340**Microbiology.....(4 cr.) 3-4**

The biology of microorganisms emphasizing morphology, physiology, and ecology of bacteria, fungi, and viruses, and their importance in medicine, the environment, agriculture, and industry. Laboratory emphasis on staining, observing, culturing, and identifying microorganisms. (Prerequisite: BIO 120 and CHM 132) (Course Fee \$85)

BIO 350**Comparative Chordate Anatomy(4 cr.) 3-3**

A rigorous study of the origin and evolution of chordates, comparing anatomy, functional morphology, and evolutionary morphology across taxa.

Laboratories include comparative dissections of different chordates, ranging from primitive fish to mammals. (Prerequisite: BIO 220) (Course Fee \$85)

BIO 352

Mammalian Physiology(4 cr.) 3-3

A rigorous study of the physiological systems and adaptive mechanisms of vertebrates to environmental variables. Topics include cellular, cardiovascular, neural and muscular, respiratory, renal, digestive, hormonal, and reproductive physiology, and pathophysiological conditions. Emphasis on mammalian physiology. (Prerequisites: BIO 350 and CHM 132; CHM 242 recommended) (Course Fee \$85)

BIO 370

Ecology(4 cr.) 3-3

The study of ecological systems, including energy flow and nutrient cycles; factors that limit the distribution and abundance of organisms; population and physiological ecology; and the impact of humans on the environment. The laboratory will include field trips (Saturdays possible), the application of statistics, and an introduction to Geographic Information Systems (GIS). (Prerequisites: BIO 220, BIO 222, CHM 132, and MTH 201) (Course Fee \$85)

BIO374

Evolutionary Biology.....(4 cr.) 3-2

Evolutionary theory forms the foundation for all modern biological thought. This course examines the history and processes of evolution in detail (chemical and organic evolution, the genetic basis for variation, population genetics and selection, speciation and phylogeny). It will explore the evidence and methods by which biologists reconstruct the history of life on earth and understand evolution as a continuous, dynamic process of life. (Prerequisites: BIO 220 or BIO 222, and BIO 332)

BIO 440

Cell and Molecular Biology.....(4 cr.) 3-3

An introduction to the cell as a biological unit and various molecular aspects of DNA, RNA, and protein structure, function, and expression. Topics include ultrastructure of the cell, macromolecular organization and function of cell components, recombinant DNA and genetic engineering, and regulation of gene activity. The laboratories focus on modern methods and instrumentation in cell and molecular biology. (Prerequisites: BIO 330, BIO 332) (Course Fee \$85)

BIO 442

Developmental Biology(4 cr.) 3-2

A study of the developmental processes that occur within the organelles, cells, tissues, organs, and organ systems of both plants and animals. Topics will include gametogenesis through organogenesis, morphogenesis, and senescence. Laboratories will include observation and experimentation with animal and plant systems. (Prerequisite: BIO 220, BIO 222, and BIO 332; BIO 440 recommended) (Course Fee \$85)

BIO 446

Histology(4 cr.) 3-3

This course is a rigorous microscopic study of the structure of human cells and tissues, their morphological differences, and their organization in major organ systems. Emphasis will be placed on integrating system structures with function. Diseased tissues from common human diseases will be introduced as a comparison of normal versus pathological, to help students recognize and describe pathological changes in tissues, and to introduce consequences of pathological changes. Histological tissue preparations such as fixation, embedding, stains, staining technologies, sectioning, and various types of microscopies will be introduced. Students will prepare tissue samples for light microscopy and immunocytochemistry. (Prerequisites: BIO332, BIO350; recommended: BIO352)

BIO 470

Conservation Biology(4 cr.) 3-3

The biological basis of biodiversity and factors that affect it. Topics will include the history and development of resource conservation, introduction to population viability, landscape processes, restoration, and other current topics. Terrestrial systems will be emphasized. Students will complete a project in the geospatial analysis lab. Some Saturday trips. (Prerequisite: BIO 370, BIO 374) (Course Fee \$85)

BIO 491

Biology Senior Research Thesis I(1-3 cr.)

A preparatory course using a literature search and proposal preparation for a research project. Students meet periodically with a research advisor and submit a literature review and project proposal at the end of the semester. (Prerequisite: completion of at least 36 credits in the Biology major) (BIO 491 and BIO 492 must equal 4 credits)

BIO 492

Biology Senior Research Thesis II(1-3 cr.)

The completion phase for the research project proposed in BIO 491. At the end of the semester, students prepare a written report and an oral summary to be presented in BIO 499, Senior Seminar. (Prerequisite: BIO 491) (BIO 491 and BIO 492 must equal 4 credits)

BIO 493

Special Problems for Secondary Education Majors(3 cr.)

A capstone, investigative experience for Secondary Education majors pursuing a Science Endorsement. Students will apply their knowledge and skills in the biological sciences to design and complete a research-type project. A final paper is required. (Prerequisite: Senior status)

BIO 494

Summer Biological Research Internship(1 cr.)

A course to fulfill internship requirements for off-campus summer research experiences. Enrolled students must be accepted into a summer research program *AND* have department permission prior to registration. After completion of a 6-8-week supervised research internship, students will prepare a written report summarizing their research project/experiences and give an oral presentation at a department-approved research conference. An evaluation from the on-site mentor/supervisor and a student self-evaluation are also required. This course may be repeated up to three times with departmental permission. (Prerequisites: Acceptance into a summer research program. Requires departmental permission prior to registration)

BIO 495

Biology Internship(4 cr.)

Supervised work experience in a biology lab or area related to career choice. At the end of the internship, students prepare a written report and an oral summary to be presented in BIO 499, Senior Seminar. (Prerequisite: completion of at least 36 credits in the Biology major; in addition, students must have already been accepted into an internship *AND* have departmental approval prior to registration)

BIO 499

Senior Seminar(1 cr.) 1-0

A capstone course required for graduation that is designed to provide an integration of concepts in biology with a discussion of the ethics of applied biology. Students submit a written paper and make an oral presentation

based on the completed work for either BIO 492 (Research II) or BIO 495 (Internship). (Prerequisite: Senior status as a Biology major)

BIO 1030 Online Course

Principles of Biology(3 cr.)

An introduction to biological principles for the non-science major; it does not satisfy the prerequisites for most advanced biology courses. The course stresses many of the basic principles behind biological processes and relates many topics to the human experience when practical. Topics include the nature of science, cell biology, basic biochemistry, homeostasis, genetics and inheritance, ecology and evolution.

BUSINESS

BUS 131

Introduction to Business(3 cr.)

Presents the fundamentals of business principles and practices. Business strategies emphasized are decision making and planning, teamwork, technology, and communication. Topics include analysis of the business environment, starting a new business, managing business and employees, marketing, accounting, and finance. (Fall)

BUS 155

Computer Applications(3 cr.)

Introduction to computers and applications, especially for personal use. Hands-on experience with a word processor, presentation software, spreadsheet and database management system, and Web-based applications. (Previously CIS101 and CIS101A) (Fall and Spring)

BUS 220

Principles of Accounting(4 cr.)

This comprehensive first course in accounting emphasizes the accounting principles essential for a sole proprietorship and develops the various journals, ledgers, and financial statements necessary for business organizations. (Previously BUS 101) (Fall)

BUS 225

Managerial Accounting(4 cr.)

Managerial Accounting emphasizes decision making for corporations. The course focuses on reading, analyzing, and interpreting financial statements for a corporation. Included is bond valuation, preparation of Cash Flow Statements, ratio analysis, and cost accounting principles for manufacturing firms. (Prerequisite: BUS 220 or consent of the instructor) (Previously BUS 102) (Spring)

BUS 300

Principles of Management.....(3 cr.)

A comprehensive study of management in today's organizations including the history of management. The primary functions of planning, organizing, leading and controlling will be covered in the context of today's environment. Additional topics will include team dynamics, interpersonal and organizational communication, motivation, decision making, problem-solving and conflict management. (Previously BUS 310) (Fall)

BUS 320

Financial Management.....(3 cr.)

Theory of acquisition, allocation, and management of funds within a firm. Focus on capital budgeting strategy, evaluation of corporate capital policies, cost of capital, dividend policy, valuation framework, and sources of long and short-term financing. (Prerequisites: BUS 220 and BUS 225 or consent of the instructor) (Previously BUS 312) (Spring)

BUS 322

Marketing(3 cr.)

A practical course designed to help students learn marketing by engaging in marketing through the creation and development of a marketing plan for a profit or nonprofit organization. The topics covered will include developing and managing of products and services, pricing strategies, distribution channels, integrated marketing communications, marketing research and consumer behavior. (Previously BUS 313) (Fall)

BUS 324

Production and Operations Management.....(3 cr.)

This course will survey the operations management functions in manufacturing and service industry firms. An analysis of basic production/operation systems will provide the principles necessary for managing the organization's productive processes. (Prerequisite: BUS 300) (Previously BUS 315) (Fall)

BUS 325

Financial Literacy(3cr.)

This course is intended to serve as an introduction to personal finance for any individual. The major emphasis for the course will be to present proven methods in which a student can use to get their financial life in order. Among the various topics of personal finance; the course will include studies on basic banking strategies, the right and wrong use of debt, correct investing mixes, saving for retirement, home ownership, practical insurance ideas, tax planning and other financial subjects. (Fall)

BUS/ORG 326

Organizational Theory and Behavior.....(3 cr.)

This course presents an overview of managing human behavior within organizations. Topics that will be covered include individual behavior, social behavior, organizational process, organizational structure and environment, and organizational strategies. (Prerequisite: BUS 300 or consent of the instructor) (Previously BUS 321) (Spring)

BUS 330

Business Communications.....(3 cr.)

Development of critical communication skills used in business. Informational exchanges include talking, listening, writing, and soliciting feedback. Organizational, as well as interpersonal forms of oral communications such as presentations, and written communications such as letters and resumes, are included. (Prerequisites: ENG 120 and ENG 121) (Fall and Spring)

BUS 340

International Business.....(3 cr.)

Concepts and practices of doing business across national boundaries. Students explore opportunities and risks of producing for and buying in international markets. Topics include multinational enterprise, foreign exchange, trade barriers, cultural variety, industrial relations, less developed countries, global and regional cooperation, ethics, and selected contemporary issues. (Fall)

BUS 344

Consumer Behavior(3 cr.)

This course will be an overview of the consumer decision process; analyzing the forces of economic demographics, cultural influences, social stratification, reference groups, and family influences of consumer behavior will be covered as well as high and low involvement decision processes. (Prerequisite: BUS 322) (Spring)

BUS 375

Supply Chain and Logistics Management.....(3 cr.)

This course will use production and operations management skills and apply them to supply chain and

logistics. Coursework will include case studies and current applications of the role of logistics in supply chains, systems analysis, network design, sourcing & procurement, demand management, order fulfillment, and inventory management.

(Prerequisite: BUS 324) (Spring)

BUS 380

Strategic Business Management..... (3 cr.)

This course is designed to assist students in developing the knowledge and skills necessary to understand, evaluate, and craft winning strategies as a manager, leader and consultant. Students will analyze the most current strategic management practices today by reviewing management theories, evaluating ethical dilemmas and developing unique strategies for organizations today. (Prerequisite: BUS 300) (Spring)

BUS 410

Business Law (3 cr.)

A first course in law for the business practitioner. Topics include U.S. Constitution and the Uniform Commercial Code, crimes and torts, courts and procedures, contracts, sales, business organizations, agency, government regulation and property. Major themes include ethics, corporate responsibility, and legislative and regulatory impact on today's business policy. (Fall and Spring)

BUS 413

Entrepreneurship and Small Business Management(3 cr.)

An advanced management course focusing on independent entrepreneurship, the start-up business, and the management of small businesses. Special emphasis is placed on market, financial, and cash flow analysis as key elements of formal business planning, and the family business. (Prerequisites: BUS 220, BUS 300, and BUS 322) (Fall)

BUS 415

Marketing Cases (3 cr.)

Marketing Cases is designed to address issues of market research, pricing strategies, channels of distribution, promotion, and strategies for changing markets within the context of real-world cases. The course concludes with student groups critiquing the marketing plan for an existing good or service and presenting their research. (Prerequisite: BUS 322) (Spring)

BUS 420

Money and Banking (3 cr.)

This course will cover the role of money in the financial system, interest rates, financial instruments and financial markets. In addition, time will be spent on financial institutions with particular focus on the Federal Reserve using monetary policy and money supply controls as economic stabilizers. (Prerequisite: ECO 251 or ECO 251) (Fall)

BUS 425

Human Resource Management (3 cr.)

This course will study the policies, methods, and techniques that the professional human resource managers creates and implements to increase the effectiveness of an organization. Topics covered include acquiring, preparing, developing, training and compensating employees to assist companies in meeting the challenges of today's business environment. Awareness of legal issues in the realm of human resource management will also be covered. (Prerequisite: BUS 300 or consent of the instructor) (Previously BUS 412) (Spring)

BUS 430

Analysis of Financial Statements..... (3 cr.)

This decision-oriented course will emphasize the interpretation of financial disclosures as provided by the Income Statement, Balance Sheet, Statement of Cash Flows, and other supplementary data. The course will

delve into the investing, lending, and performance assessment decisions firms' face on a daily basis; and with the information gained, will allow an analyst to determine the intrinsic value of the firm and its ability to create wealth. (Prerequisites: BUS 220, BUS 225 or consent of the instructor) (Previously BUS 422) (Fall)

BUS 440

Insurance/Accounting Systems..... (3 cr.)

An introduction to the principles and insurable risks of individuals and business. Analysis of insurance instruments used for minimizing income, property, casualty, health, life, disability, and liability risks. Understanding the principles of risk shifting, self-insurance, and other risk management techniques will be included. The accounting portion of the class uses Microsoft Excel to further analyze accounting information, create budgets and project financial needs. (Prerequisites: BUS 155 and BUS 220)

BUS 445

Continuous Improvement in Operations..... (4 cr.)

This course will introduce students to the principles involved in Six Sigma process improvement. In-class exercises in the design of a process, process measurement, analysis, improvement, and control through implementation of the Six Sigma method. (Prerequisite: BUS 324, MTH 201) (Spring){xe "Operations"}

BUS 450

Senior Capstone in Business (4 cr.)

A study of selected topics in the strategic management of an organization. The topics will include, but not limited to the following: Accounting, Management, Economics, Marketing, Finance and Operations Management. Students will integrate their learning from previous courses to analyze, evaluate, and apply various business concepts, as they prepare to enter the workforce. (Prerequisite: Senior status or consent of the Department Chair)

BUS 495

Business Internship..... (8 cr.)

A semester of supervised internship in a domestic or international environment tailored to the student's career interests in either finance and banking, management, or marketing. This course will offer hands-on work experience.

BUS 2010 Online Course

Introduction to Business..... (3 cr.)

Presents the fundamentals of business principles and practices. Business strategies emphasized are decision making and planning, teamwork, technology, and communication. Topics include analysis of the business environment, starting a new business, managing business and employees, marketing, accounting, and finance.

BUS 2026 Online Course

Organizational Communication (3 cr.)

A study of the communication process as it pertains to modern organizations from the perspectives of various organizational members. Topics include elements of the communication process, responsibilities of communicators at various levels, methods of verbal and nonverbal communication in organizations, factors that affect intercultural communication, role of organizational culture, and strategies to manage conflict.

BUS 2201 Online Course**Principles of Accounting(3 cr.)**

Principles of Accounting contains an introduction to business accounting. Topics include accounting concepts and principles, financial statements, internal control design, and accounting for partnerships. Students will acquire and demonstrate knowledge and comprehension of the foundational theories and methodological tools utilized in accounting. The usefulness of theoretical constructs will be applied to solve real world accounting applications.

BUS 2551 Online Course**Intercultural Management.....(3 cr.)**

Presents an overview of the impact of culture on international business. Review of intercultural skills needed to develop successful management strategies across cultures. Emphasis is placed on assessing the environment, ethics and social responsibility, communication skills, and formulating business strategies.

BUS 3201 Online Course**Principles of Marketing(3 cr.)**

Introduction to the functions of marketing, building on the influence of social, economic, ethical, legal, and technological forces on marketing activities, and marketing in a socially responsible way around the globe. Features real-world examples that show concepts in action and how marketers address today's marketing challenges.

BUS 3210 Online Course**Business Law(3 cr.)**

Provides an introduction to three major disciplines: law, ethics, and business legal organizations. Students gain knowledge of contracts, the Uniform Commercial Code, administrative regulations, dispute resolutions modalities, and international business law. Ethical business behaviors are stressed throughout the course as well. Students are provided suggested guidelines for being both successful and ethical. Business legal organizations are also explored, providing students a broad overview of shareholder protections, tax implications, and management styles.

BUS 3211 Online Course**Consumer Behavior(3 cr.)**

Investigates consumer behavior as the study of people and the products that shape their identities. Presents personal and professional relevance to consumer behavior, including psychological, social, economic, and political foundations in consumer activities. Learners analyze buying behavior by exploring the products, services, and consumption activities from a multicultural perspective, which contributes to the broader social world.

BUS 3301 Online Course**Financial Management.....(3 cr.)**

Bridges financial management with corporate finance. Students apply financial data for use in decision-making by applying financial theory to problems faced by commercial enterprises. Introduces students to basic financial theory, financial forecasting, time value of money techniques, and risk analysis. Other areas covered involve analyzing financial statements with ratios, valuing securities, capital budgeting, and calculating weighted average cost of capital. (Prerequisite: BUS 2201 and BUS 3620 or equivalent)

BUS 3352 Online Course**Human Resource Management(3 cr.)**

Provides a management-oriented exploration of human resource management, structure, functional applications, and labor management relations. Focus is placed on managers and leaders within organizations and their responsibility to optimize performance and make decisions based on ethical criteria.

BUS 3451 Online Course**Organizational Theory and Behavior.....(3 cr.)**

Presents basic knowledge of organizational theory, human motivation, emotional intelligence, and workplace behaviors in order to analyze and determine the best methods for improving organizational behavior and related skill sets. This course focuses on the development of organizational theory and behavior and includes the study of a wide range of personality, workplace behavior, and related theories. Knowledge gained is intended for professional and personal application.

BUS 3551 Online Course**Information Systems Management(3 cr.)**

A comprehensive overview of the management of information systems, and the combination of hardware, software, and people that is vital to the successful operation of a business. The strategic role of information systems is examined, as well as the characteristics of computer systems, software applications, programming languages, and relational databases.

BUS 3602 Online Course**Principles of Management.....(3 cr.)**

Principles of Management presents a comprehensive understanding of the dynamics involved in managing organizations within the construct of today's global environment. The course provides students with an opportunity to study and discuss the functions and elements of management. Topics include the principles of management as they pertain to leadership, strategic decision-making, motivation, goal-framing effects, organizational design and change, perceptions, high-performance teams and group behavior.

BUS 3620 Online Course**Managerial Accounting.....(3 cr.)**

Introduces concepts and methods to assist management in the evaluation of the business enterprise and to aid in its planning, organizing, and controlling functions. (Prerequisite: BUS 2201 or equivalent)

BUS 3710 Online Course**Introduction to Project Management(3 cr.)**

Explores the history and development of project management and the project management process framework. This course provides an overview of the five project management process groups, including initiating, planning, executing, controlling and monitoring, and closing.

BUS 3720 Online Course**Project Management Overview(3 cr.)**

Presents an introduction to modern project management practices and techniques. Examines current terminology, definitions, and conventions along with the different objectives, roles, and responsibilities of individual project team members.

BUS 3826 Online Course**Managerial Decision Making(3 cr.)**

Theory of decision-making including the process of rational decision-making and the various problems associated with making rational decisions. Ethics and fairness in decision-making are highlighted, as well as the various ways to improve decision-making both as an individual and as a member of a group.

BUS 3900 Online Course**Employment and Labor Law(3 cr.)**

Provides a working knowledge of federal legislation and regulations affecting employers. Introduces a simple approach to employment law with a foundation of legal principles explained in the layperson's language. A consistent theme of the course is employer awareness of protected classes.

BUS 4126 Online Course**Project Planning.....(3 cr.)**

Provides the tools to understand, design, and apply systematic project management organization and administration. In addition to learning how to satisfy customer needs, this course will assist students in learning how to apply budgeting concepts, manage production time, invest resources, and create performance specifications designed with defined requirements.

BUS 4160 Online Course**Negotiation/Conflict Resolution.....(3 cr.)**

Using case studies, this course focuses on the development of the communication and management skills essential for successfully resolving conflict situations involving labor and management practices. The structural dysfunction of organizations is explored.

BUS 4220 Online Course**Risk Management.....(3 cr.)**

Provides a study of problem solving from managerial, consumer, and societal perspectives. Emphasizes the business managerial aspects of risk management and insurance, as well as the numerous consumer applications of the concept of risk management and insurance transaction.

BUS 4240 Online Course**Financial Institutions.....(3 cr.)**

Presents the importance of financial markets and institutions in a global society. Illustrates how financial institutions work for both businesses and the consumer. Broad coverage of different financial institutions within the context of a global society is presented. Includes the role of financial markets in society, financial transactions in a global society, and the commercial banking system.

BUS 4301 Online Course**International Financing.....(3 cr.)**

Investigating financial management from a globalized world perspective through trends and integration of new approaches in international finance. The scope and content establish the theoretical foundations of international financial decision making and the extensive applications of theory to financial practice. The main objective is to develop critical-thinking skills regarding the theory and practice of international financial management.

BUS 4351 Online Course**International Economics.....(3 cr.)**

An analysis of contemporary topics in international economics involving international trade, international finance, open market macroeconomics, international trade blocks, labor migration, and capital flows including those resulting from operations of multinational firms.

BUS 4426 Online Course**International Management.....(3 cr.)**

A study of the challenges that confront the managers of organizations and individuals in global settings. Special focus on benefits from diversity that exists across international cultures, markets, economics, governments and organizations. A general overview of the process and effect of internationalization in contemporary business.

BUS 4446 Online Course**International Legal Operations.....(3 cr.)**

An examination of the role of international and comparative law, including the laws governing multinational enterprises; foreign investment; money and banking; and sales of goods, services, labor, intellectual property, transportation, financing, taxation, and dispute settlement. Reviews the most important international organizations, from the Bank of International Settlements to the World Trade Organization.

BUS 4501 Online Course**International Human Resource Management.....(3 cr.)**

Examines three broad areas of international human resource management by examining human behavior within organizations from an international perspective; comparing and analyzing HRM systems in various countries and regions of the world; and focusing on key aspects of HRM systems in multinational firms.

BUS 4601 Online Course**Recruitment and Staffing.....(3 cr.)**

Prepares all current and future managers with the tools needed to identify, attract, select, and retain talent. Provides a study of external influences, support activities, staffing-specific activities, and the staffing system management process. Real-world examples are utilized with special emphasis on staffing models, the labor market and unions, employment law, job analysis and planning, recruitment tools, and strategic staffing decision.

BUS 4653 Online Course**International Trade.....(3 cr.)**

Provides a solid background of the key factors that influence international trade and the manner in which Economic policy affects both trade flows and the nature of economic activity. Relationships between trade and growth, effects of labor and capital movements between countries, and the key factors that influence relative costs between countries are also examined.

BUS 4680 Online Course**Human Resource Development.....(3 cr.)**

Provides an organizational development model in human resource management to prepare professionals to train and develop people throughout the career continuum in the international arena. Presents an overview of mentoring and coaching, the role of team leaders and managers in performance appraisals, and orientation programs.

BUS 4700 Online Course**Compensation and Benefits.....(3 cr.)**

Presents the dynamics involved in compensating employees for services rendered in a modern organization. This course focuses on the critical tools and techniques of job analysis, job descriptions, job evaluation, pay surveys, pay administration, and required benefits.

BUS 4750 Online Course**Human Resource Management Strategy and Emerging Issues.....(3 cr.)**

This course explores the emerging trends of how business goals can be achieved through employee development and the various training and development practices tailored to today's global workforce. The students will have an opportunity to learn and discuss how a human resource strategy (as it pertains to employee development) can retain employees, improve the employee work experience, and maximize the benefits to both employees and the organization as a whole.

BUS 4751 Online Course**Business Ethics.....(3 cr.)**

Business Ethics is an introduction to business ethics. It sets forth and applies various philosophical ethical doctrines, including relativism, virtue ethics, and utilitarianism, among others, to contemporary business practices. Corporate social responsibility, corporate culture, and their impact will be analyzed. Philosophical ethical concepts are taught with reference to the applicable legal landscape in which businesses operate, including employment, workplace monitoring, accounting and financial reporting, and product liability, for example.

BUS 4851 Online Course**Production and Operations Management(3 cr.)**

Concerned with the production of goods and services in an efficient and effective business operation. The course also addresses the management of resources, the distribution of goods and services to customers, and the analysis of queue systems.

BUS 4951 Online Course**Business Policy and Strategic Management(3 cr.)**

Examines strategic management activities and benefits, including a practical, integrative model of the strategic-management process and the important relationship between business ethics and strategic management.

CHEMISTRY**CHM 121****Chemistry in Society(3 cr.)**

Survey of the impact and importance of chemistry on our lives, including topics such as food, energy, pollution, genetics, and medicine. Note: This course does not meet the general chemistry requirement for pre-professional programs, and it does not meet the core lab science requirement.

CHM125**Chemistry in Context.....(4 cr.) 3-3**

This course is a survey of the impact of chemistry in our lives, including topics such as food, energy, pollution, genetics, forensics, and medicine. Laboratory portion focuses on general chemistry experiments and introduces the student to techniques used in a forensics lab. Note: This course does not meet the general chemistry requirement for pre-professional programs; however, it does meet the core lab science requirement.

CHM 131**General Chemistry I(4 cr.) 3-3**

This is the first course of a two-semester sequence that is the prerequisite to all advanced chemistry courses. Topics include stoichiometry, chemical periodicity, atomic and molecular structure, changes of state, and thermochemistry, with applications in other sciences and the world. Three lectures, one 3-hour laboratory. (Prerequisites: One year of high school chemistry and two years of high school algebra, all with at least a C, or their equivalents) (Course Fee \$65)

CHM 132**General Chemistry II(4 cr.) 3-3**

This course is the continuation of Chemistry 131 and completes a two-semester sequence in general chemistry. Topics include rates of chemical reactions, equilibrium, thermodynamics, acid-base chemistry, descriptive chemistry, and electrochemistry, with applications in other sciences and the world. Three lectures, one 3-hour laboratory. (Prerequisite: CHM 131 with at least a C or its equivalent) (Course Fee \$65)

CHM 241**Organic Chemistry I(4 cr.) 3-3**

This course is the first of a two-semester sequence of the chemistry of carbon compounds. Topics include structure and bonding, nomenclature, reactivity of different functional groups, and reaction mechanisms, with applications in other sciences and the world. Three lectures, one 3-hour laboratory. (Prerequisite: CHM 132 with at least a C or its equivalent) (Course Fee \$65)

CHM 242**Organic Chemistry II(4 cr.) 3-3**

This course is the continuation of Chemistry 241 and completes a two-semester course in organic chemistry. Topics include applications of the principles from CHM 241 to solving problems in structure elucidation, stereochemistry, and synthesis as applied to other sciences and the world. Three lectures, one 3-hour laboratory. (Prerequisite: CHM 241 with at least a C or its equivalent) (Course Fee \$65)

CHM 341**Inorganic Chemistry (4 Cr.) 3-3**

This course will provide fundamental concept of structure and bonding as well as the physical and chemical properties of inorganic compounds. It will advance the concept of theoretical and practical aspects of chemical bonding, descriptive periodic trends, and molecular structure and symmetry of molecules. It will focus to the chemistry of the transition metals, including coordination and organometallic chemistry. This course is designed to help prepare the student for graduate school or employment in several physical science areas. Three lectures, one 3-hour laboratory. (Prerequisite: CHM 132 with at least a C or its equivalent, strongly suggested: CHM 242) (Course Fee \$65)

COMPUTER INFORMATION SYSTEMS**CIS 130****Programming Fundamentals..... (3 cr.)**

An introduction to the concepts, logic, and methods of the computer programming and graphical user interface (GUI) development in a windowing environment. Topics: variables, data types, calculations, decision and looping control features, functions and procedure, and arrays. Includes hands-on experience with application design, coding, and testing using the Visual Basic .NET programming environment. (Prerequisite: high school algebra)

CIS 1050 Online Course**Computer Essentials (3 cr.)**

Explores computer literacy topics in a very basic, hands-on environment. Presents the fundamentals of computer hardware and software, the Internet, operating systems, and current application software within Microsoft Office Suite.

CIS 4101 Online Course**Internet and Network Security..... (3 cr.)**

Provides a practical examination of information security fundamentals. Includes security planning, technologies, and personnel issues. Covers material helpful in the preparation for the Security + certification exam

COMMUNICATIONS**COM 101****Graphic Design (3 cr.)**

The course Introduction to Graphic Design provides students with an introduction to the Adobe Creative Suite (the software used in the field of communications). Students will have hands-on experience learning and using Illustrator, Photoshop, and InDesign. This course also familiarizes students with the multimedia lab. (Fall/Spring)

COM 102**Digital Technology (3 cr.)**

This is an introduction to social media and digital production. Students will explore Flickr, Facebook, Instagram, Twitter, WordPress, Premiere, YouTube, LinkedIn, Keynote, Audition and Zoom. Social media apps and Adobe products will be leveraged to produce and post assignments as assets for the creation of a digital portfolio. The digital portfolio will serve as a showcase for projects produced throughout their career at Waldorf

University. (Students should also enroll in Television Practicum while taking this course.)(Fall/Spring)

COM 103

Mass Communications and Society(3 cr.)

A history and explanation of the relationship between mass communication and our popular culture, including technological, economic, and legal. Magazines, newspapers, movies, radio, television, and music are examined along with types of media control, advertising, public relations, and changing technologies. (Fall/Spring)

COM 104

Multimedia Communications(3 cr.)

What news is, how it is gathered, and how it is reported forms the basis of this course which offers practice in news writing and editing. Student work is used to positively affect the quality of Waldorf's newspaper, The Lobbyist. (Previously known as News Gathering and Reporting) (Fall)

COM 201

Visual Theory(3 cr.)

This course provides students with the critical thinking skills necessary for viewing and producing visual media. The objective of the course is to provide students with a grounding in visual communication theory, sharpen their critical eye in viewing visual phenomena and to provide them with the skills to produce effective visuals. (Prerequisite: COM101 or consent of the instructor) (Fall/Spring)

COM 202

Visual Storytelling.....(3 cr.)

A practical approach to learning techniques for scripting, directing, casting, cinematography, lighting, and audio – from preproduction, production and postproduction to delivery and critical evaluation. Emphasis is hands-on production in Waldorf's state-of-the-art digital facilities. (Prerequisite: COM 102 & COM 203 or consent of the instructor) (*Students should also enroll in Television Practicum while taking this course.*) (Course Fee \$60) (Spring)

COM 203

Podcasting(3 cr.)

A practical approach to the best techniques for podcasting, on-air delivery, audio postproduction and live sports broadcasting—from preproduction to live broadcast, postproduction to delivery and critical evaluation. Emphasis is hands-on production and On-Air performance in Waldorf's 100-watt radio station, KZOW- FM 91.9. (Prerequisite: COM 102 or consent of the instructor) (*Students should also enroll in Radio Practicum while taking this course.*) (Course Fee \$60) (Fall)

COM/POL 204

Introduction to Public Relations.....(3 cr.)

A general overview of public relations as a four-step process. Process application as it relates to case studies in media relations, internal communications, community relations, public affairs, and communications. (Spring)

COM 211

Intermediate Journalism.....(3 cr.)

Continuation of News Gathering and Reporting. The course includes writing of feature stories and more in-depth news stories, such as investigative reporting and editorial writing. Students are given more time to write and more feedback from the instructor in developing stories. (Prerequisite: COM 104 or consent of the instructor) (Fall)

COM 227

Fundamentals of Typography.....(3 cr.)

Basic graphic design concepts will be used in conjunction with principles of typography to explore 2-D and 3-D design composition. Students will learn how to integrate typography with images and symbols and how to use type for communication. Theory and investigation of grid systems, structures, and the principles of visual organization will also be explored. (Prerequisite: COM 101 or consent of the instructor) (Spring)

COM 280, COM 281, COM 282, COM 283

Communication Practicum (.5 cr.)

Offers authentic production experience and leadership training in one or more of the campus media—radio, television, magazine, newspaper, and public relations. **All Communications majors are required to participate in a practicum each semester until graduation.**

COM 301

Publication Design(3 cr.)

Publication Design is the process of selecting type and images and arranging these elements into an aesthetically pleasing multi-page document. This course will challenge students to consider page flow and layout, while undertaking the task of learning the page layout software, InDesign. (Prerequisite: COM101 or consent of the instructor) (Fall)

COM 314

History of Graphic Design(3 cr.)

This course surveys the major historical eras and the graphic designers' influential in each era. It will also explore how these developments and achievements have led to the current state of graphic design. Students will be introduced to the innovations and breakthroughs in technology that have shaped the field of graphic design from the earliest form of communication to the present. (Fall)

COM 318

Editing for Journalists.....(3 cr.)

Students learn that editing is part science, part art, and part diplomacy. Science means mastering language skills—spelling, grammar, punctuation, usage, and style—and using them to ensure that copy is clear, accurate, and consistent. Art means making the writing tight and effective through word choice and economy. Diplomacy means knowing when to change copy and when to leave well enough alone. Students learn how editors play the roles of gatekeeper and quality-control agent. Those not interested in editing as a career will learn valuable skills to improve their writing. (Fall)

COM 319

Short Film / Documentary(4 cr.)

A practical exploration of visual storytelling techniques. Students will build on themes from introductory courses including interviewing, scripting, directing, lighting, location, blocking, and cinematography. This course will establish the process for creating a client-producer relationship through an Action Plan. (Prerequisite: COM 102 & COM 202 or consent of the instructor) (Students should also enroll for TV Practicum while taking this course.) (Course Fee \$60) (Fall)

COM 322

Multimedia Journalism(3 cr.)

A practical experience in the essential techniques and technologies involved in creating multicamera shoots for the news and narrative broadcast television genres while exploring the logistical, structural, and aesthetic methodologies of broadcast production. Students will produce a weekly news broadcast. Each student will be

responsible for producing a weekly story and fulfilling a role in the production crew. Emphasis-- hands-on production in Waldorf's state of the art WAL-TV, Channel 55. (Students should enroll for TV Practicum while taking this course. (Prerequisite: COM 202 or consent of the instructor) (Spring)

COM 332

Photography.....(4 cr.) 3-2

This course introduces students to the aesthetics and fundamental practices of digital photography. Emphasis is on learning digital photography equipment as well as familiarity with the basic foundation of photography editing. Students will practice the various techniques to capture, process, and create a digital photography portfolio and study the history of photography and famous photographers. (Spring)(Prior course referenced as COM 432 Photojournalism) (Spring)

COM 360 / CWR 360

Screenwriting I(3 cr.)

This course is an introductory course to the fundamentals of developing a story for a screenplay. This course will explore basic theory of story structure, development of story ideas, character development, conflict, scene writing, and dialogue. Further examination will be placed on screenplay formatting, creating a beat sheet, and outline for an original screenplay. (Prerequisite: CWR 201 or with permission from the course instructor.)

COM 362 / CWR 362

Screenwriting II(3 cr.)

This course is a continuation of the Screenwriting I course and the screenwriting process. This course will continue exploring the theory of story structure and implementing it in an original screenplay up to 20 pages in length. Furthermore, students will create a pitch deck for their original screenplay as well as learn and implement pitching etiquette in order to present their screenplay idea to be optioned for production by the Communications Department. Further emphasis will be added on reading professional screenplays to further the development and craft of writing screenplays. (Prerequisite: CWR 360 / COM 360 or with permission from the course instructor)

COM 370

Techniques of Literary Journalism.....(3 cr.)

This course will be a hybrid of textual study and writing. Students will read, discuss, and write about a broad selection of contemporary creative nonfiction and literary journalism; however, all analysis will be primarily opportunistic, which is to say that students, with the guidance of craft texts, will read and discuss as writers themselves, with the intent of discovering new possibilities and techniques inside the genre of creative nonfiction/literary journalism. Students will also draft a significant number of essays and articles in response to the readings and revise them for a techniques workshop and a final portfolio. (Prerequisites: CWR 201 or COM 211 or consent of the instructor)

COM 389

Communications World Trip(1-4 cr.)

This course is designed to prepare students for an overseas travel experience. Students will study the history and culture of the destinations prior to the actual trip. The class will continue while on site. Trip sites vary. Previous Communications World Trips have included the country of Italy, along with city stops in Paris, France and London, England. (Prerequisite: The trip is open to Communications majors in good academic standing.

Priority is given to upperclassmen) (Offered during the Spring and May term of even-numbered years).

COM 395A

Communication Internship(4 cr.)

Internships are designed to give students practical experience in the field of their choice by placing them in a professional setting. A minimum total of 100 hours of work is required for four (4) credit hours. (The communication internship will be evaluated with a letter grade, rather than being graded on a pass/fail basis.)

COM 395

Communication Internship(8 cr.)

Internships are designed to give students practical experience in the field of their choice by placing them in a professional setting. A minimum total of 200 hours of work is required for eight (8) credit hours. (The communication internship will be evaluated with a letter grade, rather than being graded on a pass/fail basis.)

COM 401

Web Design(4 cr.)

This course explores the basics of designing and developing functioning web pages. Students examine effective interface design, target marketing, along with client development, user experience, and usability. Throughout the duration of the course students will produce both a portfolio website for their personal use and have a practical experience with a client-based web project. (Prerequisite: COM 201 or consent of the instructor) (Course Fee)

COM 422 / POL 422

Public Relations Skills(3 cr.)

Instruction in the basic skills needed for public relations programming including strategic and organizational planning, special events planning, and persuasive writing. Includes sample analysis, writing projects, and actual events planning. (Prerequisite: COM204/POL204 or consent of the instructor) (Fall)

COM 434

Advanced Media(4 cr.)

An advanced project-oriented approach to either visual storytelling, podcasting, or web design. Emphasis is on practical application of production skill learned in previous courses. (Prerequisite: junior standing and consent of the instructor) (Summer)

COM 441

Mass Media Law(4 cr.)

Discusses the legal issues affecting the mass media, including First Amendment rights, libel, fair trial rights, privacy, and public access to information. Students study the U.S. Constitution, court cases, and legislative actions which are the foundations for media law. (Fall)

COM 442

Media Literacy.....(3 cr.)

In this media-saturated world, we must learn how to navigate the constant flood of information so we can avoid risks and maximize benefits to our lives. In this senior-level course, students will explore the key components to understanding the pervasive world of mass media to understand how they operate, how they attract and keep our attention, and how they influence our beliefs, attitudes and actions.

COM 452

Senior Capstone(4 cr.)

Gives students a chance to prepare a portfolio of work which can be used to gain entrance to graduate school or gainful employment. Students will be allowed to stress their area of interest—news writing, radio, video, public

relations, etc.—but will also be required to show a broad range of talent in the communications area. (Spring)

COM 461

Web Design II.....(4 cr.)

This course will introduce students to user interface design: the process of analyzing, testing, and formulating conclusions in order to facilitate a user's experience online. Students will learn methods for testing, allowing them to find patterns where usability issues stand out, break down these issues, and recommend new solutions for improvement. (Prerequisite: COM 401 or consent of the instructor)

COM 462

Radio II.....(3 cr.)

A practical experience in station programming, management, and on-air operations. Emphasis placed on hands-on operation of Waldorf's all-digital radio facilities, KZOW-FM 91.9. Students should also enroll in Radio Practicum while taking this course. (Prerequisite: COM 203 or consent of the instructor) (Course Fee \$60)

COM 470

Advanced Writing Workshop— Literary Journalism.....(3 cr.)

This course will allow students to receive informed feedback on their own written work from an engaged and concerned audience. Over the course of the semester, students will write at least three full-length pieces and present them in class for discussion. Utilizing the advice and ideas they receive in workshop, students will then revise each piece for inclusion in a final portfolio of work. Each week, students will also respond to the work of their classmates with letters that address the aims, strengths, and weaknesses of the essays under discussion. (Prerequisite: COM 370 or consent of the instructor)

COM 1010 Online Course

Introduction to Graphic Design.....(3 cr.)

This course will introduce students to the digital software skills used in graphic design. This is a working studio class where students will go through demonstrations and hands-on applications to better understand the Adobe CS Design Collection—Illustrator, Photoshop and InDesign.

Software requirements: Adobe CC.

Hardware requirements: Mac computer or Windows compatible computer with specifications found at waldorf.edu/online/academics/programs-of-study/communications

COM 1020 Online Course

Introduction to Digital Technology.....(3 cr.)

This course provides students with an introduction to digital production and social media. Students will explore Flickr, Facebook, Twitter, Keynote, Final Cut Pro X, YouTube, LinkedIn and WordPress. Students will build an online portfolio using the above software. This portfolio will be used to showcase projects throughout their career at Waldorf University.

Software requirements: Keynote or equivalent, Final Cut Pro X or equivalent.

Hardware requirements: Video Camera, Camera; Mac computer or Windows compatible computer with specifications found at waldorf.edu/online/academics/programs-of-study/communications

COM 1030 Online Course

Mass Communications and Society(3 cr.)

A history and explanation of the relationship between mass communication and our popular culture, including technological, economic, and legal. Magazines, newspapers, movies, radio, television, and music are examined along with types of media control, advertising, public relations, and changing technologies.

COM 1040 Online Course

News Gathering and Reporting.....(3 cr.)

Provides instruction in determining what news is, how information is gathered and how it is reported through the various media (print, electronic and web). The course gives students a background in news gathering and reporting and practice in writing stories for publication. We will also learn the Associated Press (AP) style of writing.

COM 2010 Online Course

Visual Theory(3 cr.)

This course provides students with the critical thinking skills necessary for viewing and producing visual media. The objective of the course is to provide students with a grounding in visual communication theory, sharpen their critical eye in viewing visual phenomena, and to provide them with the skills to produce effective visuals.

Software requirements: Adobe CC.

Hardware requirements: Mac computer or Windows compatible computer with specifications found at waldorf.edu/online/academics/programs-of-study/communications

(Prerequisite: COM 1010 or equivalent)

COM 2040 Online Course

Introduction to Public Relations.....(3 cr.)

The primary objective of this course is to familiarize students with the basic concepts, principles, practices and profession of public relations. It is a survey course for students considering public relations as a career and a supplemental course for students majoring in other fields.

COM 3010 Online Course

Publication Design(3 cr.)

Publication design is the process of selecting type and images and arranging these elements into an aesthetically pleasing multi-page document. This course will challenge students to consider page flow and layout, while undertaking the task of learning the page layout software, InDesign.

COM 3020 Online Course

Radio Production(3 cr.)

The primary objective of this course is to familiarize students with the basic concepts, principles, practice, and profession of Radio in society and as a career. This is a foundation course for students considering radio as a career and a supplemental course for students involved in digital media production and in other fields.

Software requirements: Adobe CC, Avid Pro Tools or equivalent.

Hardware requirements: External Microphone; Mac computer or Windows compatible computer with specifications found at waldorf.edu/online/academics/programs-of-study/communications

(Prerequisite: COM 1020 or equivalent)

COM 3030 Online Course

Television/Film Production(3 cr.)

The primary objective of this course is to familiarize students with the basic concepts, principles, practice, and profession of digital media production. This is a foundation course for students considering digital media production as a career and a supplemental course for students involved in digital media production in other fields. Software requirements: Adobe CC, Final Cut Pro X or equivalent. Hardware requirements: Video Camera; Mac computer or Windows compatible computer with specifications found at waldorf.edu/online/academics/programs-of-study/communications

(Prerequisites: COM 1020 or equivalent; COM 3020 or equivalent)

COM 3180 Online Course**Editing for Journalists (3 cr.)**

Students learn that editing is part science, part art, and part diplomacy. Science means mastering language skills—spelling, grammar, punctuation, usage, and style—and using them to ensure that copy is clear, accurate, and consistent. Art means making the writing tight and effective through word choice and economy. Diplomacy means knowing when to change copy and when to leave well enough alone. Students learn how editors play the roles of gatekeeper and quality-control agent. Those not interested in editing as a career will learn valuable skills to improve their writing.

COM 3400 Online Course**Digital Imaging (3 cr.)**

An in-depth study of digital still photography and the capabilities of computers to manage, enhance, and manipulate images. Using Adobe Photoshop, the student will study and perform techniques previously possible only in the darkroom, plus explore capabilities only available using computers. Besides covering the basic and advanced techniques, the course is intended to expand student understanding of digital imaging as a means of visual communication.

Software requirements: Adobe CC

Hardware requirements: Mac computer or Windows compatible computer with specifications found at waldorf.edu/online/academics/programs-of-study/communications

(Prerequisites: COM 1010 or equivalent, COM 1020 or equivalent, COM 2010 or equivalent)

COM 4010 Online Course**Web Design..... (3 cr.)**

This course explores the basics of designing and developing functioning web pages. Students examine effective interface design and target marketing, along with client development, user experience, and usability. Throughout the duration of the course, students will produce both a portfolio website for their personal use and have a practical experience with a client-based web project.

Software requirements: Adobe CC

Hardware requirements: Mac computer or Windows compatible computer with specifications found at waldorf.edu/online/academics/programs-of-study/communications

(Prerequisites: COM 1010 or equivalent, COM 1020 or equivalent, COM 2010, or equivalent)

COM 4220 Online Course**Public Relations Skills (3 cr.)**

Instruction in the basic skills needed for public relations programming, including strategic and organizational planning, special events planning, and persuasive writing. Includes sample analysis, writing projects, and actual events planning. (Prerequisite: COM 2040 or equivalent)

COM 4360 Online Course**Crisis Management (3 cr.)**

This course is designed to provide students with a working knowledge of media crisis management. The course focuses on actions to take and actions to avoid when handling a crisis situation from a communications perspective. Topics will include issues management, risk management, relationship management, crisis planning and preparation, and review of case studies. Finally, students will develop a workable and generic crisis management plan. (Prerequisite: COM 4220 or equivalent)

COM 4410 Online Course**Mass Media Law (3 cr.)**

Discusses the legal issues affecting the mass media, including First Amendment rights, libel, fair trial rights, privacy, and public access to information. Students study the U.S. Constitution, court cases, and legislative actions that are the foundations for media law.

COM 4420 Online Course**Media Literacy..... (3 cr.)**

In this media-saturated world, we must learn how to navigate the constant flood of information so we can avoid risks and maximize benefits to our lives. In this senior-level course, students will explore the key components to understanding the pervasive world of mass media to understand how they operate, how they attract and keep our attention, and how they influence our beliefs, attitudes and actions.

COM 4520 Online Course**Senior Capstone (3 cr.)**

Gives students a chance to prepare a portfolio of work that can be used to gain entrance to graduate school or gainful employment. Students will be allowed to stress their area of interest—news writing, radio, video, public relations, etc.—but will also be required to show a broad range of talent in the communications area.

Software requirements: Adobe CC

Hardware requirements: Mac computer or Windows compatible computer with specifications found at waldorf.edu/online/academics/programs-of-study/communications

(Prerequisite: Senior Standing)

CREATIVE WRITING**CWR 201****Introduction to Creative Writing..... (3 cr.)**

This course will introduce the techniques and vocabulary of creative writing in three genres: fiction, creative nonfiction, and poetry. Along with craft texts, students will read a wide variety of contemporary literature and produce a number of creative pieces in response, as well as extensively revise one piece in each genre for inclusion in a final portfolio of work. (Prerequisites: ENG 121 or ENG107 or with permission from the course instructor)

CWR 360 / COM 360**Screenwriting I (3 cr.)**

This course is an introductory course to the fundamentals of developing a story for a screenplay. This course will explore basic theory of story structure, development of story ideas, character development, conflict, scene writing, and dialogue. Further examination will be placed on screenplay formatting, creating a beat sheet, and outline for an original screenplay. (Prerequisite: CWR 201 or with permission from the course instructor.)

CWR 362 / COM 362**Screenwriting II (3 cr.)**

This course is a continuation of the Screenwriting I course and the screenwriting process. This course will continue exploring the theory of story structure and implementing it in an original screenplay up to 20 pages in length. Furthermore, students will create a pitch deck for their original screenplay as well as learn and implement pitching etiquette in order to present their screenplay idea to be optioned for production by the Communications Department. Further emphasis will be added on reading professional screenplays to further the development and craft of writing screenplays. (Prerequisite: CWR 360 / COM 360 or with permission from the course instructor)

CWR 370**Techniques of Creative Nonfiction.....(3 cr.)**

This course will be a hybrid of literary study and creative writing. Students will read, discuss, and write about a broad selection of contemporary creative nonfiction; however, all analysis will be primarily opportunistic, which is to say that students, with the guidance of craft texts, will read and discuss as writers themselves, with the intent of discovering new possibilities and techniques inside the genre of creative nonfiction. Students will also draft a significant number of scenes and essays in response to the readings and revise them for a techniques workshop and a final portfolio. (Prerequisite: CWR 201 or with permission from the course instructor.)

CWR 375**Techniques of Poetry.....(3 cr.)**

This course will be a hybrid of literary study and creative writing. Students will read, discuss, and write about a broad selection of contemporary poetry; however, all analysis will be primarily opportunistic, which is to say that students, with the guidance of craft texts, will read and discuss as poets themselves, with the primary intent of discovering new poetic possibilities and techniques. Students will also draft a significant number of poems in response to the readings and revise them for a techniques workshop and a final portfolio. (Prerequisite: CWR 201 or with permission from the course instructor)

CWR 380**Techniques of Fiction.....(3 cr.)**

This course will be a hybrid of literary study and creative writing. Students will read, discuss, and write about a broad selection of contemporary short fiction; however, all analysis will be primarily opportunistic, which is to say that students, with the guidance of craft texts, will read and discuss as writers themselves, with the intent of discovering new possibilities and techniques in the creation of fictions. Students will also draft a significant number of scenes and stories in response to the readings and revise them for a techniques workshop and a final portfolio. (Prerequisite: CWR 201 or with permission from the course instructor)

CWR/THR 385**Playwriting.....(3 cr.)**

An introductory and exploratory study concerning the elements and process of playwriting. This course will place emphasis upon developing and understanding play structure, dramatic analysis, and the creative process. Activities in this course will focus upon creating and revising original play scripts.

CWR 390**Special Topics in Creative Writing(3 cr.)**

This course will be a hybrid of literary study and creative writing, with the genre and/or type of writing determined by the instructor. Students will read, discuss, and write about a broad selection of contemporary literature; however, all analysis will be primarily opportunistic, which is to say that students, with the guidance of craft texts, will read and discuss as writers themselves, with the intent of discovering new possibilities and techniques. Possible topics here include: novel writing, nature and travel writing, memoir writing, historical fiction, documentary poetry, collaborative writing, and hybrid forms, among others. (Prerequisite: CWR 201 or with permission from the course instructor)

CWR 470**Advanced Writing Workshop—
Creative Nonfiction.....(3 cr.)**

This course will allow students to receive informed feedback on their own written work from an engaged and concerned audience. Over the course of the semester, students will write at least three full-length essays and present them in class for discussion. Utilizing the advice and ideas they receive in workshop; students will then revise each piece for inclusion in a final portfolio of work. Each week, students will also respond to the work of their classmates with letters that address the aims, strengths, and

weaknesses of the essays under discussion. (Prerequisite: CWR 370 or with permission from the course instructor)

CWR 475**Advanced Writing Workshop—Poetry.....(3 cr.)**

This course will allow students to receive informed feedback on their own written work from an engaged and concerned audience. Over the course of the semester, students will write at least ten poems and present them in class for discussion. Using the advice and ideas they receive in workshop; students will revise each piece for inclusion in a final portfolio of work. Students will also respond to the work of their classmates with response letters that address the aims, strengths, and weaknesses of the essays under discussion. (Prerequisite: CWR 375 or with permission from the course instructor)

CWR 480**Advanced Writing Workshop—Fiction.....(3 cr.)**

This course will allow students to receive informed feedback on their own written work from an engaged and concerned audience. Over the course of the semester, students will write at least three full-length stories and present them in class for discussion. Utilizing the advice and ideas they receive in workshop; students will then revise each piece for inclusion in a final portfolio of work. Each week, students will also respond to the work of their classmates with letters that address the aims, strengths, and weaknesses of the essays under discussion. (Prerequisite: CWR 380 or with permission from the course instructor)

CWR 490**Literary Editing.....(1–2 cr.)**

This course will introduce advanced writing students to the history, purposes, and workings of literary magazines; help students more deeply engage the world of contemporary literary magazines; and allow students hands-on experience editing the campus literary magazine. The course is offered as 1 credit hour in the Fall semester and 2 credit hours in the Spring semester. (Prerequisite: Approval from the course instructor required)

CWR 495**Creative Writing Internship.....(3+ cr.)**

Internships are designed to give students practical experience in a field of their choice by placing them in a professional setting. This self-directed experiential learning allows students to leave the college setting and to apply emerging skills in a related working situation. The creative writing internship will be evaluated with a letter grade rather than pass/fail

CWR 499**Senior Thesis.....(3+ cr.)**

Students who major in creative writing are required to complete 6 credit hours of capstone work with at least 3 hours devoted to a substantial project demonstrating the student's best creative work. Most students choose to do all 6 capstone hours as thesis, while a few choose to complete only 3 hours as thesis, picking up remaining capstone hours through an internship or working on the staff of the Waldorf Literary Review (contingent on instructor approval). Students who complete all 6 capstone hours as thesis hours generally spread those hours over two semesters, allowing for maximum planning and revision. As a minimum, they produce at least 10 pages of prose material per credit hour or at least 7 pages of poetry per credit hour

CWR 2010 Online Course**Introduction to Creative Writing.....(3 cr.)**

This course will introduce the techniques and vocabulary of creative writing in three genres: fiction, creative nonfiction, and poetry. Along with craft texts, students will read a wide variety of contemporary literature and produce a number of creative pieces in response, as well as extensively revise one piece in each genre for inclusion in a final portfolio of work. (Prerequisites: none.)

CWR 3700 Online Course

Techniques of Creative Nonfiction.....(3 cr.)

This course will be a hybrid of literary study and creative writing. Students will read, discuss, and write about a broad selection of contemporary creative nonfiction; however, all analysis will be primarily opportunistic, which is to say that students, with the guidance of craft texts, will read and discuss as writers themselves, with the intent of discovering new possibilities and techniques within the genre of creative nonfiction. Students will also draft a significant number of essays and revise them for a techniques workshop and a final portfolio. (Prerequisite: CWR 2010.)

CWR 3750 Online Course

Techniques of Poetry.....(3 cr.)

This course will be a hybrid of literary study and creative writing. Students will read, discuss, and write about a broad selection of contemporary poetry; however, all analysis will be primarily opportunistic, which is to say that students, with the guidance of craft texts, will read and discuss as poets themselves, with the primary intent of discovering new poetic possibilities and techniques. Students will also draft a significant number of poems in response to the readings and revise them for a techniques workshop and a final portfolio. (Prerequisite: CWR 201 or with permission from the course instructor)

CWR 3800 Online Course

Techniques of Fiction.....(3 cr.)

This course will be a hybrid of literary study and creative writing. Students will read, discuss, and write about a broad selection of contemporary short fiction; however, all analysis will be primarily opportunistic, which is to say that students, with the guidance of craft texts, will read and discuss as writers themselves, with the intent of discovering new possibilities and techniques in the creation of fictions. Students will also draft a significant number of scenes and stories in response to the readings and revise them for a techniques workshop and a final portfolio. (Prerequisite: CWR 201 or with permission from the course instructor)

CWR 4990 Online Course

Creative Writing Capstone(3 cr.)

In this final course required for the Creative Writing Certificate, students will work one-on-one with a faculty mentor to complete a substantial project demonstrating the student's best creative work. As a minimum, they produce at least 10 pages of prose material per credit hour or at least 7 pages of poetry per credit hour. (Prerequisites: Completion of all three Techniques courses.)

CRIMINAL JUSTICE

CRJ 100

Orientation to Criminal Justice.....(1 cr.)

An orientation to the educational issues and career planning for students who have declared a major in criminal justice. Topics include the proper use of APA formatting, career planning and opportunities, professional resources, major requirements, and educational planning.

CRJ 120

Introduction to Criminal Justice(3 cr.)

An overview of the field of criminal justice examining the primary components of the criminal justice system of the United States. This course provides students with a broad overview of law enforcement, judiciary, and corrections. This course is a prerequisite for all other criminal justice courses. (Fall)

CRJ 220

Theory and Practice of Corrections.....(3 cr.)

An overview of the correctional system from its historical beginnings through current issues. Practices and principles of corrections in the United States will be surveyed including jails and prisons in the local, state, and federal levels. Inmate behaviors and current trends in corrections will also be addressed. (Prerequisite: CRJ 120) (Fall)

CRJ 230

Judicial Process.....(3 cr.)

This course examines the judiciary in relationship to state and federal criminal justice systems including court structure, jurisdiction, selection of judges, and judicial discretion. Emphasis is given to contemporary issues confronting American courts. (Prerequisite: CRJ 120 or History student with permission from the Department Chair) (Fall) (Previously CRJ330)

CRJ 240

Introduction to Law Enforcement.....(3 cr.)

An introductory examination of the structure and function of law enforcement in the United States. Presents the historical development of law enforcement, as well as the organization, administration, and systems of local, state, and federal law enforcement. Further emphasis will include patrol operations, investigations, and contemporary issues in policing. (Prerequisite: CRJ 120) (Fall) (Previously CRJ150)

CRJ 250

Criminology.....(3 cr.)

Criminology is the study of the nature and causes of crime and criminal behavior. Examines the definitions, basic assumptions, and major theoretical perspectives of criminal behavior. Provides an overview of the major forms, and societal responses, to crime. (Prerequisite: SOC 221 or PSY 111)

CRJ 260

Management and Supervision Skills for Criminal Justice Personnel.....(3 cr.)

This course is designed to help students bridge the gap between concept and practice and provide them with a knowledge and understanding of the myriad roles and responsibilities affiliated with management in criminal justice. (Prerequisite: CRJ 120, CRJ 150, and CRJ 220) (Offered every 2 years, in Spring)

CRJ / PSY 300

Mental Health & Crime.....(3 cr.)

This course will assist students to learn the dynamics behind the correlation of crime and mental illness. With the growing population of those with mental illness, within the system, this course is relevant to policing, corrections and courts personnel, as well as all other aspects of the criminal justice system. Students will explore myths and realities; as well learn about specific disorders in which they will deal with in the field. Sociological issues of gender, class and race will be included wherever relevant. (Prerequisites: CRJ 120 and PSY 111 or SOC 221, or approval from the department chair)

CRJ/PSY 305

Victimology

This course will examine trends and patterns of victimization throughout history. This course will explore rights related to victims, fair treatment, empowerment, and compensation. Focus will be given to society's response to victims and their problems, as well as victimization by the justice system. (Prerequisites: PSY 111 or SOC 221, or approval from the department chair)

CRJ 320**Juvenile Justice and Delinquency (3 cr.)**

Provides a historical overview of the juvenile justice system in the United States including the development of juvenile courts, patterns and risk factors for juvenile delinquency, aftercare, intervention and treatment strategies, and the development of juvenile gangs. (Prerequisite: CRJ 120 or an Education major with permission from the Department Chair) (Fall)

CRJ 345**Violence in America..... (3 cr.)**

This course will examine issues related to the causes, context, and control of violence in the United States. Topics covered will include the consequences and causes of a wide range of violent crimes including street violence (homicide, rape, robbery, etc.), gang, workplace, school, and other forms of violence. (Prerequisite: PSY 111 or SOC 221) (Fall, 2-year rotation)

CRJ 360**Criminal Law (3 cr.)**

Provides a study of the nature and foundations of criminal law in the United States. Emphasis is placed on the evolution of statutory crimes, elements of crime, analysis of principles of criminal law, criminal liability and defenses, and constitutional concerns. (Prerequisite: CRJ 120 and CRJ 330) (Spring)

CRJ 365**Serial Killers & Cults..... (3cr.)**

This course will examine topics and issues related to serial murder and cults including history of serial killers and cults, typologies, trends in murder, case law and intersections with mass media, popular culture, and criminology. (Prerequisite: CRJ120 or with permission from the Department Chair)

CRJ 370**Criminal Investigations (3 cr.)**

Covers the development of criminal investigative procedures and techniques from early practices to modern day forensic science capabilities. Explores topics of interviewing, chains of evidence, and the preparation of criminal cases. (Prerequisite: CRJ 120, CRJ 150, and CRJ 330) (Spring) (Class Fee: \$10)

CRJ 375**Basic Research Skills for Criminal Justice..... (3 cr.)**

Examines the basic tools needed for conducting research and writing scholarly papers and reports for criminal justice. Prepares students in the application of basic statistics and quantitative and qualitative research techniques. Specific topics will include research design, the scientific method, interviewing, and the interpretation of data. (Prerequisites: PSY111 or SOC 221)

CRJ 395**Constitutional Law..... (3 cr.)**

Constitutional law examines the principles and practical analysis of significant case law and trends in United States Constitutional law emphasizing search and seizure, arrest, civil rights, related amendments, due process, and the judicial system. (Spring, typically every 2 years)

CRJ 400A**Diversity and Ethics in Criminal Justice..... (3 cr.)**

This course provides a critical examination of theoretical and practical ethical issues facing criminal justice professionals. Topics covered include the use of discretion in ethical decision making, moral

dilemmas, and the importance of diversity and ethical behavior among criminal justice professionals. Note: should be taken in the last two terms of degree. (Prerequisite: CRJ 120, CRJ 240, CRJ 420, and CRJ 330)

CRJ 420**Probation and Community Corrections. (3 cr.)**

This course provides an in-depth examination of different forms of community corrections, their history and implementation, and current developments in the United States and abroad. Students will examine the philosophy underlying community corrections, roles and responsibilities of different corrections practitioners, and the relationship of community corrections to other components of the criminal justice system. (Prerequisite: CRJ 120 and CRJ 220) (Spring)

CRJ 430**Senior Seminar in Criminal Justice (3 cr.)**

Offers an extensive integration of the knowledge and skills derived from previous coursework including major concepts, public policies, and theoretical frameworks within the field of criminal justice and criminology. Additional focus will include the preparation of students for employment and the skills necessary for a successful career in criminal justice. (Prerequisite: Senior standing, completion of CRJ core) (Spring)

CRJ 435**Leadership in Criminal Justice (3 cr.)**

This course will familiarize students with common leadership theories, practices, and modes of implementation in criminal justice organizations. The application of leadership techniques will be explored within courts, policing, and corrections. Focus is on the values, group dynamics, power dimensions, change management, and decision making within leadership. (Prerequisite: Completion of CRJ core and/or Junior/Senior Standing) (Spring)

CRJ 475**Terrorism & Criminal Justice Responses..... (3 cr.)**

This course examines the history, philosophies, and tactics of terrorist groups, including emerging terrorism trends. Course themes include the changing definition of terrorism, understanding the types of terrorism and known terrorist groups, the idea of homeland security, and global responses to different acts of terrorism. (Prerequisite: CRJ 120, or with permission of the chair) (Fall, 2-year rotation)

CRJ 490C**Special Topics: Criminology (3 cr.)**

This course is designed to explore specialized topics and themes in the field of criminology. It will explore an issue, trend, or subject matter that is not covered in other courses. The topic is selected by the professor and will change yearly and will vary according to need and interest. Topics will be listed in the schedule of course offerings. Course may be repeated for different topics. (Prerequisite: PSY 111, CRJ 120, CRJ 250 or with permission from the instructor)

CRJ 490CJ**Special Topics: Criminal Justice (3 cr.)**

This course is designed to explore specialized topics and themes in the criminal justice field, in the areas of policing, courts, or corrections. It will explore an issue, trend or subject matter that is not covered in other courses. The topic is selected by the professor and will change yearly and will vary according to need and interest. Topics will be listed in the schedule of course offerings. Course may be repeated for different topics. (Prerequisite: CRJ 120, CRJ 250, or with permission from the instructor)

CRJ 490JJ**Special Topics: Juvenile Justice (3 cr.)**

This course is designed to explore specialized topics and themes in the juvenile justice realm of the discipline. It will explore an issue, trend, or

subject matter that is not covered in other courses. The topic is selected by the professor and will change yearly and will vary according to need and interest. Topics will be listed in the schedule of course offerings. Course may be repeated for different topics. (Prerequisite: CRJ 120, CRJ 320, or with permission from the instructor)

CRJ 495

Criminal Justice Internship(8 cr.)

Supervised work experience in an area of criminal justice to serve as the culmination of classroom experience. A minimum of 25 clock hours of supervised work is required for each hour of credit. This is to be completed during the junior or senior year preferably during the summer. Students wishing to pursue an internship without completing the core must contact the department chair. Students may also choose to take 3 additional CRJ electives classes in lieu of internship. (Prerequisite: CRJ 120 and CRJ 220, 230, or 240)

CRJ 2000 Online Course

Introduction to Criminal Justice(3cr.)

An overview of the field of criminal justice examining the primary components of the criminal justice system of the United States. This course provides students with a broad overview of law enforcement, judiciary, and corrections. This course is a prerequisite for all other criminal justice courses.

(Prerequisite: ENG1010)

CRJ 2001 Online Course

Theory and Practice of Law Enforcement(3 cr.)

An introductory examination of the structure and function of law enforcement in the United States. Presents the historical development of law enforcement, as well as the organization, administration, and systems of local, state, and federal law enforcement. Further emphasis will include patrol operations, investigations, and contemporary issues in policing. (Prerequisite: CRJ 2000)

CRJ 2200 Online Course

Theory and Practice of Corrections(3 cr.)

An overview of the correctional system from its historical beginnings through current issues. Practices and principles of corrections in the United States will be surveyed including jails and prisons in the local, state, and federal levels. Inmate behaviors and current trends in corrections will also be addressed. (Prerequisite: CRJ 2000)

CRJ 2301 Online Course

Judicial Process(3 cr.)

This course examines the judiciary in relationship to state and federal criminal justice systems including court structure, jurisdiction, selection of judges, and judicial discretion. Emphasis is given to contemporary issues confronting American courts. (Prerequisite: CRJ 2000)

CRJ 2501 Online Course

Criminology(3 cr.)

Criminology is the study of the nature and causes of crime and criminal behavior. Examines the definitions, basic assumptions, and major theoretical perspectives of criminal behavior. Provides an overview of the major forms, and societal responses, to crime. (Prerequisite: CRJ 2000, PSY 1010)

CRJ 2900 Online Course

Management and Supervision Skills for Criminal Justice Personnel.....(3 cr.)

This course is designed to help students bridge the gap between concept and practice and provide them with a knowledge and understanding of the myriad roles and responsibilities affiliated with management in criminal justice. (Prerequisite: CRJ 2000)

CRJ 3010 Online Course

Victimology.....(3 cr.)

This course will examine trends and patterns of victimization throughout history. This course will explore rights related to victims, fair treatment, empowerment and compensation. Focus will be given to society's response to victims and their problems, as well as victimization by the justice system. (Prerequisites: CRJ 2000, CRJ 2501, and PSY 1010)

CRJ 3020 Online Course

Mental Health and Crime(3 cr.)

This course will assist students to learn the dynamics behind the correlation of crime and mental illness. With the growing population of those with mental illness, within the system, this course is relevant to policing, corrections and courts personnel, as well as all other aspects of the criminal justice system. Students will explore myths and realities; as well learn about specific disorders in which they will deal with in the field. Sociological issues of gender, class and race will be included wherever relevant. (Prerequisites: CRJ 2000, and PSY 1010)

CRJ 3100 Online Course

Effective Communication in Criminal Justice (3cr.)

This course will focus on effective and appropriate writing within criminal justice. It will include barriers in communication, reports and other skills needed for professionals to succeed in the criminal justice field.

CRJ 3201 Online Course

Juvenile Justice and Delinquency(3 cr.)

Provides a historical overview of the juvenile justice system in the United States including the development of juvenile courts, patterns and risk factors for juvenile delinquency, aftercare, intervention and treatment strategies, and the development of juvenile gangs. (Prerequisites: CRJ 2000)

CRJ 3301 Online Course

Foundations of Criminal Justice Administration (3 cr.)

This course will introduce students to the operations, management, and functions of the courts, corrections, and police. Students will examine theories of organizational behavior, challenges facing criminal justice leaders and complexity of criminal justice systems.

CRJ 3601 Online Course

Criminal Law(3 cr.)

Provides a study of the nature and foundations of criminal law in the United States. Emphasis is placed on the evolution of statutory crimes, elements of crime, analysis of principles of criminal law, criminal liability and defenses, and constitutional concerns. (Prerequisites: CRJ 2000 and CRJ 2301)

CRJ 3650 Online Course

Serial Killers & Cults..... 3cr.

This course will examine topics and issues related to serial murder and cults including: history of serial killers and cults, typologies, trends in murder, case law and intersections with mass media, popular culture, sociology and psychology. (Pre-requisites: CRJ 2000 and CRJ 2501)

CRJ 3701 Online Course

Criminal Investigation.....(3 cr.)

Covers the development of criminal investigative procedures and techniques from early practices to modern day forensic science capabilities. Explores topics of interviewing, chains of evidence, and the preparation of criminal cases. (Prerequisite: CRJ 2000 and CRJ 2001)

CRJ 3801 Online Course**Criminal Evidence and Legal Issues (3 cr.)**

Criminal Evidence and Legal Issues presents an examination of the laws governing proof of facts evidence presentation in trials and common law. Students study practical application of the rules of criminal procedure in respect to evidence, burden of proof, presumptions, judicial notice, and the basic functions of courts as the third facet of the criminal justice system. (Prerequisite: CRJ 2000, CRJ 2001, and CRJ 2301)

CRJ 3950 Online Course**Constitutional Law (3 cr.)**

Constitutional law examines the principles and practical analysis of significant case law and trends in United States Constitutional law emphasizing search and seizure, arrest, civil rights, related amendments, due process, and the judicial system. (Prerequisites: CRJ 2000 and CRJ 2301)

CRJ 4001 Online Course**Procedures in the Justice System (3 cr.)**

Focuses on U.S. Supreme Court interpretations of the U.S. Constitution with respect to rights of the accused. Students discuss Supreme Court decisions and identify the impact on the criminal justice system as well as study a historical overview of the procedures involved in moving a suspect through the criminal justice system. (Prerequisite: CRJ 2000 and CRJ 2301)

CRJ 4103 Online Course**Diversity and Ethics in Criminal Justice (3 cr.)**

This course provides a critical examination of theoretical and practical ethical issues facing criminal justice professionals. Topics covered include the use of discretion in ethical decision making, moral dilemmas, and the importance of diversity and ethical behavior among criminal justice professionals. Note: should be taken in the last two terms of degree. (Prerequisite: CRJ 2000, CRJ 2001, CRJ 2200, and CRJ 2301)

CRJ 4119C Online Course**Special Topics: Criminology (3 cr.)**

This course is designed to explore identified topics in the field of criminology. It will explore an issue, trend or subject matter that is not covered in other courses. The topic is selected by the professor and will change yearly and will vary according to need and interest. (Prerequisites: CRJ 2000, CRJ 2501, and PSY 1010)

CRJ 4119CJ Online Course**Special Topics: Criminal Justice (3 cr.)**

This course is designed to explore specialized topics and themes in the criminal justice field, in the areas of policing, courts, or corrections. It will explore an issue, trend or subject matter that is not covered in other courses. The topic is selected by the professor and will change yearly and will vary according to need and interest. Topics will be listed in the schedule of course offerings. Course may be repeated for different topics.

CRJ 4119JJ Online Course**Special Topics: Juvenile Justice (3 cr.)**

This course is designed to explore specialized topics and themes in the juvenile justice realm of the discipline. It will explore an issue, trend, or subject matter that is not covered in other courses. The topic is selected by the professor and will change yearly and will vary according to need and interest. Topics will be listed in the schedule of course offerings. Course may be repeated for different topics.

CRJ 4201 Online Course**Probation and Community Corrections (3 cr.)**

This course provides an in-depth examination of different forms of community corrections, their history and implementation, and current

developments in the United States and abroad. Students will examine the philosophy underlying community corrections, roles and responsibilities of different corrections practitioners, and the relationship of community corrections to other components of the criminal justice system. (Prerequisite: CRJ 2000 and CRJ 2200)

CRJ 4350 Online Course**Leadership in Criminal Justice (3 cr.)**

This course will familiarize students with common leadership theories, practices, and modes of implementation in criminal justice organizations. The application of leadership techniques will be explored within courts, policing, and corrections. Focus is on the values, group dynamics, power dimensions, change management, and decision making within leadership.

(Prerequisite: CRJ 2000, CRJ 2001, CRJ 2200, and CRJ 2301)

CRJ 4500 Online Course**Crisis Management in Criminal Justice (3 cr.)**

This course will focus on crisis intervention theories, strategies and management for criminal justice professionals. The student will learn effective communication, mediation, and active listening skills to enable them to apply strategies to their current or future criminal justice career.

CRJ 4701 Online Course**Criminal Justice Organization and Administration (3 cr.)**

Defines and analyzes criminal justice system organizations including human resources planning and management, research studies, environmental factors, centralized authority, and other issues. (Prerequisite: CRJ 2000, CRJ 2001, CRJ 2200, and CRJ 2301)

CYBERSECURITY**CYB 3301 Online Course****Security Application Development (3cr.)**

Introduces best practices for securing applications, networks, and databases. Students learn how organizations protect assets from unauthorized access. Students start the initial phase of building applications while documenting security procedures. (Prerequisite CIS 1050)

CYB 3302 Online Course**Advanced Information Security (3cr.)**

Provides an understanding of intrusion detection practices for organization security. Students become aware of procedures for maintaining information assurance. Students analyze data traffic to determine anomalies or dangers. (Prerequisite CYB 3301)

CYB 3306 Online Course**Operating Systems 3cr.**

Introduces both theoretical and technical aspects of several current operating systems. Areas covered within this course are operating system installation, configuration, use, and maintenance. Network, device, and file system topics are included.

CYB 3307 Online Course**Maintaining Microcomputer Systems 3cr.**

Develops the skills required to install and configure PC operating systems as well as configuring common features (e.g., network connectivity, email) for Android and Apple iOS mobile operating systems.

CYB 3308 Online Course**Cloud Computing 3cr.**

Explores cloud computing fundamentals that pertains to both technology and business considerations. Topics covered are cloud services, cloud architectures, cloud backup and storage, sharing of digital media, cloud-based applications, mobile systems, virtualization, and cloud security and management. This course prepares students to sit for the CompTIA Cloud Essentials Certification.

CYB 3309 Online Course**Introduction to Mobile Technology 3cr.**

Covers key trends and issues of a mobile environment as well as recent developments in mobile computing. Topics include mobile evolution, social networking, mobile strategy, management, and security. This course provides a baseline level of knowledge for success in industry and a basic foundational knowledge for mobile certifications.

CYB 3450 Online Course**Introduction to Data Communication 3cr.**

Examines data communications fundamentals, including the transmission and reception of data signals, networking and network architecture, and communications protocols. Provides a baseline level of knowledge for success in industry and preparation for networking certifications, including the Network+, Microsoft Certified Systems Administrator (MCSA), Microsoft Certified Systems Engineer (MCSE), Certified

Novell Administrator (CNA), and Cisco Certified Network Associate (CCNA) designations

CYB 4301 Online Course**Cyber Security and Crime 3cr.**

Introduces the types of security crime, breaches, fraud, and network penetrations. Students learn procedures for preventing intrusions, fraud, and computer crime. Legal impacts for cyber security crimes are discussed and evaluated. (Prerequisite CIS 4101)

CYB 4302 Online Course**Cyber Warfare and Application 3cr.**

Provides knowledge of intrusion detection applications, security tasks, networks activity, and prevention and social engineering techniques. Students are provided with hands-on exercises for intrusion detection systems, scanning applications, and social engineering practices. (Prerequisite CIS 4101)

CYB 4303 Online Course**Critical Infrastructure Protection in Cybersecurity 3cr**

Provides an opportunity to assess current programs and their adequacy to protect information systems and technology. This assessment includes industry standards, governmental efforts, and interrelationships of information systems and technology to other types of critical infrastructure. By utilizing current best practices, students determine these programs' effectiveness and propose possible future measures for development. Students also gain hands-on experience with implementing network policies, access protection, virtualization, and network protocols. (Prerequisite CIS 4101)

CYB 4304 Online Course**Cybersecurity Law and Policy 3cr.**

Provides a framework for the regulations and policies intended to protect assets from cyberattacks. Students practice security information gathering and create security plans to reduce potential attacks. Students also develop security procedures and processes for responding to security breaches and assessing risk for information assets. (Prerequisite CIS 4101)

CYB 4313 Online Course**Ethics and Professionalism 3cr.**

Educates existing and future business managers and IT professionals on the tremendous impact ethical issues have on the use of information technology (IT) in the modern business world. This course includes studies of professional codes of ethical conduct, philosophy of ethics, risk analysis, liability, responsibility, security, privacy, intellectual property, the Internet, and various laws that affect an information technology infrastructure.

CYB 4401 Online Course**Information Security Disaster Recovery 3cr.**

Presents disaster recovery and business continuity practices for information security environments. Students develop business continuity documentation and assessments to plan for potential operational recoveries. (Prerequisite CIS 4101)

CYB 4402 Online Course**Principles of Digital Forensics**

Investigates digital forensics procedures and legal aspects. Students learn how to perform digital information gathering and understand legal sanctions for electronic crimes. (Prerequisite CIS 4101)

CYB 4403 Online Course**Digital Forensics Applications**

Focuses on using applications and analysis to examine digital data from networks, computers, media, databases, websites, and mobile devices. Students provide recommendations based on analysis findings. (Prerequisites: CIS 4101, CYB 4402)

CYB 4453 Online Course**Infrastructure Management 3cr.**

Presents a comprehensive study of current technology management trends and tools. Includes coverage of varying types, sizes, and levels with an emphasis on larger organizations and systems.

CYB 4500 Online Course**Cybersecurity Capstone 3cr.**

Students apply knowledge learned from database management, programming, web development, and systems analysis. The project requires students to develop an application by planning development, analyzing security risk, determining budgets for security activities, and evaluating overall health of the application. (Prerequisites: CIS 4101, CYB 4301, CYB 4302, CYB 4304, CYB4401, and CYB 4402)

DEVELOPMENTAL SUPPORT**DEV 102****Strategies of Success (1 cr.)**

Designed to enable students to be successful in any university environment, the course explores such diverse topics as time management, textbook reading and comprehension skills, resource utilization, note taking, classroom performance skills, and test-taking strategies. (Co-requisite: HUM 110)

DEV 103**On-Course for Success (1 cr.)**

Intended for university students who want to create success both at the university and in life. The course explores topics including self-management, self-awareness, creative thinking skills, and lifelong learning skills.

ECONOMICS

ECO 251

Macroeconomics.....(3 cr.)

Introduction to macroeconomic principles. Emphasis on application of these principles to current problems. General topics include policies for controlling inflation and unemployment, economic way of thinking, characteristics of market systems and competitive market behavior, money and banking, national income theory, and the fundamentals of economic growth.

ECO 252

Microeconomics.....(3 cr.)

Introduction to microeconomics. Emphasis on applications of these principles to current problems. General topics include demand and consumer behavior, the firm and market structures, international economic relations, comparative economic systems, and current events with microeconomics content.

ECO 2401 Online Course

Principles of Macroeconomics.....(3 cr.)

Macroeconomics involves issues of the overall economic performance of a nation, rather than those of particular individuals or firms. Macroeconomics, unlike microeconomics' analysis of individual firm and person level, deals with totals, or aggregate measures of the economy, like national income or average unemployment rates, rather than differences among individuals. Macroeconomics asks how economic aggregates are determined, why problems related to aggregate economic performance occur, and what government can and should do about such problems. In this course, students will learn that the main goal of macroeconomics is to gain a better understanding of the causes of, and remedies for, unemployment and inflation, as well as the factors that affect economic growth (unemployment, inflation, and economic growth) in both a national and international context.

ECO 2501 Online Course

Principles of Microeconomics.....(3 cr.)

Topics to be analyzed include demand and consumer behavior, firm and market structures, international economic relations, and comparative economic systems. An emphasis will be placed on the application of these principles to current microeconomic problems and scenarios.

EARLY CHILDHOOD EDUCATION

ECE 1010 Online Course

Introduction to Early Childhood Development (3 cr.)

Introduction to Early Childhood Development examines principles of child development from birth to the period of adolescence. Students will analyze theories, stages of development (including cognitive, physical, and social-emotional growth), and appropriate domains to support positive interactions in early childhood environments. Students will explore the basics of guiding behavior, building relationships, and observing and recording children's growth and development.

ECE 2010 Online Course

Early Childhood Health and Safety.....(3 cr.)

Early Childhood Health and Safety introduces students to information on children's safety and overall health. Skills for maintaining safe environments which promote cleanliness, organization, routines, and healthy habits are covered in this course. Students will learn how the environment stimulates and fosters a welcoming, supportive place for young children and their families.

ECE 2020 Online Course

Teaching and Learning in the Early Childhood Classroom..... (3 cr.)

Teaching and Learning in the Early Childhood Classroom provides students with knowledge to develop engaging activities based on best practices in early childhood education. This course will also explore various methods to effectively manage classroom environments and guide young children's behavior to maximize learning opportunities. Engaging activities and lesson plans that support the major content areas (early literacy, communication, math, science, civic awareness, and creative arts) will be practiced throughout this course. Application of observation strategies and classroom assessment tools are also covered.

ECE 2030 Online Course

Introduction to Children with Special Needs 3 cr.)

Introduction to Children with Special Needs allows learners to demonstrate competence in working with various special populations, including those with learning and developmental disabilities as well as dual language learners. Learners will explore how to adapt curriculum to meet the needs of young children with developmental differences and cultivate partnerships with families who have children with different abilities.

ECE 2040 Online Course

Community and Family Engagement.....(3 cr.)

Community and Family Engagement allows students to foster solid relationships with families and community partners to increase positive communication and cultural awareness. This course will investigate the importance of family/school partnership, ways to effectively communicate with families, and identify community organizations to support cultural awareness. Various classroom strategies will be explored emphasizing culturally and linguistically appropriate methods supporting all children in becoming competent members of a diverse society.

EDUCATION

EDU 201

Introduction to Teaching.....(3 cr.)

Candidates will become acquainted with the profession of teaching, past and present characteristics of educational institutions, expectations and obligations of teachers, and how teachers guide learners. This course is intended to help one become informed and to develop their skills in the process of evaluating what one's future role in the field of education might be. Concurrent enrollment in EDU 202 required. (Fall/Spring) [PLO 4.A. Students will engage in situated learning activities which summon them to demonstrate professionalism, both as a willingness to reflect on practice and adapt to meet individual needs of learners and as a commitment to ethical actions knowing that others are impacted by their choices.]

EDU 202

Introduction to Teaching Clinical.....(0 cr.)

Candidates will complete an introductory clinical placement requiring a minimum of 20 hours of introductory observation in area classrooms. Concurrent enrollment in EDU 201 required. (Fall/Spring) [PLO 4.B. Students will engage in situated learning activities which summon them to demonstrate a preparedness for future roles that demand collaboration with various stakeholders and advancement of the profession.]

EDU 230

Educational Media and Computers.....(1 cr.)

Instructional technology influences learning in K-12 educational settings. The nature of this field is that it is fluid due to changes related to tools and devices used by students to learn and complete tasks. In addition, teachers use technology to meet professional responsibilities. Technology can enhance learning, improve motivation and engagement, increase accessibility, individualize instruction, and improve communication with stakeholders. In this course, candidates will learn ideas and skills for effectively integrating technology into your teaching. (Fall/Spring) [PLO 3.B.

Students will design instructional plans that support learners in the process of meeting rigorous goals by applying knowledge of content areas, curriculum, cross-disciplinary skills, and pedagogy, in addition to individual needs and community context.]

EDU 240

Educational Psychology(3 cr.)

An examination of cognitive, social, linguistic, behavioral, and psychomotor learning processes which impact learners. Candidates explore differentiated techniques to meet individual needs to create an environment that motivates and engages the learner. Ten hours of introductory clinical experience required. (Prerequisites: EDU 201, EDU 202, and PSY 144) (Fall/Spring) (Course may be used as a Social and Behavioral Science Core Curriculum elective by Education students.) [PLO 1.C. Students will design individual and collaborative learning activities that encourage positive social interaction, active learning, and self-motivation.]

EDU 253

Literature for Children.....(3 cr.)

An exploration of genres within children’s literature, focusing on literary analysis. Candidates will identify books that support children in their understanding of human values and life experiences, books that enrich subject content, and books that present diverse cultures and perspectives as children learn to communicate through listening, speaking and writing. (Spring) [PLO 2.A. Students will create accessible learning experiences related to central concepts and ways of exploring the discipline(s) they teach so that learners grow in their understanding and appreciation of the field(s).]

EDU 330

**Language Development/
Teaching Reading & Language Arts(4 cr.)**

Introduces theories on the progressive development of language acquisition and literacy. Focuses on the foundational reading skills of phonemic awareness, phonics, vocabulary, comprehension, fluency, and writing. Candidates learn how differentiated literacy instruction can meet diverse learner needs. (Prerequisites: EDU 201, EDU 202, EDU 240, PSY 144, and SPED 220) (Fall) [PLO 3.C. Students will integrate instructional strategies that promote deep understanding of content areas and connections so that learners can apply knowledge in meaningful ways.]

EDU 340

**Methods of Teaching Math/Science in Grades K-8
.....(4 cr.)**

An exploration of theories, teaching strategies, resources, assessment, and the use of technology in the context of creating learning experiences, including instructional methods of diverse learners and special needs students, for math and science for primary, intermediate, and middle school children. Candidates will create math and science learning experiences based on problem solving, discovery-inquiry approach, developmental implications, and current programs. Candidates will also demonstrate an integrated approach in teaching math and science. Fifteen (15) hours of participatory clinical experience in a 4th-6th grade classroom are required. Must be fully accepted to the Teacher Education Program. (Prerequisites: EDU 201, EDU 202, EDU 230, EDU 240, EDU 440, PSY 144, and SPED 220; suggested to also take EDU 350 prior to taking EDU 340) (Must be taken at Waldorf University) (Spring) [PLO 3.C. Students will integrate instructional strategies that promote deep understanding of content areas and connections so that learners can apply knowledge in meaningful ways.]

EDU 345

**Methods of Teaching Business
in the Secondary School(3 cr.)**

Candidates will develop skills for lesson planning and crafting business curriculum for effective instruction and assessment of learning. Candidates

will learn methods and materials unique to 5-12 Business teaching. Planning for teaching and learning experiences based on secondary student learning needs is the focus. Must be fully accepted to the Teacher Education Program. Concurrent enrollment in EDU 346 required. (Prerequisites: EDU 370, EDU 371, and EDU 440) (Must be taken at Waldorf University) (Fall) [PLO 2.B. Students will design activities that engage learners in complex thinking associated with the content concepts in a way that fits authentic contexts, values creativity, and explores different perspectives.]

EDU 346

Clinical Experience in Teaching Business(1 cr.)

Candidates will gain instructional experience in a secondary classroom setting. Twenty (20) hours of participatory clinical experience in a secondary business classroom are required. Must be fully accepted to the Teacher Education Program. Concurrent enrollment in EDU 345 required. (Must be taken at Waldorf University) (Fall) [PLO 3.C. Students will integrate instructional strategies that promote deep understanding of content areas and connections so that learners can apply knowledge in meaningful ways.]

EDU 348

Computer Science for Educators(3 cr.)

The purpose of this course is for candidates to demonstrate proficient knowledge of utilizing technology through coding, computer programming, web design and STEM work in an educational setting. Throughout this course, many opportunities for learning will come through practice of creating plans and designs to become a highly effective teacher while using technology to enhance student learning and engagement. Candidates will be required to engage with and learn side by side with students for an understanding of how STEM/Computer Science is being incorporated in schools and how it is being learned/taught at different age levels. This course will allow future teachers to be able to develop a philosophy and style of teaching around the core principles of excellent instruction and use of technology. (Prerequisite: EDU 240 suggested) (Fall, as needed) [PLO 2.B. Students will design activities that engage learners in complex thinking associated with the content concepts in a way that fits authentic contexts, values creativity, and explores different perspectives.]

EDU 350

**Methods of Teaching Movement/
Music/Art/Drama in Grades K-8(4 cr.)**

This course will assist candidates in understanding, planning, and implementing the integration of movement, music, art, and drama into developmentally appropriate curricula for children in educational settings. Fifteen (15) hours of participatory clinical experience in an elementary K–3 classroom are required. Concurrent enrollment in EDU 440 is required. (Prerequisites: EDU 201, EDU 202, EDU 230, EDU 240, PSY 144, and SPED 220) (Must be taken at Waldorf University) (Fall) [PLO 3.B. Students will design instructional plans that support learners in the process of meeting rigorous goals by applying knowledge of content areas, curriculum, cross-disciplinary skills, and pedagogy, in addition to individual needs and community context.]

EDU 355

Methods of Teaching Reading in Grades 5-12(2 cr.)

Candidates will explore theories, teaching strategies, resources, assessment, and use of technology in the context of creating learning experiences for literacy-rich classrooms. Candidates will learn to teach reading, writing, and the language arts within literature-based learning experiences, as well as plan for diverse learners and students with special needs. Ten (10) hours of participatory clinical experience required. Must be fully accepted to the Teacher Education Program. (Prerequisites: EDU 201, EDU 202, EDU 230, EDU 240, PSY 144, and SPED 220) (Must be taken at Waldorf University) [PLO 3.C. Students will integrate instructional strategies that promote deep understanding of content areas and connections so that learners can apply knowledge in meaningful ways.]

EDU 360**Methods of Teaching Reading/Social Studies/
Language Arts in Grades K-8.....(4 cr.)**

This course will explore research-based instructional strategies in the context of integrating literacy skills into social studies content. Candidates will create an inquiry-based social studies unit integrating techniques to motivate diverse learners to research, collaborate, and answer an essential question. Fifteen (15) hours of participatory clinical experience in a K–8 classroom is required. Must be fully accepted to the Teacher Education Program. (Prerequisites: EDU 201, EDU 202, EDU 230, EDU 240, EDU 330, EDU 440, PSY144, and SPED 220) (Must be taken at Waldorf University) (Fall) [PLO 2.A. Students will create accessible learning experiences related to central concepts and ways of exploring the discipline(s) they teach so that learners grow in their understanding and appreciation of the field(s).]

EDU 370**Secondary Teaching Methods.....(2 cr.)**

The course will build upon previous learning as it helps candidates with general pedagogy, planning for instruction, use of teaching aids, and instructional delivery. Candidates will focus on application of theory, lesson, and unit design. This course introduces candidates to methods and materials applicable to the delivery of middle school and high school curricula. Must be fully accepted to the Teacher Education Program. Concurrent enrollment in EDU 371 is required. (Prerequisites: EDU 201, EDU 202, EDU 230, EDU 240, and SPED 220) (Spring) [PLO 3.B. Students will design instructional plans that support learners in the process of meeting rigorous goals by applying knowledge of content areas, curriculum, cross-disciplinary skills, and pedagogy, in addition to individual needs and community context.]

EDU 371**Pre-Student Teaching
Clinical Experience for Secondary.....(1 cr.)**

Candidates are required to participate for twenty (20) hours in a secondary classroom and experiment with teaching materials and methods by teaching two lessons. Must be fully accepted to the Teacher Education Program. Candidates are required to enroll concurrently in EDU 370. (Spring) [PLO 4.A. Students will engage in situated learning activities which summon them to demonstrate professionalism, both as a willingness to reflect on practice and adapt to meet individual needs of learners and as a commitment to ethical actions knowing that others are impacted by their choices.]

EDU 375**Methods of Teaching Speech
in the Secondary School.....(3 cr.)**

Candidates will learn methods and materials specific to 5-12 Speech teaching. Planning for teaching and learning experiences based on secondary student learning needs is the focus. Must be fully accepted to the Teacher Education Program. Concurrent enrollment in EDU 465 required. (Prerequisites: EDU 370, EDU 371 and EDU 440) (Must be taken at Waldorf University) (Fall) [PLO 3.B. Students will design instructional plans that support learners in the process of meeting rigorous goals by applying knowledge of content areas, curriculum, cross-disciplinary skills, and pedagogy, in addition to individual needs and community context.]

EDU 376**Clinical Experience in Teaching Speech.....(1 cr.)**

Candidates will gain instructional experience teaching a speech course in a secondary classroom setting. Twenty (20) hours of participatory clinical experience in a secondary classroom are required. Must be fully accepted to the Teacher Education Program. Concurrent enrollment in EDU 375 required. (Must be taken at Waldorf University) (Fall) [PLO 3.C. Students will integrate instructional strategies that promote deep understanding of content areas and connections so that learners can apply knowledge in meaningful ways.]

EDU 380**Methods of Teaching Social Studies
in the Secondary School.....(3 cr.)**

Candidates will learn methods and materials specific to 5-12 Social Studies teaching. Planning for teaching and learning experiences based on secondary student learning needs is the focus. Must be fully accepted to the Teacher Education Program. Concurrent enrollment in EDU 381 required. (Prerequisites: EDU 370, EDU 371 and EDU 440) (Must be taken at Waldorf University) (Fall) [PLO 3.B. Students will design instructional plans that support learners in the process of meeting rigorous goals by applying knowledge of content areas, curriculum, cross-disciplinary skills, and pedagogy, in addition to individual needs and community context.]

EDU 381**Clinical Experience in Teaching
Social Studies.....(1 cr.)**

Candidates will gain instructional experience teaching a social studies course in a secondary classroom setting. Twenty (20) hours of participatory clinical experience in a secondary classroom are required. Must be fully accepted to the Teacher Education Program. Concurrent enrollment in EDU 380 required. (Must be taken at Waldorf University) (Fall) [PLO 3.C. Students will integrate instructional strategies that promote deep understanding of content areas and connections so that learners can apply knowledge in meaningful ways.]

EDU 382**Methods of Teaching Science
in the Secondary School.....(3 cr.)**

Candidates will learn methods and materials specific to teaching science in the secondary school. Planning for teaching and learning experiences based on secondary student learning needs. Must be fully accepted to the Teacher Education Program. Concurrent enrollment in EDU 383 required. (Prerequisites: EDU 370, EDU 371, and EDU 440) (Must be taken at Waldorf University) (Fall) [PLO 3.B. Students will design instructional plans that support learners in the process of meeting rigorous goals by applying knowledge of content areas, curriculum, cross-disciplinary skills, and pedagogy, in addition to individual needs and community context.]

EDU 383**Clinical Experience in Teaching Science.....(1 cr.)**

Candidates will gain instructional experience teaching a science course in a secondary science classroom setting. Twenty (20) hours of participatory clinical experience in a secondary science classroom are required. Must be fully accepted to the Teacher Education Program. Concurrent enrollment in EDU 382 required. (Must be taken at Waldorf University) (Fall) [PLO 3.C. Students will integrate instructional strategies that promote deep understanding of content areas and connections so that learners can apply knowledge in meaningful ways.]

EDU 385**Methods of Teaching English
in the Secondary School.....(3 cr.)**

Candidates will learn methods and materials specific to 5-12 English teaching. Planning for teaching and learning experiences based on secondary student learning needs is the focus. Must be fully accepted to the Teacher Education Program. Concurrent enrollment in EDU 386 required. (Prerequisites: EDU 370, EDU 371, and EDU 440) (Must be taken at Waldorf University) (Fall) [PLO 3.B. Students will design instructional plans that support learners in the process of meeting rigorous goals by applying knowledge of content areas, curriculum, cross-disciplinary skills, and pedagogy, in addition to individual needs and community context.]

EDU 386**Clinical Experience in Teaching English.....(1 cr.)**

Candidates will gain instructional experience teaching an English course in a secondary classroom setting. Twenty (20) hours of participatory clinical experience in a secondary classroom are required. Must be fully accepted to the Teacher Education Program. Concurrent enrollment in EDU 385 required. (Must be taken at Waldorf University) (Fall) [PLO 3.C. Students will integrate instructional strategies that promote deep understanding of content areas and connections so that learners can apply knowledge in meaningful ways.]

EDU 395**Content Area Reading Methods.....(2 cr.)**

This course is for prospective secondary teachers, including those who will obtain K-12 Music or Physical Education endorsements. Candidates will learn how to incorporate strategies for reading to learn in their content area. Vocabulary, writing, comprehension, and study skills are applied to actual content area texts. Candidates will learn various strategies and approaches to support reading. The course includes a Dyslexia eLearning training through the Iowa Reading Research Center and addresses strategies for students who are learning English. Ten (10) hours of participatory clinical experience are required in which one designs and delivers a lesson. (Prerequisites: EDU 201, EDU 202, EDU 240, and SPED 220) (Must be taken at Waldorf University) (Spring) [PLO 2.A. Students will create accessible learning experiences related to central concepts and ways of exploring the discipline(s) they teach so that learners grow in their understanding and appreciation of the field(s).]

EDU 398**Methods of Teaching Secondary Mathematics.....(3 cr.)**

Candidates will learn methods and materials specific to 5- 12 Mathematics teaching in a secondary classroom setting. Candidates will develop skills for lesson planning and crafting math curriculum for effective instruction and assessment of learning. Must be fully accepted to the Teacher Education Program. Concurrent enrollment in EDU 399 required. (Prerequisites: EDU 370, EDU 371, and EDU 440) (Must be taken at Waldorf University) (Fall) [PLO 3.B. Students will design instructional plans that support learners in the process of meeting rigorous goals by applying knowledge of content areas, curriculum, cross-disciplinary skills, and pedagogy, in addition to individual needs and community context.]

EDU 399**Clinical Experience in Teaching Mathematics.....(1 cr.)**

Candidates will gain instructional experience teaching a math lesson in a secondary classroom setting. Twenty (20) hours of participatory clinical experience in a secondary classroom are required. Must be fully accepted to the Teacher Education Program. Concurrent enrollment in EDU 398 required. (Must be taken at Waldorf University) (Fall) [PLO 3.C. Students will integrate instructional strategies that promote deep understanding of content areas and connections so that learners can apply knowledge in meaningful ways.]

EDU 400**Ethics and Religious Diversity in Public and Private Education.....(3 cr.)**

This course will assist candidates in recognizing that children are best understood in the context of family, cultural background, social setting, economic status and religious heritage. This understanding of diversity will help them as educators when developing a rich classroom environment that celebrates and enriches the lives of all learners, while enhancing relationships and facilitating a sense of community. Candidates will understand the role of character education, religious diversity, as well as professional, ethical and legal boundaries for their practice in public and private settings. (Prerequisite: EDU 240) (Must be taken at Waldorf

University) (Spring) [PLO 1.B. Students will integrate their knowledge of individual and cultural differences as a means of creating inclusive learning environments for all learners to meet high standards.]

EDU 406**Elementary Music Student Teaching.....(6 cr.)**

Supervised teaching experience in an accredited elementary school and participation in the total program of the school; seven weeks of full days with attendance at Student Teaching Seminars. Requires the completion of all coursework. (Prerequisites: Senior status and acceptance into Student Teaching) (Must be taken at Waldorf University) (Fall/Spring) [PLO 1.C. Students will design individual and collaborative learning activities that encourage positive social interaction, active learning, and self-motivation.]

EDU 407**Grades K–3 Student Teaching.....(6 cr.)**

Supervised teaching experience in an accredited K-3rd grade classroom and participation in the total program of the school; seven weeks of full days with attendance at Student Teaching Seminars. (Prerequisites: Senior status and acceptance into Student Teaching) (Must be taken at Waldorf University) (Fall/Spring) [PLO 4.B. Students will engage in situated learning activities which summon them to demonstrate a preparedness for future roles that demand collaboration with various stakeholders and advancement of the profession.]

EDU 409**Grades 3-8 Student Teaching.....(6 cr.)**

Supervised teaching experience in an accredited 3rd-8th grade classroom and participation in the total program of the school; seven weeks of full days with attendance at Student Teaching Seminars. (Prerequisites: Senior status and acceptance into Student Teaching) (Must be taken at Waldorf University) (Fall/Spring) [PLO 3.A. Students will create multiple methods of assessment to engage learners in their own growth, monitor learner progress and guide the teacher's and learner's decision making.]

EDU 410**Student Teaching in 5-9 Social Studies.....(6 cr.)**

Supervised teaching in an accredited 5-9 Social Studies classroom and participation in the full day of a secondary school; seven full weeks of full days with attendance at Student Teaching Seminars. (Prerequisites: Senior status and acceptance into Student Teaching) (Must be taken at Waldorf University) (Fall/Spring) [PLO 4.B. Students will engage in situated learning activities which summon them to demonstrate a preparedness for future roles that demand collaboration with various stakeholders and advancement of the profession.]

EDU 411**Multicultural Practicum.....(2 cr.)**

This course will broaden exposure to diverse student populations to better prepare candidates to serve future students and communities. Course experiences will include readings, discussions, field trips, classroom observations and interactive activities. The course includes one full week of participatory clinical experience in a diverse classroom setting. (Prerequisite: Completion of one methods course or approval by the Education Faculty) (Course Fee \$60) (Must be taken at Waldorf University) (Fall/Spring) [PLO 1.B. Students will integrate their knowledge of individual and cultural differences as a means of creating inclusive learning environments for all learners to meet high standards.]

EDU 412**Student Teaching in 5–9 Science.....(6 cr.)**

Supervised student teaching in an accredited 5-9 Science classroom and participation in the full day of a secondary

school; seven weeks of full days with attendance at Student Teaching Seminars. (Prerequisites: Senior status and acceptance in Student Teaching) (Must be taken at Waldorf University) (Fall/Spring) [PLO 4.B. Students will engage in situated learning activities which summon them to demonstrate a preparedness for future roles that demand collaboration with various stakeholders and advancement of the profession.]

EDU 413

Extended Elementary Student Teaching(3 cr.)

This course is required for students seeking out-of-state licensure that requires eighteen (18) weeks of student teaching. This is supervised teaching in an accredited elementary school. Four additional full weeks are required with attendance at Student Teaching Seminars. (Prerequisites: EDU 407 and EDU 409) (Must be taken at Waldorf University) [PLO 4.B. Students will engage in situated learning activities which summon them to demonstrate a preparedness for future roles that demand collaboration with various stakeholders and advancement of the profession.]

EDU 414

Student Teaching in 9-12 Social Studies(6 cr.)

Supervised teaching in an accredited 9-12 Social Studies classroom and participation in the full day of a secondary school; seven weeks of full days with attendance at Student Teaching Seminars. (Prerequisites: Senior status and acceptance into Student Teaching) (Must be taken at Waldorf University) (Fall/Spring)

EDU 415

Student Teaching in 5-9 English(6 cr.)

Supervised teaching in an accredited 5-9 English classroom and participation in the full day of a secondary school; seven weeks of full days with attendance at Student Teaching Seminars. (Prerequisites: Senior status and acceptance into Student Teaching) (Must be taken at Waldorf University) (Fall/Spring)

EDU 416

Student Teaching in 9-12 Science(6 cr.)

Supervised student teaching in an accredited 9-12 Science classroom and participation in the full day of a secondary school; seven weeks of full days with attendance at Student Teaching Seminars. (Prerequisites: Senior status and acceptance into Student Teaching) (Must be taken at Waldorf University) (Fall/Spring)

EDU 417

Student Teaching in 9-12 English(6 cr.)

Supervised teaching in an accredited 9-12 English classroom and participation in the full day of a secondary school; seven weeks of full days with attendance at Student Teaching Seminars. (Prerequisites: Senior status and acceptance into Student Teaching) (Must be taken at Waldorf University) (Fall/Spring)

EDU 420

Student Teaching in 5-9 Speech.....(6 cr.)

Supervised teaching in an accredited 5-9 Speech classroom and participation in the full day of a secondary school; seven weeks of full days with attendance at Student Teaching Seminars. (Prerequisites: Senior status and acceptance into Student Teaching) (Must be taken at Waldorf University) (Fall/Spring)

EDU 421

Secondary Music Student Teaching(6 cr.)

Supervised teaching experience in an accredited secondary music program and participation in the full day of a secondary school; seven weeks of full days with attendance at Student Teaching Seminars. Requires the completion of all coursework. (Prerequisites: Senior status and acceptance into Student Teaching) (Must be taken at Waldorf University) (Fall/Spring)

EDU 423

Student Teaching in 9-12 Speech(6 cr.)

Supervised teaching experience in an accredited 9–12 Speech classroom and participation in the full day of a secondary school; seven weeks of full days with attendance at Student Teaching Seminars. (Prerequisites: Senior status and acceptance into Student Teaching) (Must be taken at Waldorf University) (Fall/Spring) [PLO 2.B. Students will design activities that engage learners in complex thinking associated with the content concepts in a way that fits authentic contexts, values creativity, and explores different perspectives.]

EDU 430

Capstone(1 cr.)

Synthesis of learning experiences in education. The candidate will complete a professional philosophy of education, professional portfolio, and resume. Candidates will also make a formal presentation of their achievement portfolio to the Education Department faculty and staff, as well as, to the entire Waldorf University Community. (Concurrent enrollment with student teaching required.) (Must be taken at Waldorf University) (Fall/Spring) [PLO 4.A. Students will engage in situated learning activities which summon them to demonstrate professionalism, both as a willingness to reflect on practice and adapt to meet individual needs of learners and as a commitment to ethical actions knowing that others are impacted by their choices.]

EDU 440

Assessment and Goal Setting.....(3 cr.)

This course is designed to give candidates experiences in creating assessments for use in their future class settings that align with learning objectives. By reflecting on the purpose of assessments, how assessments can motivate learners, and how to prioritize learning through grading practices, candidates will determine what their future practices and policies will be like. Various types of assessments will be explored, and candidates will practice interpreting data from standardized, criterion referenced, summative, and formative assessments. Candidates will also examine how ethics and equity can be upheld by assessment practices. Candidates will distinguish assessment methods based on what is being evaluated – such as measuring knowledge, skills, dispositions, or reasoning. Candidates will learn how to give effective feedback to learners. The goal setting aspect of the course relates not only to the candidates contributing to the assessment of their skills, knowledge, and disposition, but also to using goal setting as a means of supporting learners. Ten (10) hours of participatory clinical experience are required. (Prerequisites: PSY 144, EDU 201, EDU 202, EDU 240, and SPED 220) (Fall) [PLO 3.A. Students will create multiple methods of assessment to engage learners in their own growth, monitor learner progress and guide the teacher's and learner's decision making.]

EDU 460

Developing Classroom Community - Elementary.....(2 cr.)

Candidates will explore how to build classroom community by developing relationships, implementing procedures, and using effective practices when children need redirection. Candidates will learn how to promote positive student behavior with intrinsic rewards, while supporting developmental stages of diverse students. Effective communication skills with parents and children will be practiced through simulations and role play. Ten (10) hours of participatory clinical experience are required. (Prerequisite: PSY 144 and EDU 240) (Fall) [PLO 1.C. Students will design individual and collaborative learning activities that encourage positive social interaction, active learning, and self-motivation.]

EDU 465

Developing Classroom Community - Secondary..(2 cr.)

Candidates will learn how to create a climate for positive behavior in their classrooms through applying concepts of social contracts, fostering an atmosphere that supports learning, cultivating trust and respect with and among learners, redirecting inappropriate behaviors, and orchestrating

group interactions. They will identify root causes for misbehavior and learn to create plans that foster student responsibility and intrinsic motivation. Effective communication skills will be practiced through simulations and role plays. Restorative and trauma-informed practices will also be examined as a means of responding to behaviors. Candidates will also learn how to communicate effectively with families on an ongoing basis and in response to concerns. Ten (10) hours of participatory clinical experience are required. (Prerequisites: PSY 144, EDU 201, EDU 202, and EDU 240) (Fall) [PLO 1.C. Students will design individual and collaborative learning activities that encourage positive social interaction, active learning, and self-motivation.]

EDU 470

Student Teaching in 5-9 Mathematics.....(6 cr.)

Supervised teaching in an accredited 5-9 Mathematics classroom and participation in the full day of a secondary school; seven weeks of full days with attendance at Student Teaching Seminars. (Prerequisites: Senior status and acceptance into Student Teaching) (Must be taken at Waldorf University) (Fall/Spring) [PLO 3.C. Students will integrate instructional strategies that promote deep understanding of content areas and connections so that learners can apply knowledge in meaningful ways.]

EDU 471

Student Teaching in 9-12 Mathematics(6 cr.)

Supervised teaching in an accredited 9-12 Mathematics classroom and participation in the full day of secondary school; seven weeks of full days with attendance at Student Teaching Seminars. (Prerequisites: Senior status and acceptance into Student Teaching) (Must be taken at Waldorf University) (Fall/Spring) [PLO 3.C. Students will integrate instructional strategies that promote deep understanding of content areas and connections so that learners can apply knowledge in meaningful ways.]

EDU 475

Student Teaching in 5-9 Business(6 cr.)

Supervised teaching in an accredited 5-9 Business classroom and participation in the full day of a secondary school; seven weeks of full days with attendance at Student Teaching Seminars. (Prerequisites: Senior status and acceptance into Student Teaching) (Must be taken at Waldorf University) (Fall/Spring) [PLO 2.B. Students will design activities that engage learners in complex thinking associated with the content concepts in a way that fits authentic contexts, values creativity, and explores different perspectives.]

EDU 476

Student Teaching in 9-12 Business(6 cr.)

Supervised teaching in an accredited 9-12 Business classroom and participation in the full day of secondary school; seven weeks of full days with attendance at Student Teaching Seminars. (Prerequisites: Senior status and acceptance into Student Teaching) (Must be taken at Waldorf University) (Fall/Spring) [PLO 2.B. Students will design activities that engage learners in complex thinking associated with the content concepts in a way that fits authentic contexts, values creativity, and explores different perspectives.]

EDU 480

Student Teaching in K-8 Physical Education(6 cr.)

A K-8 supervised teaching experience in an accredited K-8 Physical Education classroom and participation in the total program of the school; seven weeks of full days with attendance at Student Teaching Seminars. (Prerequisites: Senior status and acceptance into Student Teaching) (Must be taken at Waldorf University) (Fall/Spring) [PLO 1.C. Students will design individual and collaborative learning activities that encourage positive social interaction, active learning, and self-motivation.]

EDU 481

Student Teaching in 5-12 Physical Education (6 cr.)

A secondary school supervised teaching experience in an accredited 5-12 Physical Education classroom and participation in the total program of the school; seven weeks of full days, with attendance at Student Teaching Seminars. (Prerequisites: Senior status and acceptance into Student Teaching) (Must be taken at Waldorf University) (Fall/Spring) [PLO 1.C. Students will design individual and collaborative learning activities that encourage positive social interaction, active learning, and self-motivation.]

EDU 482

Student Teaching in 5-12 Health(2-4 cr.)

Supervised teaching experience in an accredited 5-12 Health classroom and participation in the total program of the school; seven weeks of full days with attendance at Student Teaching Seminars. (Prerequisites: Senior status and acceptance into Student Teaching) (Must be taken at Waldorf University) (Fall/Spring) [PLO 2.B. Students will design activities that engage learners in complex thinking associated with the content concepts in a way that fits authentic contexts, values creativity, and explores different perspectives.]

EDU 490

In-service: Topics in Education.....(1-3 cr.)

This course is for in-service teachers only. The purpose of the course is to provide professional development for the improvement of teaching strategies and increase learning opportunities for K-12 students. Topics will be chosen based on the needs of area in-service teachers. [PLO 4.A. Students will engage in situated learning activities which summon them to demonstrate professionalism, both as a willingness to reflect on practice and adapt to meet individual needs of learners and as a commitment to ethical actions knowing that others are impacted by their choices.]

EMERGENCY MANAGEMENT

EMG 3000 Online Course

Introduction to Emergency Management (3 cr.)

This course provides an overview of history of emergency management, both in the United States and other countries. The material covered describes local, state, and federal roles and responsibilities for responding to disasters and emergencies. Students will investigate unique challenges with preparing for and responding to man-made, natural, and technological disasters. Additionally, the course will outline concepts, issues, and programs associated with the development of an emergency management program. Finally, at the conclusion of this course, students will be familiar with the professionalism within emergency management, as well as how the field as a whole is transitioning into a true profession.

EMG 3001 Online Course

Disaster Mitigation and Preparedness..... (3 cr.)

This course will provide students with an in-depth understanding of two of the phases in the disaster cycle: mitigation and preparedness. Students will analyze the concepts of vulnerability and risk, and develop an understanding of how to mitigate and prepare an area for future disaster events. (Prerequisite: EMG 3000)

EMG 3002 Online Course

Disaster Response and Recovery Management..... (3 cr.)

This course will provide students with an in-depth understanding of the last two phases in the disaster cycle, response and recovery. Crucial in this course is student understanding of planned efficiency and effectiveness in true disaster situations. Topics covered include a comprehensive overview of the emergency management principles, unified and collaborative management of disasters, restoration of community functions after a disaster, and systematic planning for community-wide recovery. (Prerequisite: EMG 3000)

EMG 3050 Online Course**Special Operations.....(3 cr.)**

This course provides an overview of special operations in emergency management (EM). The emergency management field is ever evolving and requires integration of operations not traditionally considered core EM functions. These functions include integration with the intelligence community, joint information centers, pre-planned special events, critical infrastructure protection, and inter & intra-state mutual aid. This course explores these and other critical special operations that EM communities undertake. Upon successful completion of the course the student will have an understanding of how EM integrates with these functions. (Prerequisite: EMG 3000)

EMG 3100 Online Course**Terrorism in Emergency Management(3 cr.)**

This course addresses emergency management of terrorism in terms of preparedness, incident response, and safe approaches to mitigation. Some of the key topics presented in the course include terrorism throughout world history, risks and hazards at the terrorism scene, preservation of evidence at the terrorism scene, risk assessment procedures and processes, key management roles and responsibilities, and recognition of explosive substances and devices. Upon completion of this course, students will be able to recognize risks and threats of terrorism. (Prerequisite: EMG 3000)

EMG 4001 Online Course**Interagency Disaster Management(3 cr.)**

Students will analyze the interagency aspect to emergency management. Crucial to this course is an understanding of the intergovernmental, inter-organizational, and interagency collaboration that continuously occurs when working in the field. Students will also develop an understanding of the political, legal, and economic impact on emergency management. (Prerequisite: EMG 3000)

EMG 4002 Online Course**Incident Command in Emergency and Disaster Management(3 cr.)**

This course will provide an in-depth analysis of the incident command structure within emergency management. Real-life events will be used as case studies in order to allow students to demonstrate the ability to use NIMS and ICS. At the culmination of this course, students will have received several FEMA certificates. (Prerequisite: EMG 3000)

EMG 4050 Online Course**Socio-Psychological Nature of Emergency Management(3 cr.)**

Students will analyze the social and psychological nature of working in emergency management. Relevant theories will be incorporated to display how humans prepare for, respond to and recover from vulnerabilities, risks, emergencies, disasters and catastrophes. (Prerequisite: EMG 3000)

EMG 4900 Online Course**Capstone in Emergency Management(3 cr.)**

This course will synthesize the principles and theories presented in the core group of courses in this program. Students will examine numerous case studies and evaluate the policy options that officials are facing today, in addition to future approaches in EM. The course will also aid students in developing the skills necessary to work in the field and will culminate with the student completing a virtual disaster response scenario. (Prerequisites: EMG 3000, EMG 3001, EMG 3002, EMG 3050, EMG 3100, FSC 3110, EMG 4001, EMG 4050)

ENGLISH**ENG/HON 106****Honors: Composition I.....(3 cr.)**

This honors-level course in academic literacy focuses on writing, critical thinking, and active reading. Students develop their abilities to analyze texts, synthesize ideas, and advance arguments in writing. Reading-to-write is emphasized with a curriculum focused on Ancient Greece. Students must earn a grade of C or higher to fulfill this Core Curriculum requirement and move on to ENG/HON 107 or ENG 121. (Open to students accepted into the Honors College Program) (Fall)

ENG/HON 107**Honors Composition and Literature II.....(3 cr.)**

This course focuses on the critical reading of literary texts through the study of a complex topic such as the French Revolution or American Slavery. Class discussion and writing projects provide opportunity for analysis, synthesis, and interpretation of the texts as students develop increasing academic literacy. (Open to students in the Honors College Program) (Prerequisites: ENG 106 or ENG 120 and ENG 121) (Spring)

ENG 120**Composition I: Reading and Writing.....(3 cr.)**

The course immerses students in a variety of strategies to improve their writing, reading, and analytical thinking skills to prepare them for the challenges they will encounter throughout their academic career across disciplines. Students will improve their ability to express themselves with cogent, clear writing and strengthen their facility to access, assess, and respond to written material that is complex and rich with ideas. Students must earn a grade of C or higher to fulfill this Core Curriculum requirement and move on to ENG 121. (Every semester)

ENG 121**Composition II: Rhetoric and Written Argument ... (3 cr.)**

The course will develop and build upon students' writing through application and practice of rhetorical concepts, immersing them in a world where analytical thinking and persuasive, clear writing are skills they will require. Students must earn a grade of C or higher to fulfill this Core Curriculum requirement. (Prerequisites: ENG 120 or ENG/HON 106) (Every semester)

ENG 204**Writing Center Tutor Training(1 cr.)**

This course focuses on current theories of composition, reader response, instructional techniques for writing conferences, and writing center theories and practices. (Prerequisites: ENG 120 and ENG 121, or ENG/HON106 and permission from the instructor)

ENG 205**English Grammar(3 cr.)**

This course provides a thorough examination of English syntax and its underlying structures, specifically to gain understanding of the rules of the written form of Standard

American English. Special attention will also be given to how the English language is actively evolving and changing. Required for English secondary education majors. (Prerequisite: ENG 121 or ENG/HON 107) (Alternating years)

ENG 212

Global Literature.....(3 cr.)

This course focuses on writing about and discussing literature from outside the United States or England. The content of the course varies from semester to semester and may survey a particular time period and/or region; explore a genre of literature across times or regions; or thematically investigate world literatures. (Prerequisites: ENG 120 and ENG 121, or ENG/ HON 107) (Every year)

ENG 213

Postcolonial Global Literature(3 cr.)

This course will explore the global literature (non-British/non-American) that developed in a variety of geographical areas following decolonization. Readings, writing, and discussion will focus on how these writers and their works, both fiction and non-fiction, help give voice to those cultures and nations previously marginalized through colonization. In this context, we will examine issues and ideas that surface as these nations and peoples move from colonized to independent and seek to find ways to blend their old and new cultural experiences by expressing change, conflict, and growth through the literature that records this experience. (Prerequisites: ENG 120 and ENG 121, or ENG/HON 107)

ENG 230

Advanced Composition(3 cr.)

This composition course builds on the writing process skills acquired in English 120 and 121, with a particular focus on essay form and the rhetorical aims of written argument, including inquiry, persuasion, mediation, and research-based argument. Students will read, analyze, and write a variety of essays to develop a full understanding of the essay form. Required for English, English Secondary Education, and Creative Writing majors. (Prerequisites: ENG 120 and ENG 121, or ENG/HON 107) (Alternating years)

ENG 232

Literature of the American Frontier.....(3 cr.)

The course will begin by looking at the frontier as a place and idea in early American Literature, exploring ways in which the experience, landscape, and myth of the frontier shaped American Literature and culture. The course will extend through the literature of the American Renaissance, a period of amazing artistic and intellectual growth, producing stories and poetry from authors who were interested in creating a literature that had moved out from the shadows cast by British literature and was distinctively American. (Prerequisites: ENG/HON 107, or ENG 120 and 121) (ENG 323 or 341 will be offered in Fall of alternating years)

ENG 235

Technical Communications.....(3 cr.)

This course focuses on writing within technical, scientific and professional contexts. Over the course of the semester, students will gain experience writing technical and/or scientific reports, completing workplace correspondence, writing

procedures/instructions, and presenting technical topics to non-technical readers/users. Students will review and practice research documentation, including exposure to the appropriate style(s) for their chosen discipline. Coursework will focus both on print and online contexts. (Prerequisites: ENG 120 and ENG 121, or ENG/HON 106) (Spring or Fall)

ENG 250

Explorations in Literature(3 cr.)

The course provides students the opportunity to engage, discuss, and write about representative poems, short stories, essays, novels, plays, and films from diverse writers, time periods, and regions of the world; the course immerses students not only in the analytical aspects of looking closely at the responding to complex material but also the humane aspects of culture, history, politics, religion, and other field of human endeavor. (Prerequisite: ENG 120 and ENG 121, or ENG/ HON 106)

ENG 260

Principles of Linguistics.....(3 cr.)

This course will introduce the major foundations of linguistic study, from phonetics and phonology to various fields of applied linguistics, including psycholinguistics and sociolinguistics, so as to provide students with a widely applicable understanding of how human language is structured and continually shaped by a range of sociocultural and psychological factors. Special attention will be given to theories, models, and research relevant to second-language acquisition. (Alternating years)

ENG/REL 300

Mythology and Sacred Experience(3 cr.)

Mythology and Sacred Experience will explore the rich landscape that literature and religion share. Myth is a central component of all five large world religions; thus, a study of ancient and global mythology opens the door to insights and discussion about the very nature of existence. Grounded in an exploration of the universal elements of religious experience, we will read a variety of writers and narratives that explore these elements within both a literary and religious experience context. (Prerequisites: HON/ENG 106, or ENG 120 or ENG 121, and REL 103)

ENG 307

History of the English Language(3 cr.)

This course will examine the ways in which English developed and then evolved as a result of historical and cultural factors into the wide variety of English dialects that are used today. While special points of focus will include structural developments at the levels of phonology, orthography, morphology, and grammar, attention will also be paid to how literatures of Old, Middle, and Early Modern English reflect the changing language, as well as to the impact of England's colonial history on the development of global Englishes. (Prerequisites: ENG120 and ENG121 or HON106 and HON107)

ENG 308

Special Topics in English Studies.....(3 cr.)

This class will examine an individual author or topic from an English Studies approach that includes the study of

texts and genres as literature, rhetoric, and/or communication. Topics will vary and are determined by the instructor. Students may enroll in this course more than once with different topics. (Prerequisite: ENG120, ENG121, ENG/HON 107, or equivalent)

ENG 310

Young Adult Literature(3 cr.)

This course will provide an opportunity for English Education majors to survey books in a variety of genres which are of interest to middle school and high school students with special attention to the developmental needs and abilities of students of this age, including gifted learners and reluctant readers. Required for secondary education English majors. (Prerequisites: ENG 120 or ENG 121 or ENG/HON 106) (Alternating years)

ENG/HIS 322

The Anglo-Saxons and Vikings(3 cr.)

A study of Anglo-Saxon and Scandinavian civilizations from the Roman Conquest of Britain to the conversion of Scandinavia (100 - 1100 AD). Emphasis is placed on their political, social and religious development, literary and cultural traditions, their interaction with others, and the relevance of these historical societies. The history and historical portrayals of Anglo-Saxons and Vikings will be explored through traditional and non-traditional historical sources as well as the literature and poetry of these societies. (Directed study will be offered through the department) (Prerequisite: ENG/HON 106 and ENG/HON 107 or ENG 120 and ENG 121 or with permission from the course instructor)

ENG/HIS 323

Literature of the American Frontier(3 cr.)

The course will begin by looking at the frontier as a place and idea in early American Literature, exploring ways in which the experience, landscape, and myth of the frontier shaped American Literature and culture. The course will extend through the literature of the American Renaissance, a period of amazing artistic and intellectual growth, producing stories and poetry from authors who were interested in creating a literature that had moved out from the shadows cast by English literature and was distinctively American. (Prerequisites: ENG/HON 107, or ENG 120 and 121) (ENG 323 or 341 will be offered in Fall of alternating years)

ENG 341

American Literature to 1865(3 cr.)

The course begins at the earliest period of American literature, with the early encounters between Europeans and native peoples of North America. We will examine texts from the colonial period and early nationhood before moving on to nineteenth-century experiments in form and style leading up through Transcendentalism to Realism and Naturalism. (Prerequisites: ENG/HON 107, or ENG 120/121) (ENG 323 or 341 will be offered in Fall of alternating years)

ENG 342

American Literature 1865 to Present.....(3 cr.)

This course will begin with the literature immediately post-Civil War and then examine the influence of capitalism, industrialism, and urban growth in the American Empire period. What follows is an investigation of the origins, objectives, and methods of the Modern and Postmodern movements in American Literature as well as the diversity of

voices and genres contributing to the contemporary American scene. Special attention will be paid to cultural, political, and social issues as they influence and are influenced by this literature. (Prerequisites: ENG/HON 106/107, or ENG 120/121). (Every other Spring)

ENG 351

British Literature I: Beowulf to 18th Century (3 cr.)

This survey of early British literature ranges from Beowulf, one of the earliest Old English texts, up to the eighteenth century. We will trace the development of the literary hero as well as focus on literary history and genre development as we study such authors as Chaucer, Milton, Donne, and Swift. (Prerequisites: ENG/HON 107, ENG 250, or equivalent) (Every other Fall)

ENG 352

British Literature II: Romantic Era to Contemporary (3 cr.)

This survey of later British literature ranges from Romantic writers such as William and Dorothy Wordsworth, Samuel Taylor Coleridge, and Mary Wollstonecraft, through Victorian authors such as Charles Dickens and Thomas Hardy, up to Modern and Contemporary works by T.S. Eliot, Virginia Woolf, Seamus Heaney, and others. We will examine significant literary trends such as the rise of the novel and short story genres, the development of experimental poetic forms, and the ways in which literature of these eras reflected religious exploration, advances in science, industrialism, and modes of publication. (Prerequisites: ENG/HON 107, ENG 250, or equivalent) (Every other Spring)

ENG 415

Special Topics in English..... (3 cr.)

Individual authors such as Charles Dickens or Mark Twain, a small group of writers such as Thomas Hardy and the Brontës, a literary movement such as post-Modernism, a genre such as Contemporary Novels, or a similar focused analysis will be studied in this course. Topics will vary, and students may enroll more than once with different topics.

ENG 441

Shakespeare..... (3 cr.)

Using literary criticism and close textual analysis, this course will examine several of Shakespeare's plays, representing the dramatic genres of comedy, history, tragedy, and romance. (Prerequisites: ENG/HON 107 or ENG 120 and ENG 121) (Every other Fall)

ENG/HIS 470

Vietnam Era (3 cr.)

This class centers on the American involvement in Southeast Asia from 1965 to 1972 through the disciplines of history and English. It also covers to a lesser degree the French colonial experience in Indochina and the history of the united Vietnam after reunification in 1975. As an interdisciplinary course, the focus is not only on the historical narrative but on the literature of the period as well from American, South Vietnamese, and North Vietnamese sources. Film, music, and direct recollections of the US Vietnam veterans are used in the course.

ENG/HIS 471**From the Beats to the Beatles.....(3 cr.)**

This interdisciplinary course will examine American counterculture, political activism, and post-modern literature after 1945. (Prerequisite: ENG/HON 106 and ENG/HON 107 or ENG 120 and ENG 121 or with permission from the course instructor)

ENG 495**English Internship.....(3+ cr.)**

Internships are designed to give students practical experience in a field of their choice by placing them in a professional setting. This self-directed experiential learning allows students to leave the campus setting and apply emerging skills in a related working situation. The English internship will be evaluated with a letter grade rather than pass/fail.

ENG 498**Shakespeare Thesis(3 cr.)**

Thesis projects synthesizing literary, historical, biographical, and theatrical elements of plays of Shakespeare and/or early modern dramatists. An advisor from the English or Theatre departments must be assigned as an advisor for this thesis project. Further guidelines for the thesis are available from the Theatre Department. Students will present their research and/or project(s) at Inquire colloquium.

ENG 499**Senior English Thesis.....(3+ cr.)**

Students who major in English are required to complete 3+ credit hours of capstone work, either as an internship or a thesis. The thesis is a substantial scholarly project demonstrating the student's best literary analysis. As a general rule, students who write a thesis should complete 10 pages of thesis material per credit hour, or 30 pages for three hours of thesis credit.

ENG 1010 Online Course**English Composition I.....(3 cr.)**

Introduction to the basic concepts and requirements of university-level writing. Provides students with the ability to implement effective communication skills via the written word. Students must pass this course with a grade of not less than a C (2.00) for it to be considered passing the General Education Core requirement.

ENG 1020 Online Course**English Composition II.....(3 cr.)**

Provides advanced introduction to the basic concepts and requirements of university-level writing, and presents additional skills, methods, and techniques to improve and polish the student's completed written documents. Gain writing experience, an understanding of the writing and revision process, methods and techniques to enhance the delivery of the writer's thoughts and ideas, proper grammar usage, and critical reading skills. Students must pass this course with a grade of not less than a C (2.00) for it to be considered passing the General Education Core requirement. (Prerequisite: ENG 1010 or equivalent)

ENG 2500 Online Course**Explorations in Literature(3 cr.)**

An American literature course that spans the colonial beginnings through the middle of the 20th century, this course incorporates various forms of media such as videos, audiobooks, podcasts, and interactive presentations to enliven the literary works being discussed. The course examines several prominent American literary "isms" alongside the historical contexts in which they emerged so that students construct a coherent timeline coordinating literary and historical events. Students will demonstrate knowledge of these literary modes and their characteristics through critical thinking in a series of research and analytical assignments as well as a final research project on a topic to be determined by the student.

FIRE SCIENCE**FSC 2010 Online Course****Principles of Fire and Emergency Services.....(3 cr.)**

This course provides an overview to fire protection and emergency services; career opportunities in fire protection and related fields; culture and history of emergency services; fire loss analysis; organization and function of public and private fire protection services; fire departments as part of local government; laws and regulations affecting the fire service; fire service nomenclature; specific fire protection functions; basic fire chemistry and physics; introduction to fire protection systems; introduction to fire strategy and tactics; life safety initiatives

FSC 3110 Online Course**Community Risk Reduction for the Fire and Emergency Services(3 cr.)**

Provides a theoretical framework for understanding ethical, sociological, organizational, political, and legal components of community risk reduction. Methods for the development of a comprehensive community risk reduction plan are explored. (Prerequisites: FSC 2010) (This course replaces FSC 3820: The Community and the Fire Threat.) (The FESHE Course Code Equivalent for this course is C287)

FSC 3120 Online Course**Organization and Management of Fire and Emergency Services Training(3 cr.)**

Examines the basic and advanced functions and responsibilities of the fire or emergency services training manager. Specific leadership challenges covered include: determining and selecting training needs, selecting and developing training personnel, developing and managing a training budget, and market training to internal and external customers. (Prerequisite FSC 2010) (This course replaces FSC 3430: Principles of Fire Behavior)

FSC 3210 Online Course**Fire Dynamics(3 cr.)**

This course addresses advanced concepts of fire behavior and combustion. Assignments and discussions will focus on real world applications and principles of fire dynamics and chemistry. (Prerequisite FSC 2010) (This course replaces FSC 3430: Principles of Fire Behavior.) (The FESHE Course Code Equivalent for this course is C257)

FSC 3302 Online Course**Fire Investigation and Analysis.....(3 cr.)**

This course examines the technical, investigation, legal, and social aspects of the fire investigation process. It includes principles of incendiary fire analysis and detection, environmental and psychological factors of arson,

legal considerations, intervention, and mitigation strategies. (Prerequisite FSC 2010) (This course replaces FSC 4618: Incendiary Fire Analysis and Investigation.) (The FESHE Course Code Equivalent for this course is C285)

FSC 3345 Online Course

Introduction to Fire Prevention (3 cr.)

This course addresses the fundamentals and latest information on fire prevention practices and procedures. It addresses both the public and organizational responsibilities for fire safety and prevention. (Prerequisite FSC 2010)

FSC 3410 Online Course

Fire Protection Structures and Systems (3 cr.)

This course examines the underlying principles involved in structure fire protection systems, building furnishing, and fire protection systems including water-based fire suppressions systems, fire alarm and detection systems, special hazard suppression systems, and smoke management systems. (Prerequisite FSC 2010) (This course replaces FSC 3460: Fire Protection Systems.) (The FESHE Course Code Equivalent for this course is C295)

FSC 3440 Online Course

Building Construction for Fire Protection (3 cr.)

Examines the overview of building construction, building types, designs of structures, and a knowledge of building construction in relation to firefighting. (Prerequisite FSC 2010)

FSC 3470 Online Course

Fire Protection Hydraulics and Water Supply (3 cr.)

Fire Protection Hydraulics and Water Supply supports a foundation of theoretical knowledge in order to understand the use of water in fire protection. Students will learn to apply hydraulic principles to analyze and solve water supply problems. (Prerequisite FSC 2010)

FSC 3480 Online Course

Fire Department Safety Officer (3 cr.)

Explores the laws, regulations, and standards that affect safe operations and employee safety. In addition, this course examines employer responsibility to provide a safe and healthy work environment and to improve the overall operations of the department by reducing risk to personnel and limiting or decreasing liability. (Prerequisite FSC 2010)

FSC 3510 Online Course

Political and Legal Foundations of Fire Protection (3 cr.)

Examines the legal aspects of fire service and the political and social impacts of legal issues. This course includes a review of the American legal system and in-depth coverage of legal and political issues involving employment and personnel matter, political process with regard to the fire service. (Prerequisite FSC 2010) (This course replaces FSC 4401: Legal Aspects of Fire Protection.) (The FESHE Course Code Equivalent for this course is C258)

FSC 3601 Online Course

Fire Prevention Organization and Management... (3 cr.)

Examines the factors that shape fire risk and the tools for fire prevention, including risk reduction education, codes and standards, inspection and plans review, fire investigation, research, planning, various types of influences and strategies. (Prerequisites: FSC 2010, FSC 3345) (The FESHE Course Code Equivalent for this course is C264)

FSC 3610 Online Course

Fire Related Human Behavior (3 cr.)

This course presents a study of human behavior in fire and other emergency situations. Students will examine current and past research on human behavior, system models, life safety education, and building design, to determine interactions of these areas in emergency situations. Students will develop understanding of best practices building life safety system as one that combines knowledge in the areas of psychology and sociology joined with engineering and education to produce the best possible outcomes in terms of human survivability in an emergency. (Prerequisite FSC 2010) (The FESHE Course Code Equivalent for this course is C263)

FSC 4001 Online Course

Diversity in the Fire Service (1 cr.)

Provides background information, current diversity situations, and future trends involving diversity. The roles of officers, controversial opinions, types of diversity are explored. Students have the opportunity to evaluate their department and how diversity may assist more in accomplishing its mission.

FSC 4002 Online Course

Back to Basics: A Refresher of Fire Fighting Strategies for Company Officers (1 cr.)

This course is designed to reinforce the basic knowledge and skills from basic fire fighter training, while requiring the student to reference advanced knowledge and skills. This course challenges the student to reference and use the experiences gained from a basic fire fighter to present.

FSC 4110 Online Course

Advanced Principles in Fire and Emergency Services Safety and Survival (3 cr.)

Examines Line of Duty Death (LODD) and injury data. Students review in depth the 16 Firefighter Life Safety Initiatives that have been adopted to ensure that everyone goes home. (Prerequisite FSC 2010) (The FESHE Course Code Equivalent for this course is C280)

FSC 4210 Online Course

Analytical Approaches to Public Fire Protection ... (3 cr.)

Examines the tools and techniques of rational decision-making in fire and emergency services agencies, including collection, statistics, probability, decision analysis, utility modeling, resource allocation, and cost-benefit analysis. (Prerequisite FSC 2010) (The FESHE Course Code Equivalent for this course is C265)

FSC 4310 Online Course

Disaster Planning and Control (3 cr.)

This course examines Line of Duty Death (LODD) and injury data. Students review in depth the 16 Firefighter Line Safety Initiatives that have been adopted to ensure that everyone goes home. Assignments, activities and discussion focus on the need for cultural and behavioral change throughout the emergency services. (Prerequisite FSC 2010) (The FESHE Course Code Equivalent for this course is C296).

FSC 4432 Online Course

Fire Prevention and Code Enforcement (3 cr.)

Focuses on the comprehensive fire prevention program through inspection, code enforcement utilizing model building, standards and codes, including detailed information on the legal, economic, and political aspects of the fire inspection process, as well as plans review and public education initiatives. (Prerequisite FSC 2010)

FSC 4400 Online Course**Strategic Organization Practices in Fire and Emergency Services Organizations (3 cr.)**

This course will address how fire and emergency services personnel can recognize and use individual and group strengths to work as a unit to conquer challenges and accomplish the mission. Emphasis will be placed on improving organizational efficiency and effectiveness. Interpersonal dynamics, personalities, organizational culture, behaviors, emerging trends, and organizational mission will be greatly emphasized during the course. Learning activities will allow the student to address issues and matters within his/her organization as well as issues and matters involving the international fire and emergency services profession. (Prerequisite FSC 2010)

FSC 4510 Online Course**Personnel Management for the Fire and Emergency Services (3 cr.)**

Examines relationships and issues in personnel administration and human resource development within the context of fire-related organizations, including personnel management, organizational development, productivity, recruitment and selection, performance management systems, discipline, and collective bargaining. (Prerequisite FSC 2010) (The FESHE Course Code Equivalent for this course is C266)

FSC 4610 Online Course**Fire and Emergency Services Administration (3 cr.)**

This course is designed to be a progressive primer for students who want more knowledge about fire and emergency services administration. The course demonstrates the importance of the following skills necessary to manage and lead a fire and emergency services department through the challenges and changes of the 21st century: persuasion and influence, accountable budgeting, anticipation of challenges, and the need for change using specific management tools for analyzing and solving problems. (Prerequisite FSC 2010) (This course replaces FSC 3501: Advanced Fire Administration.) (The FESHE Course Code Equivalent for this course is C271)

FSC 4631 Online Course**Advanced Principles of Fireground Strategies and Tactics (3 cr.)**

This course provides a management-oriented focus that progresses from pre-incident preparation to systematically managing the incident. The course helps the student to understand and apply the concepts involved in the development and deployment of an on-scene strategic or tactical plan. Discussion and assignments will reference nationally accepted standards to understand and employ the techniques needed to be successful and effective on the fireground. (Prerequisite FSC 2010)

FSC 4710 Online Course**Applications of Fire Research (3 cr.)**

Examines the basic principles of research and methodology for analyzing current fire-related research. The course also provides a framework for conducting and evaluating independent research in the following areas: fire dynamics, fire test standards and codes, fire safety, fire modeling, structural fire safety, life-safety, firefighter health and safety, automatic detection and suppression, transportation fire hazards, risk analysis and loss control, fire service applied research and new trends in fire-related research. (Prerequisite FSC 2010) (The FESHE Course Code Equivalent for this course is C260).

FSC 4753 Online Course**Terrorism Incident Management and Emergency Procedures (3 cr.)**

This course examines the basic principles of research and methodology for analyzing current fire-related research. The course also provides a framework for conducting and evaluating independent research in the following areas: fire dynamics, fire test standards and codes, fire safety, fire modeling, structural fire safety, life-safety, firefighter health and safety,

automatic detection and suppression. Transportation fire hazards, risk analysis and loss control, fire service applied research, and new trends in fire-related research, (Prerequisite FSC 2010)

GEOGRAPHY**GEO 201****World Geography (3 cr.)**

This course is a general survey of world geography with an exploration of political, physical, and cultural geographic themes. Students will learn about the global community, basic geographical forms, climate, and how to use maps effectively in both historical and geographical research and argumentation (Direct study will be offered through the department) (Prerequisite: ENG/HON 106 and ENG/HON 107 or ENG 120 and ENG 121 or with permission from the course instructor)

GEO/POL 320**Modern Global Issues (3 cr.)**

This course is a broad study of the current global issues of political, economic, cultural, and environmental significance that face the United States and the world. Special attention will be given to understanding geographical significance of those issues. (Direct study will be offered through the department) (Prerequisite: ENG/HON 106 and ENG/HON 107 or ENG 120 and ENG 121 or with permission from the course instructor)

HEALTH CARE MANAGEMENT**HCM 1301 Online Course****Basic Medical Terminology (3 cr.)**

This course will provide students with fundamental skills in understanding how to use prefixes, suffixes, and root words to develop medical terms. Students will become familiar with the spelling and definition of common medical terms related to major disease processes, diagnostic procedures, laboratory tests, abbreviations, drugs, and treatment modalities.

HCM 3002 Online Course**Introduction to Health Care Management (3cr.)**

This course provides an introduction to the field of modern health care management through a systematic analysis of the important areas of concern to the healthcare manager. Topics covered include the planning process and how planning is used in healthcare administration; the organizing process and job design; supporting and implementing decisions; building the quality of clinical service; and providing human resources and plant services.

HCM 3100 Online Course**Reimbursement Methods in Healthcare (3 cr.)**

This course focuses on payment systems, including those for inpatient and ambulatory care settings, as well as those for psychiatric, hospice, and home health services. Topics include reimbursement and case mix management, revenue cycles, coding compliance requirements, charge-master maintenance, auditing processes, types of insurances, payment systems (e.g., prospective), and various Diagnosis Related Groups. (Prerequisite: HCM 3002)

HCM 3303 Online Course**Health Informatics Principles & Practice (3 cr.)**

This course provides an overview of health information management, HIM principles, policies and procedures including health data content, collection, quality, registries, access, and retention. This course examines the use of technology in warehousing and mining health care data, communicating health care data, and safeguarding health care data, electronic health records and personal health records. The benefits and challenges of health

care information systems as well as the future of health information management systems are discussed. (Prerequisite: HCM 3002)

HCM 3304 Online Course

Principles of Epidemiology (3 cr.)

Examines the genetic and environmental determinants and distribution patterns of disease among human populations. Methods for developing and testing approaches for disease prevention and control are also discussed. (Prerequisites: HCM 1301, HCM 3002)

HCM 3305 Online Course

Community Health..... (3 cr.)

This course provides practical guidance in the areas of community health, health education, and health promotion. This course will also cover information about the design, development, and evaluation of health programs in the community. Consideration will be given to racial, ethnic, socioeconomic, political, and residential patterns of health and the impact that each has on community health. Prerequisites: HCM 1301, HCM 3002)

HCM 3801 Online Course

Issues and Trends in Health Care (3 cr.)

This course provides an overview of the nature of the health care system, factors influencing the distribution of health care, mainstream and alternative health manpower, the social distribution and meaning of illness in the United States. Topics including bioethical issues, and contemporary issues such as bioterrorism, human genome project, rising prescription drug costs, and urbanization, social stress, and mental illness are covered. (Prerequisites: HCM 1301, HCM 3002)

HCM 4053 Online Course

Financial Management of Health Care Organizations(3 cr.)

Introduces key aspects of financial management for today's healthcare organizations, addressing diverse factors that impact the provision of medical services in our dynamic and competitive environment. Students will gain knowledge and skills in the various types of healthcare budgeting and financial reporting, applying these skills through practical case scenarios and problem-solving activities. (Prerequisite HCM 3002).

HCM 4201 Online Course

Health Care Law (3 cr.)

This course provides background and legal principles for problems concerning our health care delivery system. Focuses on professional regulation and the managed care and hospital certification programs that impact professional practice. Designed to prepare clinical and administrative healthcare personnel for the challenges of understanding today's important issues— from handling patient records and avoiding malpractice to abortion, AIDS, and the right to die. (Prerequisite: HCM 3002)

HCM 4303 Online Course

Comparative Health Systems..... (3 cr.)

This course examines the structure of the major health care systems in the United States in a comparative analysis with other countries, focusing on financing, reimbursement, delivery systems and adoption of new technologies. Students will study the relative roles of private sector and public sector insurance and providers, and the effect of system design on cost, quality, efficiency, access to primary and specialty care, and equity of medical services. (Prerequisites: HCM 3002 and HCM 3801)

HCM 4304 Online Course

Project Management for Healthcare Professionals..... (3 cr.)

This course teaches students the principles of project management, reengineering, and work redesign. Students will focus on developing strategies necessary to initiate, plan, implement, and disseminate the results of a health science project. (Prerequisite: HCM 3002)

HCM 4305 Online Course

Long-Term Care Management (3 cr.)

Reviews the wide variety of health care facilities and services outside the hospital environment, along with the management of organizations that deliver health care services such as nursing homes, assisted living facilities, adult day care, home health, housing, and wellness. Introduces ethical and quality of care issues in LTC, the role of technology in LTC, and marketing and leadership responsibilities. Examines current and future trends of long-term care management. (Prerequisites: HCM 3002 and HCM 3801)

HCM 4307 Online Course

Health Care Quality Management..... (3 cr.)

This course examines the history of the quality movement in the United States as adapted by leading healthcare organizations. Methods of assessing quality and techniques for process improvement are discussed, as well as opportunities for preventing adverse events. Lean, Six Sigma, Constraints Theory, and other key approaches to quality improvement are reviewed with an emphasis on developing, executing, and reporting the findings of common projects in healthcare. (Prerequisite: HCM 3002)

HCM 4308 Online Course

Research Methods for Health Professionals (3 cr.)

This course focuses on basic concepts of statistics such as measures of central tendency and variability; concepts of test validity, reliability, and objectivity; and on basic techniques used in inferential statistics. This course will also examine the basic components required for designing, conducting, and interpreting health-related research. Topics discussed include research design, methodologies, observational studies, experimental and quasi- experimental design, inherent biases, ethical considerations, use of primary and secondary data, statistical techniques and software programs utilized to analyze and interpret data, and common formats used to report the findings. (Prerequisites: HCM 1301 and HCM 3002)

HCM 4320 Online Course

Development and Strategic Planning in Healthcare (3 cr.)

Development and Strategic Planning in Health Care is an integrated capstone course which promotes understanding of the dynamics of strategic planning for medical organizations of all kinds. Students will cultivate skills in environmental assessment, diagnose organizational problems, identify opportunities for improvement, formulate and select strategic alternatives, and create strategic management action plans for effective implementation. Emphasized is the importance of leadership for effective strategic planning in health care organizations. (Prerequisite: HCM 3002)

HCM 4400 Online Course

Risk Management in Healthcare (3 cr.)

This course introduces the concepts of health care risk management and will focus identifying real and potential risks in health-care settings. This course will also explore patient rights issues that give rise to common risk management concerns. (Prerequisites: HCM 3002 and HCM 4201)

HISTORY

HIS 110

Ancient World..... (3 cr.)

A survey of global societies including Europe, Asia, and Africa from the origins of civilization to the fall of the Western Roman Empire (3500 BC- 500 AD) Emphasis will be placed on the development of civilizations, the causes of civilizational growth and collapse, development, interactions and conflicts of religions and cultures, and how the debates and structures of the past can inform modern dilemmas. (Fall)

HIS 120**Medieval World (3 cr.)**

A survey of global societies including Europe, Asia, Africa, and the Americas which existed in the thousand-year period between the ancient and early modern eras (c. AD 500-1500). Emphasis will be placed on the interaction of cultures, social structures, modes of warfare, and religions. Key developments causes of civilizational and growth and decline, and the origin of modern institutions will be explored. (Spring)

HIS 161**Modern World..... (3 cr.)**

A survey of global societies including Europe, Asia, Africa, and the Americas from the Renaissance to the beginning of the 20th Century (c.1500-1900). Particular focus will be given to the transition from medieval to modern society, the rise of democratic societies, changing relations between the individual and society, and the relationship between ideas and society. (Fall)

HIS 171**Contemporary World (3 cr.)**

A survey of global history in the 20th and 21st centuries (1900-present). Particular focus will be given to the process and impact of modernization, the rise of new political ideologies and global societies, and the relationship between ideas and conflict. (Spring)

HIS 201**U.S. History to 1877 (3 cr.)**

A survey of social, political, economic, religious, and cultural institutions from pre-Columbian America through the Reconstruction. (Fall/Spring)

HIS 202**U.S. History since 1877..... (3 cr.)**

A survey of the social, political, cultural, and economic developments in the United States with special attention given to the emergence of the United States as a world power. (Spring)

HIS 210**Methods of History (3 cr.)**

An introduction to the field of history with an overview of historical theory and methods. Students will learn how to analyze primary and secondary sources, to incorporate historiography into their research and writing, and to utilize the Chicago Manual of Style. Assessment will be based on the research, writing, and presentation of a conference-style paper. This course is designed to enhance student effectiveness in subsequent upper-division history courses and thesis writing. Students are expected to take this course during their sophomore year. (Prerequisite: HIS 161, HIS 171, HIS 201, HIS 202, or with permission of the instructor.) (Spring)

HIS220**Introduction to Public History..... (3cr.)**

An introduction to the history, theory, methods, approaches and practices of public history with an overview of potential careers. The focus of public history is to encourage and help the general public to understand and interact with history in a wide variety of non-classroom settings. Topics for Introduction to Public History will include museums, archives, historical sites, parks, monuments and historic preservation. (Prerequisite: HIS 161, HIS 171, HIS 201, HIS 202, or with permission of the instructor.) (Offered every other Spring Semester)

HIS230**Local History (3cr.)**

An examination of the history of Iowa, with special emphasis on north-central Iowa and Forest City, with relation to the history of the United States and the world based on locally available sources and resources.

HIS 300**History of the Midwest..... (3 cr.)**

A regional study of the Midwest with primary coverage of Iowa and some coverage of surrounding states and cities such as Chicago. This course begins with the Indigenous peoples around 1800 and continues to the present. Techniques in regional and local history will be investigated. Offered every second fall semester in odd years. (Prerequisite: ENG/HON 106/107 or ENG 120/121 or with permission from the course instructor)

HIS 310**Ancient Greece (3 cr.)**

This course covers the political, social, economic, and cultural history of ancient Greece from the Bronze Age to the Roman conquest (2100-146 BC). Emphasis is placed on the development of the Polis and democratic societies, interaction and conflict with others, and the development of Greek philosophy, education, literature, art and culture. (Directed study will be offered through the department) (Prerequisite: ENG/HON 106/107 or ENG 120/121 or with permission from the course instructor)

HIS/REL 315**Early Church History (3 cr.)**

This course covers the history of the early church from the missionary work of Paul of Tarsus to Martin Luther. Focus is given to the development of the institution and structure of the Church, placing ancient and medieval Christianity in historical context, analyzing the relationship between the Church and society, and exploring the major issues and debates within the Church in the pre-Reformation period. (Directed study will be offered through the department) (Prerequisite: ENG/HON 106/107 or ENG 120/121 or with permission from the course instructor)

HIS 320**Roman Republic and Empire (3 cr.)**

This course covers Roman political, social, economic, and cultural history from the founding of Rome to the fall of the Roman Empire (756 BC-476 AD). Emphasis will be placed on political and social structures, the role and influence of warfare in Roman society, the creation of Roman identity, and the causes of expansion and decline of the Republic and Empire. (Directed study will be offered through the department) (Prerequisite: ENG/HON 106/107 or ENG 120/121 or with permission from the course instructor)

HIS/ENG 322**The Anglo-Saxons and Vikings (3 cr.)**

A study of Anglo-Saxon and Scandinavian civilizations from the Roman Conquest of Britain to the conversion of Scandinavia (100 - 1100 AD). Emphasis is placed on their political, social and religious development, literary and cultural traditions, their interaction with others, and the relevance of these historical societies. The history and historical portrayals of Anglo-Saxons and Vikings will be explored through traditional and non-traditional historical sources as well as the literature and poetry of these societies. (Directed study will be offered through the department) (Prerequisite: ENG/HON 106/107 or ENG 120/121 or with permission from the course instructor)

HIS 327**Medieval England (3 cr.)**

Traces the major political, social, and administrative changes from the Norman Conquest in 1066 to the Battle of Bosworth in 1485. (Directed study will be offered through the department) (Prerequisite: ENG/HON 106/107 or ENG 120/121 or with permission from the course instructor)

HIS 328**Tudor England (3 cr.)**

Traces the major political, social, military, educational, and cultural changes in England during the Tudor and Stuart dynasties (1485-1688 AD) that

mark the transition from medieval to modern society. Emphasis will be placed on administrative innovation, religious and political change, development of trade and the early capitalist economy, the development and impact of print culture, intellectual and scientific advancements, and the creation of a distinct national identity. Historical analyses, primary texts, and the literary works of Shakespeare will be used to investigate the historical era from multiple historiographical perspectives. (Directed study will be offered through the department) (Prerequisite: ENG/HON 106/107 or ENG 120/121 or with permission from the course instructor)

HIS 329

British Empire.....(3 cr.)

A study of the British Empire from the Glorious Revolution in 1688 to WWII. Emphasis will be placed on the development of the fiscal-military state, maritime trade, and colonial governments, the emergence and expansion of imperialism, technological and intellectual developments, and the effects of the spread of British culture globally. The short and long-term effects of British expansion and interaction will be explored through both British and non-British sources. (Directed study will be offered through the department) (Prerequisite: ENG/HON 106/107 or ENG 120/121 or with permission from the course instructor)

HIS 335

Medieval Europe(3 cr.)

A study of Medieval Europe from the fall of the Western Roman Empire to the eve of the Reformation. Emphases will be placed on the development of medieval culture, the rise of the Christian Church and nation-states, the interaction of technology and social structures, and the foundations of modern education and traditions. (Directed study will be offered through the department) (Prerequisite: ENG/HON 106 and ENG/HON 107 or ENG 120 and ENG 121 or with permission from the course instructor)

HIS/REL 336

Introduction to the Muslim World.....(3 cr.)

This course includes an overview of Islam from the life of Muhammad to the present, including an introduction to the foundations of Islam: Muhammad, the Qur'an, the sources of Islamic faith, different forms of Islamic religious practice, and the development of Islamic societies. Focus will be given to the impact of Islam on historical and modern societies, cross-cultural interaction and conflict, cultural traditions and developments, and the roots of contemporary conflicts. (Directed study will be offered through the department) (Prerequisite: ENG/HON 106 and ENG/HON 107 or ENG 120 and ENG 121 or with permission from the course instructor)

HIS 340

Modern Germany.....(3 cr.)

A study of Modern Germany from 1871 to the present with an emphasis on the political, economic, social, cultural, intellectual, and military achievements as well as its challenges for itself and the world during the Second Reich, Weimar Republic, Third Reich, and Bundesrepublik. Offered every second Fall Semester in even years. (Prerequisite: ENG/HON 106 and ENG/HON 107 or ENG 120 and ENG 121 or with permission from the course instructor)

HIS 345

Early Modern Europe(3 cr.)

A study of European development from the Conquest of Grenada to the conclusion of the Napoleonic Wars (1492-1815). Emphasis will be placed on the rise of individualism, growth of new political, religious and scientific ideas and their interaction with society, and the development of structures that led to global European empires. (Directed study will be offered through the department) (Prerequisite: ENG/HON 106/107 or ENG 120/121 or with permission from the course instructor)

HIS/REL 350

Christianities in the Modern World(3 cr.)

Religion has changed in many important ways in the past 500 years. Since the Reformation ushered in the modern world in Europe, Christianity has developed and splintered into many vibrant and at times competing communities. Throughout this time, Christians have encountered ever-changing philosophical schools, political movements, scientific paradigms, artistic achievements, and popular cultures. This course examines the ways that Christianity in all of its variety has developed into the modern religious communities we see around us today. (Prerequisite: ENG/HON 106/107 or ENG 120/121 or with permission from the course instructor)

HIS 355

Modern Africa.....(3 cr.)

A study of African history since the early 19th century with a concentration on the impact of European imperialism and the rise of New Africa after independence. Emphases will include an examination of imperialism, nationalism, socialism, and ethnic rivalry. (Directed study will be offered through the department) (Prerequisite: ENG/HON 106/107 or ENG 120/121 or with permission from the course instructor)

HIS 360

Modern Latin America(3 cr.)

A study of Latin American history since independence, including an examination of the Caudillo era, the rise of Marxism, the challenge of democracy, and American intervention. Offered every third year in the Spring Semester (Prerequisite: ENG/HON 106/107 or ENG 120/121 or with permission from the course instructor)

HIS 365

History of Science(3 cr.)

This course will cover the history of scientific advancement from the ancient world to contemporary society. Emphasis will be placed on Mathematics, Astronomy, Physics, Biology, Chemistry and Medicine, exploring their development and application to society, analyzing their interaction with society, deriving connections between these sciences and other disciplines, determining causes of change and innovation, and discussing ethical issues related to these sciences. This exploration will help students better understand the role of science in society, the connections between science and other aspects of history and society, historical patterns, and human nature. (Prerequisite: ENG/HON 106/107 or ENG 120/121 or with permission from the course instructor)

HIS 405

Colonial and Revolutionary America(3 cr.)

A study of the origins and expansion of colonial America in the 17th-18th centuries, as well as an examination of the American Revolution, early confederation, and constitutional conventions. (Directed study will be offered through the department) (Prerequisite: ENG/HON 106 and ENG/HON 107 or ENG 120 and ENG 121 or with permission from the course instructor)

HIS 417

American Civil War.....(3 cr.)

Traces the main political, social, and military events in American history from the war with Mexico in 1846-1847 through the crises of the 1850s culminating in the Civil War from 1861-1865. Offered every second Spring Semester in odd years. (Prerequisite: ENG/HON 106 and ENG/HON 107 or ENG 120 and ENG 121 or with permission from the course instructor)

HIS/POL 418

Modern American Presidency(3 cr.)

A study of the chief executive of the United States from McKinley to the present, with a special emphasis on the evolution of the office due to the social factors and individuals who shaped it. Course will examine the

impact of presidents on government structures through their domestic and foreign policies. Offered during the Fall Semester of presidential election years. (Prerequisite: ENG/HON 106 and ENG/HON 107 or ENG 120 and ENG 121 or with permission from the course instructor)

HIS 420

Contemporary America (3 cr.)

A study of American history since 1945, with emphases on the Cold War, the rise of technology and mass culture, and the crescendo and crises of the late 20th and early 21st centuries. Offered every third year in the Fall Semester. (Prerequisite: ENG/HON 106 and ENG/HON 107 or ENG 120 and ENG 121 or with permission from the course instructor)

HIS 450

The History of Warfare (3 cr.)

A study of the history of warfare from the ancient world to modern conflicts. The course will focus on the philosophies of warfare in different societies and time periods, the historical analysis of warfare, the influence of technology on warfare, the evolution of tactics and strategies over time and their effects, the causes and outcomes of major historical conflicts, the psychological and social effects of combat, and the influence of warfare on social, cultural, political and intellectual development of civilization. Critical analysis of warfare will also be related to non-warfare aspects of society and development of personal leadership skills. Questions such as the inevitability of war, unintended consequences of conflict, and the mutability of human nature will also be explored. (Prerequisite: ENG/HON 106 and ENG/HON 107 or ENG 120 and ENG 121 or with permission from the course instructor)

HIS 460

The Great War (3 cr.)

This course covers the main political, economic, and military causes and developments of the Great War, 1914-1918. A study of the political and diplomatic tensions as well as the imperial and nationalist rivalries at the turn of the century and continues through the war to the Peace of Versailles. American or European emphases will be dependent on the instructor. Offered every second Spring Semester in odd years. (Prerequisite: ENG/HON 106 and ENG/HON 107 or ENG 120 and ENG 121 or with permission from the course instructor)(Being taught out at this time, final catalog listing)

HIS 461

American Women's History (3 cr.)

A survey of American women's history from before European contact to the present, with a special emphasis on women's evolving experiences of work and family. Offered every third year in the Fall Semester. (Prerequisite: ENG/HON 106 and ENG/HON 107 or ENG 120 and ENG 121 or with permission from the course instructor)

HIS/POL 462

FDR: Depression and War (3 cr.)

A survey of the major events in American history during the era of Franklin D. Roosevelt. Emphasis will be on the Great Depression, the New Deal, and WWII. Course will include an examination of the political, social, military, and economic changes that make this era a turning point in American history. (Directed study will be offered through the department) (Prerequisite: ENG/HON 106 and ENG/HON 107 or ENG 120 and ENG 121 or with permission from the course instructor)

HIS 463

African American History (3 cr.)

A survey of African American history from the trans-Atlantic slave trade to the present, with a special emphasis on the black struggle for freedom. Offered every third year in the Spring Semester. (Prerequisite: ENG/HON 106 and ENG/HON 107 or ENG 120 and ENG 121 or with permission from the course instructor)

HIS 464

American Environmental History (3 cr.)

A survey of American environmental history from before European contact to the present, with a special emphasis on the relationship between economic development and environmental vitality. Offered every third year in the Spring Semester. (Prerequisite: ENG/HON 106 and ENG/HON 107 or ENG 120 and ENG 121 or with permission from the course instructor)

HIS 465

World War II (3 cr.)

This course covers the main political, economic, and military causes and developments of World War II, 1939-1945. It begins with the failure of Versailles and the rise of fascism and continues through the war to the atomic age and beginning of the Cold War. Offered every second Spring Semester in even years. (Prerequisite: ENG/HON 106 and ENG/HON 107 or ENG 120 and ENG 121 or with permission from the course instructor) (Being taught out at this time, final catalog listing)

HIS/POL 467

U.S. Foreign Policy (3 cr.)

This course traces the evolution of the U.S. foreign policy and its required government institutions from the Revolution to its present role as a world leader. Politics and diplomacy are combined with a focus on the social and economic issues that inevitably become intertwined. Offered every second Fall Semester in odd years. (Prerequisite: ENG/HON 106/107 or ENG 120/121 or with permission from the course instructor)

HIS/POL 468

The World Wars (3 cr.)

This course will cover the history of the two World Wars. Students will utilize a number of different mediums to investigate the history of the two World Wars including traditional history books, literature, podcasts and films. Through individual investigation and presentations students will explore and share lesser-known stories, experiences, and events that nonetheless impacted the course and outcomes of the two World Wars. Students will explore the historical environments and causes of both conflicts, the major events of each war, as well as the short-term and long-term effects of each. Focus will be given to exploring individual experiences of the conflict, its global impact and influence, the growth of science and technology influenced by the conflict, the ideological systems that caused and were created by each conflict, and the political, cultural, economic, environmental, and technological reshaping of societies as a result of the conflicts. (Prerequisite: ENG/HON 106/107 or ENG 120/121 or with permission from the course instructor)

(This is a replacement course for HIS460 The Great War and HIS465 World War II which are being taught out in 2022)

HIS/ENG 470**The Vietnam War (3 cr.)**

This class centers on the American involvement in Southeast Asia from 1965 to 1972 through the disciplines of history and English. It also covers to a lesser degree the French colonial experience in Indochina and the history of the united Vietnam after reunification in 1975. As an interdisciplinary course, the focus is not only on the historical narrative but on the literature of the period as well from American, South Vietnamese, and North Vietnamese sources. Film, music, and direct recollections of the US Vietnam veterans are used in the course. (Prerequisite: ENG/HON 106/107 or ENG 120/121 or with permission from the course instructor)

HIS/ENG 471**From the Beats to the Beatles..... (3 cr.)**

This interdisciplinary course will examine American counterculture, political activism, and post-modern literature after 1945. (Prerequisite: ENG/HON 106/107 or ENG 120/121 or with permission from the course instructor)

HIS 475**Special Topics (3 cr.)**

Topics will vary and are determined by the instructor. This may be offered as a team-taught interdisciplinary course in conjunction with another discipline. Offered occasionally as determined by the department. (Prerequisite: ENG/HON 106/107 or ENG 120/121 or with permission from the course instructor)

HIS 499**History Seminar..... (1 cr.)**

Seminars will cover announced topics and can be taken as a stand-alone course or in conjunction with a lecture course of a similar topic. Seminars may be organized in either a reading or research format with the former requiring a formal annotated bibliography and the latter requiring an advanced research paper. Historiography and theory will be emphasized in either format. History majors are required to complete three seminars for graduation. Topics will vary and are determined by the instructor. This may be offered as a team-taught interdisciplinary course in conjunction with another discipline. May be repeated with different topics. (Prerequisite: HIS 210)

HIS 495**Internship (6 cr.)**

Internships are designed to give students practical experience by placing them in a professional setting related to their major and professional interests such as, but not exclusive to, a museum, archive, historical site, government office, legal office or business. A written request for an internship including a description of the setting and type of work to be done by the intern must be approved by a majority of the Department's full-time faculty prior to registering for HIS 495. Internships will be supervised by an on-site facilitator as well as the student's major advisor. A minimum of 25 clock hours of supervised work is required for each hour of credit. At the end of the internship, the student shall submit a written report on their experience to their advisor for approval and the department for review. (Prerequisites: Completion of HIS 210 Methods of History and at least 21 credits in the History Major)

HIS 496**Senior Thesis Research..... (3 cr.)**

History seniors who do not complete an internship or student teaching are required to submit a senior thesis which is supervised through the History Department faculty. The thesis will involve extensive primary and secondary research on an approved topic, which will result in a written work that is appropriate for presentation or publication. The thesis will be researched and written over the span of the senior year, with the student conducting guided research during the fall semester of the senior year. The project's progress must be approved by the full department. (Prerequisites: Senior status and completion of HIS 210)

HIS 497**Senior Thesis Writing (3 cr.)**

History seniors who do not complete an internship or student teaching are required to submit a senior thesis, which is supervised through the History Department faculty. The thesis will involve extensive primary and secondary research on an approved topic, which will result in a written work that is appropriate for presentation or publication. The thesis will be researched and written over the span of the senior year, with the student producing a finished research paper during the spring semester of the senior year. The final paper must be completed and approved by the full department. (Prerequisite: Satisfactory completion of HIS 496)

HIS 498**History Seminar (3 cr.)**

Seminars will cover announced topics and can be taken as a stand-alone course or in conjunction with a lecture course of a similar topic. Seminars may be organized in either a reading or research format with the former requiring a formal annotated bibliography and the latter requiring an advanced research paper. Historiography and theory will be emphasized in either format. History majors are required to complete three seminars for graduation. Topics will vary and are determined by the instructor. This may be offered as a team-taught interdisciplinary course in conjunction with another discipline. May be repeated with different topics. (Prerequisite: HIS 210)

HIS 1100 Online Course**Ancient World..... (3 cr.)**

A survey of global societies including Europe, Asia, and Africa from the origins of civilization to the fall of the Roman Empire (3500 BC – 500 AD). Emphasis will be placed on the development of civilizations, the causes of civilizational growth and collapse, development, interactions and conflicts of religions and cultures, and how the debates and structures of the past can inform modern dilemmas.

HIS 1110 Online Course**American History I..... (3 cr.)**

By the end of this course, you will understand the major political, social, economic, and cultural developments in American history, from first contact through Reconstruction. Furthermore, you will be able to trace the evolving relationship between various minority groups and America's dominant white male culture.

HIS 1120 Online Course**American History II..... (3 cr.)**

The United States is a pluralistic place where diverse characters pursue their own distinctive visions of The American Dream side by side. But those Dreams often conflict with one another. In fact, Americans form a nation of so many voices that people rarely understand one another. Our plot this semester will be peopled by a motley crew: Joseph, Muir, Du Bois, Addams, Long, Carson, Carmichael, Chavez, Falwell. These names may not mean anything to you now, but they will form a familiar cast of characters by the time that the final exam rolls around. Each posited a unique vision of The American Dream, each spoke with a distinctive voice. These figures represent the subject of our inquiry: the United States since 1877.

HIS 1200 Online Course**Medieval World (3 cr.)**

A survey of global societies including Europe, Asia, Africa, and the Americas which existed in the thousand-year period between the ancient and early modern eras (AD 500-1500). Emphasis will be placed on the development and interaction of cultures, social structures, modes of warfare, and religions. Key developments causes of civilizational and growth and decline, and the origin of modern institutions will be explored.

HIS 1610 Online Course

Modern World.....(3 cr.)

A survey of global societies including Europe, Asia, Africa, and the Americas from the Renaissance to the beginning of the 20th Century (1500-1900). Particular focus will be given to the transition from medieval to modern society, the rise of democratic societies, changing relations between the individual and society, and the relationship between ideas and society.

HIS 1710 Online Course

Contemporary World(3 cr.)

A survey of global history in the 20th and 21st centuries with emphases on the legacy of the world wars, the Cold War, and the rise of the post-colonial Third World. This course will study the impact of modernization and globalization of nationalist and extremist responses, including the issue of modern terrorism.

HIS 3630 Online Course

African American History(3 cr.)

A survey of African American history from the trans-Atlantic slave trade to the present, with a special emphasis on the black struggle for freedom.

HONORS COLLEGE

HON/ENG 106

Honors: Composition I.....(3 cr.)

This honors level course in academic literacy focuses on writing, critical thinking, and active reading. Students develop their abilities to analyze texts, synthesize ideas, and advance arguments in writing. Reading to write is emphasized with a curriculum focused on Ancient Greece. (Open to students accepted into the Honors College Program) (Fall)

HON/ENG 107

Honors Composition and Literature II.....(3 cr.)

This course focuses on the critical reading of literary texts through a study of a complex topic such as the French Revolution or American Slavery. Class discussion and writing projects provide opportunity for analysis, synthesis, and interpretation of the texts as students develop increasing academic literacy. (Open to students in the Honors College Program) (Prerequisites: ENG 106, or ENG 120 and ENG 121) (Spring)

HON 200

Honors Philosophy(3 cr.)

This team-taught seminar explores the process of disciplinary thinking. Each unit examines a person or an idea that has impacted how we consider what it means to be human. Emphasis is placed on critical thinking skills as evidenced in both oral and written contributions. (Strongly advised for all Honors College students; required for potential Waldorf Scholars. Non-honors students may take the course with the permission of the Director of the Honors College.) (May be used for REL200+ Core Elective)(Prerequisites: ENG/HON 107 or ENG 121) (Fall)

HON/REL 205(H)

Contemporary Ethical Issues(3 cr.)

A study of the contemporary ethical issues beginning with the human predicament and an examination of classic methods of moral reasoning. Christian contributions to the moral conversation are examined and applied to real life moral issues as well. The purpose of the class is for students to examine and become more intentional in their own moral reasoning. (Prerequisites: HON 106, HON 107, REL 103 and PHL 111)

HON 279

Honors Colloquium I(1 cr.)

A course designed to foster critical thinking, in-depth analysis, and communication skills through reading, discussion, and writing about a single topic. The course is offered every semester with a variety of interesting topics. This course may be repeated. (Prerequisite: Cumulative GPA 3.00 or permission of the Honors College Director)

HON 289

Honors Colloquium II.....(1 cr.)

A course designed to apply the critical thinking skills from the honors curriculum to service-learning opportunities or campus or in the community. The class will select a campus or community issue and interact with constituent groups to resolve the issue. (Prerequisite: Cumulative GPA 3.00 or permission of the Honors College Director)

HON 399

Honors World Trip(1 cr.)

This course is designed to prepare students for an overseas travel experience. Students will study the history, art, and culture of the destinations prior to travel. (Prerequisite: Actively making progress towards completing the Honors Curriculum and a Cumulative GPA of 3.5 or permission of the Honors College Director) (Spring term and May of alternate years)

HON 499

Honors Thesis.....(1 cr.)

The topic for the Honors thesis must be approved by the honors director and the thesis advisor. Students may choose to work in any discipline. The thesis will involve extensive research which will result in a written work that is appropriate for presentation at Inquirere, the university's undergraduate academic conference. (Every Fall and Spring)

HOMELAND SECURITY

HLS 2050 Online Course

Introduction to Terrorism(3 cr.)

Examines the various types of terrorism and known terrorist groups deemed to be a probable threat against the citizens of the United States, and explores various techniques and resources designed to counterterrorist threats in the United States.

HLS 3000 Online Course**American Homeland Security.....(3 cr.)**

Explores the terms and definitions that apply specifically to Homeland Security as well as the recognition and utilization of national resources and political interaction. Evaluates all related elements of homeland security as well as terrorist organizations and the motivations behind each. Analyzes the variety of career paths in homeland security.

HLS 3010 Online Course**Homeland Security and Cyber Threats..... (3 cr.)**

This course introduces students to the myriad of emerging cybersecurity threats in both public and private sectors and their impacts on homeland security.

HLS 3020 Online Course**Domestic Terrorism and Homegrown Violent Extremists (HVEs)**

Domestic Terrorism and Homegrown Violent Extremists (HVEs) examines historical and current trends of domestic terrorist groups and homegrown violent extremists (HVEs). This course also analyzes the ideological and motivational objectives of domestic terrorism as well as the role of the local, state, and federal law enforcement and homeland security stakeholders play in combating this threat.

HLS 3030 Online Course**Radicalization.....(3 cr.)**

Examines the process of radicalization and the role it plays in violent extremism and homegrown terrorism. This course analyzes psychological, sociological, and religious concepts and ideologies as well as discusses case studies and profiles of radicalized individuals and groups.

HLS 3040 Online Course**Maritime, Border and Transportation Security.....(3 cr.)**

Explores Examines the critical issues of maritime, border, and transportation security as well as the challenges that each present in a post-9/11 world. Analyzes programs that are designed to detect, deter, respond, and recover from disruptions caused by man-made and natural disasters.

HLS 3050 Online Course**Terrorism Response Operations.....(3 cr.)**

Prepares students for the world of EMS Special Operations. Special Operations Paramedics (SOPs) are highly trained EMS professionals who provide patient care in dangerous environments. Some of the Special Ops covered in this course include vehicle extrication, low/high angle rescue, water rescue, rescue and recovery during disaster, and a diversity of other operations. The course also addresses key aspects of managing EMS Special Operations.

HLS 3304 Online Course**Ethical and Legal Issues in Homeland Security.....(3 cr.)**

Survey of American constitutional and national security law, homeland security legislation, and judicial opinions. Examination of conduct codes, ethical decision-making, ethical leadership, and moral courage.

HLS 3305 Online Course**Disaster Planning and Management(3 cr.)**

This course examines the actions needed and the personnel involved in disaster planning, preparedness, response, and recovery with specific reference to terrorism incidents.

HLS 3306 Online Course**Homeland Security Technology..... (3 cr.)**

Contrasts various Homeland Security Technology options with emphasis on prevention, protection, mitigation, interdiction/ intervention, inspection, detection, and response technologies as they relate to domestic homeland security and first responders' operations.

HLS 3500 Online Course**Weapons of Mass Destruction (3 cr.)**

The course provides an overview of a broad range of topics concerning the use of weapons of mass destruction (WMD), including nuclear, chemical, and biological weapons, development, and terrorist use. The course context is structured to discuss the threat of WMD due to terrorism and rogue states' development of WMD. The goal of the course is to inform the background history and technical concerns as well as how to deal with these concerns in the future.

HLS 4302 Online Course**Preparedness and Response Partners (3 cr.)**

Examines the diversity of homeland security partners, their capabilities, strengths, and improvement areas in terms of collaborative preparedness and response (Prerequisites: HLS 2050, HLS 3000, HLS 3050, and HLS 3305)

HLS 4303 Online Course**Critical Infrastructure Protection (3 cr.)**

This course will provide students an opportunity to assess what programs are in place and their adequacy to protect information systems and technology. This assessment will include industry standards (such as ISO 27001), governmental efforts (such as the National Infrastructure Protection Plan), and interrelationships of information systems and technology to other types of critical infrastructure (such as municipal services, finance and banking, power, etc.). By looking at current best practices students will determine these programs effectiveness and what future measures may need to be developed. Students will gain hands on exercises with implementing network policies, access protection, virtualization, and network protocols.

HLS 4320 Online Course**Homeland Security Capstone (3 cr.)**

Students will demonstrate integrative knowledge and comprehension of the concepts they have learned by completing each of the previous HLS required core courses. Students will develop a final project based on a real-world problem in homeland security by applying the knowledge and tools learned throughout the course and the homeland security program. Prerequisites: HLS 2050, HLS 3000, HLS 3050, HLS 3305, HLS 3500, HLS 3304, and HLS 3306)

HEALTH PROMOTION AND EXERCISE SCIENCE**HPE/PED 170****First Aid/CPR/AED for Workplace, Schools and Community (1 cr.)**

American RPre-Chiroed Cross course providing training in CPR, AED use, and first aid procedures qualifying the student for American Red Cross certification. Certification effective for one year only. Recertification, if needed, is responsibility of the student. (Course Fee \$45)

HPE 200**Theory of Strength and Conditioning.....(3 cr.)**

This course will examine the advanced study of resistance training and anaerobic conditioning. Programs studied will have an emphasis on hypertrophy, strength, and power. Topics may include bioenergetics, biomechanics, and adaptations to training.

HPE 207**Principles of Nutrition (3 cr.)**

Introductory course designed to familiarize students with the biochemical processes of digestion, absorption, and metabolism, as well as the contributions of various nutrients to the health of individuals at various ages; appropriate for pre-health professionals.

HPE 212**Stress Management (2 cr.)**

This course is designed to introduce students to the causes, effects, and potential solutions to stress and stress-related problems. In addition to class discussion, stress management activities will be incorporated into each class period including deep breathing, progressive muscular relaxation, massage, visualization, guided imagery, meditation, yoga, NIA, Tai Chi, self-hypnosis, autogenics, and pet therapy.

HPE/PED 221**Personal and Community Health..... (3 cr.)**

A course which presents principles and practices of personal health and seeks to develop attitudes and habits necessary for healthful living.

HPE/PED 230**History and Principles of Sport, Physical Education and Fitness (3 cr.)**

An overview of the history of sport, physical education, and fitness. Special attention will be given to the rise and development, as well as the historical significance, of American sport and its impact on the sporting world. The course examines concepts, theories, and research as tools that will enable students to examine sports as a part of culture. Students will gain an appreciation of sport as both a cultural and historical heritage. Sport is examined as a bridge for countries separated by political strife. The course also investigates the philosophical relationship of sport to society.

HPE/PED 251**Theory, Psychology, and Ethics of Coaching (2 cr.)**

An introduction to the psychological, ethical, and strategical aspects of coaching interscholastic sports. Special emphasis on the coaching theories and strategies of football, volleyball, and basketball. Two hours of lecture per week plus five additional hours of lab work (assisting, observing, practice, game settings) during the semester. (Applies toward coaching authorization)

HPE/PED 271A**Coaching Anatomy (1 cr.)**

The structure and function of the human body with special emphasis given to the muscular, skeletal, and nervous systems. Sophomore status preferred. (BIO 105 or 120 helpful but not required) (Applies toward coaching authorization)

HPE/PED 272**Treatment of Athletic Injuries (2 cr.)**

Practical training in the care and prevention of athletic injuries. Laboratory component includes various taping techniques (ankle, wrist, thumbs), elastic bandaging, ice, and ice massage. (Course Fee \$65) (Applies toward coaching authorization)

HPE 295**Health Sciences Research (3 cr.)**

This course is designed to help the student develop the knowledge and skills necessary to understand the principles of scientific inquiry, research methods, evaluation of published research, and statistical methods that relate to the design and analysis of research in the health sciences. (Prerequisite: WEL 101)

HPE 310**Health Promotion and Education (3 cr.)**

Students will learn how to research, access, and create health education materials and programs. Various aspects of marketing and motivational techniques will be studied in the context of a variety of health promotion settings. (Prerequisite: WEL 101)

HPE 320**Nutrition for Sport and Fitness..... (3 cr.)**

This course provides an advanced look at nutrition as it relates to the special needs of athletes and fitness participants and includes the exploration of current issues such as weight loss, weight gain, current diet trends, performance enhancement, ergogenic aids, sport-specific eating plans, and botanical medicine. (Prerequisite: HPE 207)

HPE 350**Concepts of Exercise Physiology (4 cr.)**

Students will learn advanced physiological concepts as they relate to exercise. Topics will include, but are not limited to, energy, metabolism, oxygen consumption, adaptation to exercise, response to exercise, and exercise prescription. (Requirement: concurrent enrollment in HPE 365. Prerequisites: PED 271 or BIO 350 and HPE 390)

HPE 365**Fitness Measurement and Exercise Prescription (3 cr.)**

Students will learn how to administer basic fitness tests including body composition, sub-maximal exercise tests, anaerobic power tests, flexibility, and manual muscle testing. (Requirement: concurrent enrollment in HPE 350. Prerequisites: PED 271 or BIO 350, and HPE 390)

HPE 390**Kinesiology..... (3 cr.)**

The study of human movement in the context of exercise; will include basic anatomy, biomechanics, and spatial analysis. (Prerequisites: BIO 105 or BIO 120 and PED 271 or BIO 350)

HPE 404**Strength and Conditioning I..... (3 cr.)**

This course examines advanced knowledge in resistance training program design and implementation with an emphasis on physiological and biomechanical concepts. This course will focus primarily on the application of scientific methods involved in prescribing exercise and conditioning programs for various athletic populations. This course will incorporate the concepts of program design and periodization to assist students in the design of a scientifically based exercise prescription. (Prerequisite: HPE 200 and HPE 404 highly recommended)

HPE 406**Strength and Conditioning II..... (3 cr.)**

This course examines advanced knowledge in resistance training program design and implementation with an emphasis on physiological and biomechanical concepts. This course will focus primarily on the application of scientific methods involved in prescribing exercise and conditioning programs for various athletic populations. This course will incorporate the concepts of program design and periodization to assist students in the design of a scientifically based exercise prescription. (Prerequisite: HPE 200 and HPE 404 recommended)

HPE 408**Strength and Conditioning Practicum..... (3 cr.)**

This course is designed for students to observe strength and conditioning principles put into practice by a strength and conditioning specialist.

Students will be expected to practice, demonstrate, refine, and apply the competencies of strength and conditioning professional based on the concepts of the highly physically active and athletic team(s). (Prerequisite: HPE 404. HPE 200 and HPE 406 recommended)

HPE 415

Fitness Program Administration (3 cr.)

Development of specific fitness programs for real-life clients with a variety of goals including general health improvement, disease prevention, weight loss, weight gain, and sport participation through the use of aerobic training, resistance training, and stress management. (Prerequisites: PSY 111 and PSY 144, PED 271 or BIO 350, HPE 350, HPE 360, and HPE 390)

HPE 420

Programming with Special Populations (3 cr.)

A variety programming topic in exercise science and health promotion will be presented in the context of special populations including: children, older adults, persons with disabilities, minority groups, sexual minorities, and those diagnosed with diseases such as heart disease, asthma, diabetes. (Requirement: must be taken in senior year)

HPE 490

Senior Seminar (3 cr.)

Application of practical health promotion and exercise science information to a variety of populations. Students will utilize many different types of resources to present and discuss current and controversial topics. (Requirement: must be taken in final semester)

HPE 495

Internship (4 cr.)

Students will participate in at least one internship experience in which they will perform voluntary or paid services in the health promotion or exercise science setting of their choice. (Prerequisites: HPE 310, HPE 350, HPE 365)

HUMANITIES

HUM 110

Freshman Seminar (1 cr.)

This team taught (Faculty and Student Services) first year course required of all new first year students explores the transition of the first-year student to the new university setting. Material covered is designed to equip new students with the knowledge and skills to help them have a successful academic and social first year at the university. Understanding learning styles, reflecting on social decision making, exploring community/campus resources and a first year reading and discussion will all be part of this fun and interactive class.

HUM 120

Artistic Expression (3 cr.)

This course examines the functions and form of the fine and performing arts. Included in this course are requirements to attend gallery exhibits, concert events, and theatre productions.

HUM 300

Investigations in the Humanities/ What Does it Mean to be Human? (3 cr.)

In this course students study different answers to (and ways of asking) a basic question: What does it mean to be human? The course focuses on up to six different points in time and places on the map; these may vary from semester to semester. Some of the ways to unpack the course questions are as follows: What is Justice? How is mortality experienced? What is the relationship between humans and their gods or God? What are the rights, privileges or responsibilities of human beings? What are the

values that guide human choices? What do humans consider beautiful or ugly, melodious or cacophonous? The course focuses on specific artifacts (e.g., texts, artwork, music) from those six periods, taking the time to analyze the artifact and the people that produced it. Discussion of some artifacts may be guided by guest lecturers who are scholars/artists in relevant fields. (Prerequisites: (Prerequisite: ENG/HON 106 and ENG/HON 107 or ENG 120 and ENG 121; PHL 111 and HUM 120)

HUM 1000 Online Course

Warrior Seminar (3 cr.)

This course is designed to help students develop university-level skills for academic success by focusing on life skills, holistic wellness, strategies for academic success, and connecting with Waldorf University.

HUM 1020 Online Course

Critical Thinking (3 cr.)

Introduces the art of devising ways to improve the quality of learning and life by systemically improving the thinking that underlies them. (Teachout 2023) (Course number change to PHL 1110)

HUM 2350x Online Course

Lessons for Life (3 cr.)

This course introduces the processes by which people apply the knowledge and skills necessary to manage emotions, set positive goals, and extend empathy to others, all while maintaining healthy relationships.

HUM 2360x Online Course

Lessons for Life II (3 cr.)

This course provides knowledge and skills important in maintaining healthy relationships in diverse environments by considering skills such perseverance, activism, kindness, empathy, and self-motivation as positive lessons for life.

HUM 2450 Online Course

Fostering Diversity and Inclusion (3 cr.)

This course provides knowledge and skills that are necessary to foster diversity and inclusion in various settings. Strategies to cultivate inclusive and positive interactions across diverse groups will be utilized in order to promote healthy relationships.

MATHEMATICS

MTH 100

Basic College Mathematics (4 cr.)

Introduction to mathematics, whole numbers, fractions, decimals, percent, ratio and proportion, and applications of arithmetic. Algebra: operations on polynomials, factoring and fractions, equations and inequalities, graphing, exponents and radicals, quadratic equations, and concepts in geometry and applications. (Prerequisite: Admission by placement exam or consent of the instructor or University Registrar)

MTH 101

General Education Mathematics (4 cr.)

Designed primarily for the student who does not plan to specialize in mathematics or related science. This course emphasizes fundamental concepts and applications of mathematics along with formal techniques. Topics discussed will be number bases and real numbers, intermediate algebra, geometry and right triangle trigonometry, probability and statistics, and sets. (Prerequisite: One year of elementary algebra)

MTH 102**Liberal Arts Mathematics.....(4 cr.)**

Designed primarily for students who have a sufficient background in Algebra. This course is suitable for inclusion in a program of study for elementary education math students. Survey of applications of mathematics to real-world problems. Topics are from graph theory, management science, political science, statistics, and computer science. (Prerequisite: Math ACT score of 20, Math SAT score of 530, passing score on math placement exam or MTH 101)

MTH 103**College Algebra & Trigonometry.....(5 cr.)**

For those who have a good background but not a working knowledge of algebra and trigonometry. Topics include: basic algebraic operations, inequalities, functions and their representation, polynomial functions, exponential and logarithmic functions, trigonometric functions and applications, algebra of vectors and analytic geometry of the plane. (Prerequisite: Three years of high school mathematics including Algebra I and Algebra II)

MTH 110**Quantitative Methods.....(4 cr.)**

Special attention given to applications in business and the social sciences. Topics include matrix algebra, linear programming, mathematics of finance, basic concepts of probability, and Markov Chains with applications. (Prerequisite: Algebra I and Algebra II or MTH 101)

MTH 201**Elementary Statistics.....(4 cr.)**

An introduction to statistical methods, including: organization of data, graphical representation of data, measures of location and dispersion, elementary probability, theoretical frequency distribution, sampling, estimation, hypothesis testing, correlation, regression, and analysis of variance. This course is of particular interest to students majoring in business, education, social, and biological sciences. (Prerequisites: Algebra I and Algebra II or MTH 101)

MTH 203**Calculus I.....(4 cr.)**

This course is for those who have a sufficient background in algebra and trigonometry. Topics include: functions, continuity and limits, derivatives of algebraic and trigonometric functions, applications of derivatives, and the definite integral and applications. (Prerequisite: four years of high school mathematics or MTH 103)

MTH 204**Calculus II.....(4 cr.)**

Extension of concepts of limit, derivative, and integral to include log and exponential functions with applications. Techniques of integration, improper integrals, "L'Hospital's" rule, infinite series, numerical integration, and polar forms. (Prerequisite: MTH 203)

MTH 300**Discrete Mathematics.....(4 cr.)**

An introduction to discrete structures. Material covered will include sets, propositions, proofs, functions and relations, equivalence relations, quantifiers, Boolean algebras, and graphs. (Prerequisite: MTH 204 or taken concurrently)

MTH 330**Linear Algebra.....(4 cr.)**

An introduction to the theory and applications of linear algebra. Topics include vector spaces, matrices, linear transformations, determinants, eigenvalue and eigenvectors, and inner product spaces. (Prerequisite: MTH 300)

MTH 340**Classical and Modern Geometry.....(4 cr.)**

Selected topics from logical systems and basic laws of reasoning, foundations of Euclidean geometry, finite geometries, geometric loci, transformations, inversion, and non-Euclidean geometry to include hyperbolic plane geometry, projective geometry, affine geometry, and computer geometry. (Prerequisite: MTH 300)

MTH 1010.....Online Course**General Education Mathematics for Online Students(3 cr.)**

Designed primarily for the online student who does not plan to specialize in mathematics or related science. The course emphasizes the fundamental concept of mathematics along with formal techniques. Topics discussed will be number bases, real numbers, intermediate algebra, geometry, right angle trigonometry and sets. Hardware Required: TI-83 or TI-84 calculator (Prerequisite: One year of elementary algebra. Note: This course is not suitable for inclusion in an Education licensure program at Waldorf University.)

MTH 2000 Online Course**Managerial Mathematics.....(3 cr.)**

Overview of topics in finite mathematics together with their applications for the analysis involving real life situations. All operations can be performed by hand, but a TI-83 or TI-84 calculator is highly recommended. Hardware Required: TI-83 or TI-84 calculator

MTH 2023 Online Course**Elementary Statistics.....(3 cr.)**

Elementary Statistics provides the basic principles and issues relevant to the understanding of data sources and research. Students gain an overview of the basic concepts of statistics by exploring the world of descriptive statistics, probability, and inferential statistics. Hardware Required: TI-83 or TI-84 calculator

MUSIC EDUCATION**MUE 341****Methods of General Music in the Public Schools, K-12.....(4 cr.)**

A course designed for the music specialist who will be teaching and supervising in elementary, middle, and senior high school. Various school music methods are studied including Orff and Kodaly. Special emphasis is given to the National Standards developed by MENC. Grade level achievement and goals in the development of the child are examined. Teaching skills are developed in a laboratory teaching environment. The course will include assessment and testing. Includes twenty (20) hours of participatory clinical experience in a pre-student teaching clinical experience. Must be fully accepted to the Teacher Education Program. (Prerequisites: EDU 201, EDU 202; MUS 201, and MUS 204 or with permission from the course instructor) (Must be taken at Waldorf University) [PLO 3.A. Students will create multiple methods of assessment to engage learners in their own growth, monitor learner progress and guide the teacher's and learner's decision making.]

MUE 351**Methods of Musical Drama in the Schools.....(2 cr.)**

This course is designed to introduce candidates to the materials and techniques necessary for directing the performance of musicals in a secondary school setting. In addition to classroom lectures and discussions, candidates will also observe rehearsals and performances of musicals in local area schools. Practical experience in musical drama production is provided through a separate two-hour credit course involving musicals sponsored by the Music Department. Offered only as needed. Must be fully accepted to the Teacher Education Program. (Must be taken at Waldorf University) [PLO 3.B. Students will design instructional plans that support learners in the process of meeting rigorous goals by applying

knowledge of content areas, curriculum, cross-disciplinary skills, and pedagogy, in addition to individual needs and community context.]

MUE 360 through MUE 362

The following three courses cover the study of teaching and performance techniques and methods in each of the three categories of band instruments. Includes selection and care of instruments, basic literature, and rudimentary performance on instruments in each of the categories.

MUE 360

Percussion Skills.....(1 cr.)

Covers basic skills of snare drum, tympani, mallets, and auxiliary percussion.

MUE 361

Woodwind Skills.....(1 cr.)

Covers the basic skills of the single reed, double reed, and flute instruments. A unique component of the class is a unit on the recorder as an introduction to woodwind playing.

MUE 362

Brass Skills.....(1 cr.)

Covers basic skills of trumpet, horn, euphonium, trombone, and tuba playing.

MUE 363

Vocal Skills.....(1 cr.)

Students will learn the fundamentals of singing technique, basic elements of vocal pedagogy, and strategies of vocal repertoire selection for young singers. Students will study three vocal pieces and teach volunteer students private vocal lessons.

MUE 441

Methods of Performance

Ensembles in the Schools.....(3 cr.)

A comprehensive course in leading public school choral and instrumental music programs, from late elementary (beginning band and chorus) through high school ensembles. Includes recruitment methods, book selection, scheduling, budgeting, rehearsal procedures and techniques, motivation and classroom management, with special emphasis on advocacy. MENC membership required. Includes twenty (20) hours of participatory clinical experience and a pre-student teaching clinical experience. Must be fully accepted to the Teacher Education Program. (Prerequisites: EDU 201, EDU 202, MUS 202, MUS 204, MUS 215, and piano proficiency; or with permission from the course instructor) (Must be taken at Waldorf University) [PLO 3.A. Students will create multiple methods of assessment to engage learners in their own growth, monitor learner progress and guide the teacher's and learner's decision making.]

MUSIC: APPLIED MUSIC STUDIES

Music Ensembles (0.5 credit each)

MSA 100C

Waldorf Choir

MSA 100D

Percussion Ensemble

MSA 100J

Jazz Ensemble

MSA 100SC

Schola Cantorum

MSA 100SK

Sangkor

MSA 100W

Waldorf Wind Symphony

MSA

Lessons (varies by lesson)

Applied lessons can be taken at the non-major or the music major level. Lessons are designated with the MSA heading and the area of study by a one letter suffix as follow:

- Alto Saxophone (AS)
- Clarinet (C)
- Euphonium (EP)
- Flute (F)
- French Horn (FH)
- Guitar (G)
- Harpsichord (H)
- Organ (O)
- Percussion (D)
- Piano (P)
- Trombone (TB)
- Trumpet (T)
- Tuba (TU)
- Voice (V)

MSA 113

Class Voice.....(1 cr.)

A class of beginning students in voice production as related to the art of singing. Introduction to vocal literature given with class performance required.

MSA 115

Piano Skills I.....(1 cr.) 2-0

Designed for the beginning piano student who wishes to learn the introductory fundamentals of piano. Hand and body position, elementary use of chords, and harmonization for simple songs, sight reading, and basic piano technique are emphasized.

MSA 116

Piano Skills II.....(1 cr.) 2-0

Designed for the beginning piano student who wishes to learn the introductory fundamentals of piano. Hand and body position, elementary use of chords, and harmonization for simple songs, sight reading, and basic piano technique are emphasized.

MSA 171 and MSA 172 designates lessons are for non-music-majors and MSA 181 through MSA 184 designates lessons are for music majors. Availability of applied studies with Waldorf University faculty members are limited. Music majors and minors are given first priority, then those fulfilling scholarship obligations, followed by those who are members of Waldorf performing ensembles. Registration for lessons requires payment of a fee as outlined in the Music Department Handbook and the Waldorf University Catalog. Once lessons have commenced, the fee is non-refundable.

Non-Major Lessons

MSA 171

Lesson.....(1 cr.)

Applied study at the non-major level involves weekly, half-hour lessons with instructor of record and weekly rehearsal with collaborative accompanist. Individualized goals

established with instructor of record. (Can be repeated for credit; Fee Required)

MSA172

Lesson(2 cr.)

Applied study at the non-major level involves weekly, hour lessons with instructor of record and weekly rehearsal with collaborative accompanist. Individualized goals established with instructor of record. (Permission from instructor required; Can be repeated for credit; Fee Required)

Music Major Lessons

MSA 181

Lesson(1 cr.)

Applied study at the music major level, **first year, first semester** involves weekly, half-hour lessons with instructor of record and weekly, quarter-hour rehearsal with collaborative accompanist. Individualized goals established with instructor in areas of tone & technique, intonation & diction, musicianship, accuracy and overall performance. (Permission of the instructor required; Fee Required)

MSA 182

Lesson(1 cr.)

Applied study at the music major level, **first year, second semester** involves weekly, half-hour lessons with instructor of record and weekly, quarter-hour rehearsal with collaborative accompanist. Individualized goals established with instructor in areas of tone & technique, intonation & diction, musicianship, accuracy and overall performance. (Permission of the instructor required; Fee Required)

MSA 183

Lesson(2 cr.)

Applied study at the music major level, **first year, first semester** involves weekly, hour lessons with instructor of record and weekly, half-hour rehearsal with collaborative accompanist. Intended for performance majors. Individualized goals established with instructor in areas of tone & technique, intonation & diction, musicianship, accuracy and overall performance. (Permission of the instructor required; Fee Required)

MSA 184

Lesson(2 cr.)

Applied study at the music major level, **first year, second semester** involves weekly, hour lessons with instructor of record and weekly, half-hour rehearsal with collaborative accompanist. Intended for performance majors. Individualized goals established with instructor in areas of tone & technique, intonation & diction, musicianship, accuracy and overall performance. (Permission of the instructor required; Fee Required)

MSA 215

Piano Skills III.....(1 cr.)

Designed as a continuation of Piano Skills I/II for the student who wishes to continue learning the fundamentals of piano. Harmonization, transposing, open score reading, sight reading, and intermediate level technique and repertoire studies are emphasized.

MSA 216

Piano Skills IV.....(1 cr.)

Designed as a continuation of Piano Skills III and as a final step or preparation before taking the Piano Proficiency exam. Harmonization, transposing, open-score reading, sight reading, and intermediate level technique and repertoire studies are emphasized.

MSA 225

Collaborative Piano.....(2 cr.)

Study of the art of collaborating on the piano with singers, choirs, and instrumentalists. Emphasis on sight-reading, open score reading, ensemble work, and piano techniques applicable to accompanying.

MSA 281

Lesson(1 cr.)

Applied study at the music major level, **second year, first semester** involves weekly, half-hour lessons with instructor of record and weekly, quarter-hour rehearsal with collaborative accompanist. Individualized goals established with instructor in areas of tone & technique, intonation & diction, musicianship, accuracy and overall performance. (Permission of the instructor required; Fee Required)

MSA 282

Lesson(1 cr.)

Applied study at the music major level, **second year, second semester** involves weekly, half-hour lessons with instructor of record and weekly, quarter-hour rehearsal with collaborative accompanist. Individualized goals established with instructor in areas of tone & technique, intonation & diction, musicianship, accuracy and overall performance. (Permission of the instructor required; Fee Required)

MSA 283

Lesson(2 cr.)

Applied study at the music major level, **second year, first semester** involves weekly, hour lessons with instructor of record and weekly, half-hour rehearsal with collaborative accompanist. Individualized goals established with instructor in areas of tone & technique, intonation & diction, musicianship, accuracy and overall performance. (Permission of the instructor required; Fee Required)

MSA 284

Lesson(2 cr.)

Applied study at the music major level, **second year, second semester** involves weekly, hour lessons with instructor of record and weekly, half-hour rehearsal with collaborative accompanist. Individualized goals established with instructor in areas of tone & technique, intonation & diction, musicianship, accuracy and overall performance. (Permission of the instructor required; Fee Required)
Recitals (Director of Music Programs approval required; Fees Required)

MSA 313

Half Recital, Voice (1 cr.)

MSA 314

Half Recital, Piano (1 cr.)

MSA 315

Half Recital, Organ (1 cr.)

MSA 316

Half Recital, Instrumental (1 cr.)

MSA 381

Lesson (1 cr.)

Applied study at the music major level, **third year, first semester** involves weekly, half-hour lessons with instructor of record and weekly, quarter-hour rehearsal with collaborative accompanist. Individualized goals established with instructor in areas of tone & technique, intonation & diction, musicianship, accuracy and overall performance. (Permission of the instructor required; Fee Required)

MSA 382

Lesson (1 cr.)

Applied study at the music major level, **third year, second semester** involves weekly, half-hour lessons with instructor of record and weekly, quarter-hour rehearsal with collaborative accompanist. Individualized goals established with instructor in areas of tone & technique, intonation & diction, musicianship, accuracy and overall performance. (Permission of the instructor required; Fee Required)

MSA 383

Lesson (2 cr.)

Applied study at the music major level, **third year, first semester** involves weekly, hour lessons with instructor of record and weekly, half-hour rehearsal with collaborative accompanist. Intended for performance and music education majors preparing recitals. Individualized goals established with instructor in areas of tone & technique, intonation & diction, musicianship, accuracy and overall performance. (Permission of the instructor required; Fee Required)

MSA 384

Lesson (2 cr.)

Applied study at the music major level, **third year, second semester** involves weekly, half-hour lessons with instructor of record and weekly, half-hour rehearsal with collaborative accompanist. Intended for performance and music education majors preparing recitals. Individualized goals established with instructor in areas of tone & technique, intonation & diction, musicianship, accuracy and overall performance. (Permission of the instructor required; Fee Required)
Recitals (Director of Music Programs approval required; Fees Required)

MSA 413

Full Recital, Voice (2 cr.)

MSA 414

Full Recital, Piano (2 cr.)

MSA 415

Full Recital, Organ (2 cr.)

MSA 416

Full Recital, Instrumental (2 cr.)

MSA 481

Lesson (1 cr.)

Applied study at the music major level, **fourth year, first semester** involves weekly, half-hour lessons with instructor of record and weekly, quarter-hour rehearsal with collaborative accompanist. Individualized goals established with instructor in areas of tone & technique, intonation & diction, musicianship, accuracy and overall performance. (Permission of the instructor required; Fee Required)

MSA 482

Lesson (1 cr.)

Applied study at the music major level, **fourth year, second semester** involves weekly, half-hour lessons with instructor of record and weekly, quarter-hour rehearsal with collaborative accompanist. Individualized goals established with instructor in areas of tone & technique, intonation & diction, musicianship, accuracy and overall performance. (Permission of the instructor required; Fee Required)

MSA 483

Lesson (2 cr.)

Applied study at the music major level, **fourth year, first semester** involves weekly, hour lessons with instructor of record and weekly, half-hour rehearsal with collaborative accompanist. Individualized goals established with instructor in areas of tone & technique, intonation & diction, musicianship, accuracy and overall performance. (Permission of the instructor required; Fee Required)

MSA 484

Lesson (2 cr.)

Applied study at the music major level, **fourth year, second semester** involves weekly, hour lessons with instructor of record and weekly, half-hour rehearsal with collaborative accompanist. Individualized goals established with instructor in areas of tone & technique, intonation & diction, musicianship, accuracy and overall performance. (Permission of the instructor required; Fee Required)

MUSIC

MUS 101

Theory I (3 cr.)

Emphasis is placed on work in rhythms, major and minor scales, church modes, other scales, intervals and triads, and

the construction of four-part chords. Original work involves the writing of melodies and rhythmic studies. (Corequisite of MUS 103)

MUS 102

Theory II.....(3 cr.)

A continuation of MUS 101. Further work in chord construction and part-writing. Work includes the writing of original compositions, harmonization of figured bass lines, and the analysis of compositions. Non-harmonic tones, cadences, modulation, dominant seventh chords, and some musical forms are studied. (Corequisite of MUS 104)

MUS 103

Aural Skills I(1 cr.)

This course involves exercises in dictation, rhythms, scales, modes, intervals, triads, and sight-singing. (Concurrent registration with MUS 101 required)

MUS 104

Aural Skills II(1 cr.)

A continuation of MUS 103. Further work is done in rhythmic, melodic, and harmonic dictation and sight-singing. (Concurrent registration with MUS 102 required) (Prerequisite: MUS 103)

MUS 150

Diction for Singers I.....(1 cr.)

Study of English diction through song literature. Students will develop a working facility of the International Phonetic Alphabet as applied to proper pronunciation of sung English.

MUS 201

Theory III.....(3 cr.)

A continuation of MUS 102. The various seventh chords, other chromatically altered chords, and some musical forms are studied by means of written exercises, analysis, and the writing of compositions. (Concurrent registration with MUS 203 required) (Prerequisite: MUS 102)

MUS 202

Theory IV(3 cr.)

A continuation of MUS 201, this course includes the introductory study of counterpoint, musical forms, and twentieth century devices and styles. (Concurrent registration with MUS 204 required) (Prerequisite: MUS 201)

MUS 203

Aural Skills III(1 cr.)

Continuation of MUS 104. Melodic and harmonic dictation, sight-singing, and study of the various seventh chords and chromatically altered chords make up the subject matter for this course. (Concurrent registration with MUS 201 required) (Prerequisite: MUS 104)

MUS 204

Aural Skills IV(1 cr.)

Continuation of MUS 203. (Concurrent registration with MUS

202 required) (Prerequisite: MUS 203)

MUS 215

**Conductor’s Workshop I..... (2 cr.)
(Techniques and Tone Building)**

The introductory course in the conductor’s workshop in which all of the conducting students form ensembles for the class members to conduct. The class introduces the study and practice of techniques of conducting, including conducting patterns, methods of interpretation, rehearsal techniques, and basic choral and instrumental tone building. (Prerequisite: MUS 101 or with permission from the course instructor)

MUS 216

Arranging and Technology (1 cr.)

This course introduces and practices strategies for arranging (i.e, transcription, transposing, accompaniment, descants, etc.) and associated technology to collaborate on musical ideas. (Sequenced to coincide with MUS 215; Pre-requisites include MSA 215, MUS 201, and MUS 203.)

MUS/PSY 240

Introduction to Music Therapy..... (3 cr.)

This course defines music therapy and introduces music as a therapeutic medium, a service, and a professional career across medical, mental health, educational settings. Special attention is given to advocacy in related professionals.

MUS 250

Diction for Singers II..... (3 cr.)

Study of Italian diction through song literature. Students will develop a working facility of Italian pronunciation through continued study of the International Phonetic Alphabet. (Prerequisite: MUS 150) (Previously MUS211)

MUS 300

World Music (3 cr.)

Survey of “music” around the globe with respect to natural intersections of the experiences and aesthetics of music with socio-cultural processes, continuity, acculturation and more. Exploration of theories in music anthropology and ethnomusicology aim to influence perspective, sensitivity and critical inquiry.

MUS 301

Music History: Medieval and Renaissance..... (3 cr.)

A musicological survey of western music from antiquity to 1600. non-music-majors require permission of instructor. (Prerequisites: MUS 101 and MUS 102)

MUS 302

Music History: Baroque and Classical..... (3 cr.)

A musicological survey of western music from 1600–1827. Non-music-majors require permission of instructor. (Prerequisites: MUS 101 and MUS 102)

MUS 311**Diction for Singers III** (1 cr.)

Study of German diction through song literature. Students will develop a working facility of German pronunciation through continued study of the International Phonetic Alphabet. (Prerequisite: MUS 150)

MUS 315**Conductor's Workshop II:
(Choral Conducting and Arranging)** (2 cr.)

A continuation of MUS 215 Conductor's Workshop I, this course serves to develop advanced choral conducting techniques. A choral arrangement is prepared by each student for performance by the class. (Prerequisites: MUS 101, MUS 102, and MUS 215)

MUS 316**Conductor's Workshop III:
(Instrumental Conducting and Arranging)** (2 cr.)

A continuation of MUS 215 Conductor's Workshop I, this course serves to develop advanced instrumental conducting techniques. An instrumental arrangement is prepared by each student for performance by the Waldorf Wind Symphony. (Prerequisites: MUS 101, MUS 102, and MUS 215)

MUS 318**Music History: Romantic and Contemporary** (3 cr.)

A musicological survey of western music from 1827 to present. Non-music-majors require permission of instructor. (Prerequisites: MUS 101 and MUS 102)

MUS/THR 325**American Musical Theatre** (3 cr.)

A study of American Musical Theatre from its beginnings to the present with a concentration on several significant works.

MUS/REL 330**Music and Worship** (3 cr.)

This course will examine the historic use of liturgy and music in Christian worship. Included will be a study of the evolving nature of worship among various denominations and the emergence of "contemporary worship."

MUS 331**Vocal Pedagogy** (3 cr.)

This course is designed to prepare the future studio voice teacher and choral director for the teaching of healthy vocal techniques. Course content will include anatomy and physiology of the vocal mechanisms, beginning and intermediate instruction techniques, professional practice and organizations, and individual/group vocal instruction.

MUS 332**Piano Pedagogy** (3 cr.)

This course is a survey of the art of teaching the piano. Course content will include a survey of beginning and

intermediate piano methods, literature for the beginning/intermediate piano student, studio business practice, professional organizations, and group piano instruction pedagogy.

MUS 340**History of Rock** (3 cr.)

The study of the origins and innovators of rock-n-roll as they relate to socio-cultural, historical, and musical evolutions of today.

MUS 382**Seminar: Choral Literature** (1 cr.)

Introduces choral literature appropriate for the middle and high school levels to include those composed in the medieval through contemporary eras. Sequenced to coincide with Conductor's Workshop II.

MUS 384**Seminar: Instrumental Ensemble Literature** (1 cr.)

Introduces instrumental literature appropriate for the middle and high school levels to include those composed in the medieval through contemporary eras. Sequenced to coincide with Conductor's Workshop III.

MUS 420**Vocal Literature** (2 cr.)

A survey of instructional, solo and modern literature across major vocal classifications for vocalists preparing for a career in performance and/or pedagogy.

MUS 421**Piano Literature** (2 cr.)

A survey of instructional, solo and modern literature across styles and performance practices for pianists preparing for a career in performance and/or pedagogy.

MUS 422**Instrumental Literature** (2 cr.)

A survey of instructional, solo and chamber literature for instrumentalists preparing for a career in performance and/or pedagogy.

MUS 430**Church Music Internship** (6 cr.)

A practical working experience will be provided within a church setting. (Teach-Out Mode)

MUS 434**Arts Management Internship** (6 cr.)

A practical working experience in managing and/or working in an Arts related business.

MUS 1010 Online Course**Introduction to Music Appreciation** (3 cr.)

This course defines music therapy and introduces music as a therapeutic medium, a service, and a professional career across medical, mental health, educational settings. Special attention is given to advocacy in related professionals.

NURSING

NUR 3010 Online Course

Professional Concepts of Nursing (3 cr.)

This course introduces learners to the role of the Baccalaureate prepared nurse, beginning with the historical and theoretical perspectives of nursing as they relate to professional development. This includes the flow of information in health care and concepts of data, information, and the use of technology central to the future of nursing and health care. Learners will also spend time with an informatics nurse within a local agency observe their role and complete a journal about the experience. During this course, the learner will begin to develop a professional portfolio as a requirement for completion of the nursing program.

NUR 3020 Online Course

Advanced Health Assessment..... (3 cr.)

This course focuses on evidence-based practice of community health assessment. The approach for this course includes a thorough and comprehensive health examination presenting strategies for adapting questions and techniques to a more diverse population where communication and understanding may be limited. It is designed for the practicing RN and offers a comprehensive toolkit of organization and critical reasoning related to the health assessment process. Evidence and research are threads applied throughout the course.

NUR 4030 Online Course

Leadership and Management Principles for Nurses (3 cr.)

This course focuses on the leadership roles and the management functions of professional nurses in a contemporary health care environment. Organizational, economic, regulatory, and interpersonal factors that impact nursing practice are explored. The administrative process is utilized as a framework to examine management and leadership concepts and principles such as planning, organizational analysis, conflict management, quality improvement, and fundamental fiscal issues, among others. The integration of management theory and the social responsibility of the nursing profession is emphasized.

NUR 4040 Online Course

Population Based Nursing..... (3 cr.)

This course uses a community health nursing practice model that links nursing with core public health functions and essential community health services. Global, federal, state, and local public health priorities are examined to illustrate the nursing process for the care of communities and populations. The sciences providing the evidence base for community and public health assessment, interventions, and evaluation are integrated into the course. The historical, current, and future role of nurses, who care for populations by empowering individuals, families, and communities, is critically analyzed. Learners apply and evaluate evidence-based interventions in a variety of public and private clinical settings. Provides the learner with a frame of reference for examining health care issues related to vulnerability and vulnerable populations. The course content includes an overview of concepts, theories, and policies from agencies such as the World Health Organization and U.S. Public Health Service, and an opportunity to design a model for other Learners in a community and service-learning environment.

NUR 4050 Online Course

Faculty Guided Wellness Experience..... (3 cr.)

This course will provide the learner with tools to engage with underserved populations in a community wellness experience. The faculty guided experience is designed with an emphasis on community engagement and wellness. The RN enrolled in this course is expected to self-select, plan, and provide an opportunity for a designated population to improve their level of health awareness. Prerequisite: 8-week faculty guided community wellness experience.

NUR 4060 Online Course

Teaching in Health Care..... (3 cr.)

The course will focus on the identification and application of principles of adult teaching and learning within the healthcare environment, with an emphasis on teaching to a vulnerable population in a culturally diverse community. Content includes theories of learning, teaching strategies and methodologies, teaching resources, and evaluation of instruction as applied to the development of nursing systems in the nursing process. Learners will develop an in-depth teaching project that might be presented in a community or acute care agency.

NUR 4070 Online Course

Evidence-Based Practice..... (3 cr.)

This course provides a pathway to an application of evidence-based practice (EBP), through the knowledge and use of the research process. The syllabus includes principles and methods of research for use in critiquing and collecting the evidence. Role expectation and resultant course content and learning strategies address incorporation of research and perspectives into clinical practice through the development of an evidence-based proposal for possible implementation. Learners will use skills of inquiry and analysis to develop an individual or team proposal for change in practice in a community or acute healthcare environment.

NUR 4080 Online Course

Legal and Ethical Issues (3 cr.)

Nurses will engage in ethical reasoning and actions to promote advocacy, collaboration, and social justice as socially responsible citizens. Introduces the nurse to concepts related to globalization and care of the individuals from diverse cultures and their understanding of health care practices. Provides an in depth look at professional issues in contemporary nursing as well as the analysis of moral, legal, and ethical dilemmas experienced by healthcare providers. Selected court decisions will be discussed in such topic areas as nursing malpractice, patients' rights, informed consent, termination of treatment, and assisted suicide. Leadership strategies will address interrelationships between the disciplines, including ethical and legal issues facing the practitioner and ways to resolve issues using evidence-based standards.

NUR 4090 Online Course

Nursing Capstone (3 cr.)

This capstone course is offered as a cornerstone of the RN to BSN program. The purpose of this course is to integrate and build on the student's educational experiences and abilities to a broader understanding of contemporary issues in nursing and health care. Learners will integrate knowledge of nursing scholarship, research, leadership and management, and nursing theories to design, implement, and lead a project or advance their professional development to be used to improve patient outcomes.

OCCUPATIONAL SAFETY

OSH 3001 Online Course

Fundamentals of Occupational Safety and Health (3 cr.)

Overview of regulations and issues in the occupational safety and health profession. Examines the underlying cause mechanisms of health and safety hazards, along with record keeping standards and analysis of injury and illness statistics.

OSH 3301 Online Course

Fleet Safety..... (3 cr.)

Comprehensive study of motor fleet safety and instructional programs. Focus areas include accident prevention, security, job safety analysis, school BUS safety, shipping and storage of hazardous materials, driver

selection and training, vehicle inspection, and considerations for a small fleet among others. (Prerequisite: OSH 3001)

OSH 3303 Online Course

Workers' Compensation (3 cr.)

Examines the entire Workers' Compensation system and uses case studies to formulate risk management strategies. The overlap between Workers' Compensation, FMLA, and ADA requirements is discussed. (Prerequisite: OSH 3001)

OSH 3401 Online Course

Construction Safety (3 cr.)

Exploration of the OSHA regulations and related safety practices governing the construction industry. Provides an analysis of the high incident/accident rates in the construction industry and how it contributed to the passage of the OSH Act in 1970. Presents practical examples of how to apply "on the job" construction safety and health programs and policies. (Prerequisite: OSH 3001)

OSH 3525 Online Course

Legal Aspects of Safety and Health..... (3 cr.)

A comprehensive study of the Occupational Safety and Health (OSH) Act and the authority of the Occupational Safety and Health Administration (OSHA). Review of employer's legal responsibilities and proactive measures to ensure compliance with OSHA's General Duty Clause. (Prerequisite: OSH 3001)

OSH 3640 Online Course

Interactions of Hazardous Materials (3 cr.)

A systematic analysis of how hazardous materials escalate an incident or emergency event. Examination of the basic fundamental concepts common to hazardous chemicals with an emphasis on how some key elements, compounds and mixtures are inherently dangerous. Emphasis will be placed on how these chemicals are transported, what regulations are in place, and what steps may be needed for incident mitigation. (Prerequisite: OSH 3001)

OSH 3651 Online Course

Total Environmental, Health, and Safety Management (3 cr.)

A comprehensive study of the essential components needed when developing an effective safety management system. Examines the cultural aspects of integrating total safety management into all levels of an operation. (Prerequisites: OSH 3001 and OSH 3525)

OSH 3701 Online Course

Industrial Ergonomics..... (3 cr.)

Review of the principles and practices of ergonomics as it applies to the industrial environment. Demonstrates how to collect data on users and operators and how to convert the data to good workplace design. (Prerequisites: OSH 3001, OSH 3525, OSH 3303, OSH 3401 and OSH 3651)

OSH 4010 Online Course

Safety Supervisor..... (3 cr.)

Overview of the tools needed to understand and deal with the unique role and project management responsibilities of safety supervisors and safety project managers. Various sample forms as presented by the National Safety Council are included along with case study scenarios for student review and commentary. Prerequisite: OSH 3303, OSH 3401, OSH 3525, OSH 3001)

OSH 4208 Online Course

Advanced Concepts in Occupational Safety and Health (3 cr.)

A comprehensive overview of the occupational safety and health field to include the application of quantitative problem solving related to workplace safety and health. This course is also designed to be helpful for students in preparation for the ASP and CSP exams. (Prerequisites: OSH 3001, OSH 4301, OSH 4010, OSH 3525, and MTH 1010)

OSH 4301 Online Course

Fundamentals of Industrial Hygiene..... (3 cr.)

Introduction to the basic concepts of industrial hygiene from a technical level. Focuses on the areas typically encompassed by industrial hygiene and highlights the importance of the industrial hygienist in protecting employee safety and health. (Prerequisite: OSH 3001)

OSH 4309 Online Course

Lean Safety Management..... (3 cr.)

A look at safety management from the viewpoint of continual improvement using lean management techniques. Introduces techniques commonly utilized in quality management, such as Kaizen events, 5S, and Six Sigma techniques to safety and health management systems. (Prerequisites: OSH 3001, OSH 4010, and OSH 3651)

OSH 4410 Online Course

Managerial Issues in Hazardous Materials (3 cr.)

This course examines and covers information that an incident commander might need for the effective management of a Hazardous Materials Incident. This includes but is not limited to, laws and regulations, NIMS, personnel management, asset management, and levels of training needed. Overall awareness, operations, technician level HAZWOPER and the requirements on OSHA CFR 29. 1910.120 will be addressed in the course. This class is not meant to be the only training you receive for hazardous materials management but is to be built upon with continued education. (This course replaces FOS 3125: Hazardous Materials Management.) (The FESHE Course Code Equivalent for this course is C269) (Prerequisites: OSH 3001 and OSH 3640)

OSH 4520 Online Course

Risk Management (3 cr.)

Examination of risk management principles in the context of safety and health management. Strategies and tactics for reducing workplace hazards are presented through a review of best practices and principles balanced by an organization's use of opportunistic and speculative risks. (Prerequisites: OSH 3001 and OSH 3525)

OSH 4601 Online Course

Accident Investigation (3 cr.)

Study of integrating accident or near miss investigations as an effective, practical, and even a profitable, management tool. Incorporates systematic, procedural, determinative, and corrective applications for investigative accident management. (Prerequisites: OSH 3001, OSH 3525, and OSH 3303)

ORGANIZATIONAL LEADERSHIP

ORG 3451 Online Course

Organizational Theory and Behavior..... (3 cr.)

A basic grounding in the principles of managing organizations and methods for improving management skill through knowledge of organizational behavior. Stresses the development of job-relevant skills and covers a wide range of behaviors. Areas of study can be applied to daily life.

ORG/ 3651 Online Course

Leadership(3cr.)

Presents the importance of leadership in conjunction with various leadership traits, styles, and qualities. Enhances the importance of having a vision, the motivation to lead, social motives in the workplace, levels of morality and values, and the significance of empowerment for effective leadership. Topics include situational leadership, organizational climate, moral dilemmas, personal integrity, servant leadership, participative management, human relations, high-performance teams, diversity, cultural and interpersonal differences, workplace stress, performance management, and organizational change.

ORG 3800 Online Course

Leadership Across Generations(3 cr.)

Presents leadership strategies for multi-generational teams. Topics include: the defining experiences of each generation in the workforce and how those defining experiences have shaped the generation's work style; individual versus generational differences; and leadership strategies for influencing group dynamics to embrace generational diversity.

ORG 4000 Online Course

Organization Diversity and Inclusion(3 cr.)

The personal and organizational implications of increasing workforce diversity will be presented in this course. The aim is to explore the complex dynamics of ethnic, racial, and gender diversity in organizations as seen from the vantage point of social science and organizational studies. The course also examines the managerial implications of increasing cultural diversity in organizations, and the orientations to diversity adopted by organizations, the correlates of these approaches, and the possibilities for organization change.

ORG 4040 Online Course

Communication Skills for Leaders(3 cr.)

Review of the importance of professionalism in all types of communications. This course provides you with the opportunity to improve your abilities to communicate effectively, regardless of the medium or situation. Emphasis is placed on writing and presentation skills. You will also be given information that will enhance your understanding of factors contributing to group effectiveness to develop skills in working as a member of a group or project team.

ORG 4060 Online Course

Team Building and Leadership(3 cr.)

Review of important issues relating to leadership. Analysis and discussion of leadership styles in both social and work situations and how to use this information when making business decisions within a team based environment. Includes leadership communication styles, the power of leaders, situational leadership, creativity and leadership, teamwork, motivation, coaching skills, emotional intelligence, and the impact of leaders on organizational decision-making.

ORG 4080 Online Course

Creative Thinking and Problem Solving(3 cr.)

Explore the process of creative thinking, as well as the barriers that may inhibit creative approaches. This course focuses on strategies for leveraging creative thinking in order to develop strategic innovations or to solve complex problems in organizations.

ORG 4160 Online Course

Negotiation and Conflict Resolution(3 cr.)

Using case studies, this course focuses on the development of the communication and management skills essential for successfully resolving conflict situations involving labor and management practices. The structural dysfunction of organizations is explored.

ORG 4800 Online Course

Leading Virtual Teams.....(3 cr.)

This course explores the role of virtual teams in today's global environment. Special emphasis placed on identifying pitfalls that inhibit the effectiveness of virtual teams, as well as strategies for leading from a distance and creating an environment for cross-cultural collaboration.

PHYSICAL EDUCATION – VARSITY ATHLETICS

Varsity Athletics Men(.5 cr. per academic year)

- PED 100B Baseball
- PED 100BM Basketball
- PED 100E E-Sports
- PED 100F Football
- PED 100GM Golf
- PED 100WM Wrestling
- PED 100SM Soccer
- PED 100CM Cross Country
- PED 100LM Bowling
- PED 100H Hockey
- PED 100TSM Trapshooting
- PED 100TM Track & Field (Indoor/ Outdoor)

Varsity Athletics Women.....(.5 cr. per academic year)

- PED 100C Cheer
- PED 100BW Basketball
- PED 100E E-Sports
- PED 100SB Softball
- PED 100V Volleyball
- PED 100SW Soccer
- PED 100GW Golf
- PED 100CW Cross Country
- PED 100LW Bowling
- PED 100WW Wrestling
- PED 100TSW Trapshooting
- PED 100TW Track & Field (Indoor/Outdoor)

Physical Education Activities (.5 cr.)

All activities are taught in a coeducational format unless otherwise indicated on registration schedules.

- PED 101 Archery
- PED 102 Badminton
- PED 103 Bowling (Fee)
- PED 105 Dance
- PED 106 Aerobics
- PED 107 Golf
- PED 108 Racquetball
- PED 109 Running
- PED 110 Tennis
- PED 111 Weightlifting

Undergraduate Course Descriptions

PED 112	Skiing
PED 113	Swimming
PED 114	Kenpo Karate II
PED 115	Basketball
PED 116	Flag Football
PED 117	Soccer
PED 118	Volleyball
PED 119	Recreational Activities
PED 120	Exploring Fitness* (Injured or Special Needs Students Only)
PED 122	Yoga I
PED123	Barre
PED132	Yoga II**

*Needs based documentation must be on file with Waldorf Nurses Office.

***(Prerequisite of PED122 Yoga)*

PED/HPE 170

First Aid/CPR/AED for Workplace, Schools, and Community.....(1 cr.)

American Red Cross course providing training in CPR, AED use, and first aid procedures qualifying the student for American Red Cross certification. Certification effective for one year only. Recertification, if needed, is responsibility of the student. (Course Fee \$35)

PED 210

Physical Education for the Elementary School.....(3 cr.)

This course will emphasize the development of quality programs in the elementary school which include the psychomotor, cognitive, and affective domains. Candidates will visit quality physical education programs. Movement education will be a major theme of the class. (Prerequisite: PED 230 or concurrent enrollment) (Spring) [PLO 1.A. Students will design and implement developmentally appropriate and challenging learning experiences that take into consideration the diverse ways in which learners grow and develop.]

PED/HPE 221

Personal and Community Health.....(3 cr.)

A course which presents principles and practices of personal health and seeks to develop attitudes and habits necessary for healthful living.

PED/HPE 230

History and Principles of Sport, Physical Education and Fitness.....(3 cr.)

An overview of the history of sport, physical education, and fitness. Special attention will be given to the rise and development, as well as the historical significance, of American sport and its impact on the sporting world. The course examines concepts, theories, and research as tools that will enable students to examine sports as a part of culture. Students will gain an appreciation of sport as both a cultural and historical heritage. Sport is examined as a bridge country separated by political strife. The course also investigates the philosophical relationship of sport to society.

PED/HPE 243

Team Game Skills(2 cr.)

Basic course in developing motor skills, knowledge of rules, playing strategy, terminology, and participation in volleyball, basketball, soccer, speedball, field hockey, and touch football.

PED/HPE 244A

Individual and Dual Sport Skills.....(2 cr.)

Basic course in developing motor skills, knowledge of rules, playing strategy, terminology, and participation in badminton, tennis, archery, golf, conditioning, tumbling, and balance beam.

PED 251

Theory, Psychology, and Ethics of Coaching(2 cr.)

An introduction to the psychological, ethical, and strategical aspects of coaching interscholastic sports. Special emphasis on the coaching theories and strategies of football, volleyball, and basketball. Two hours of lecture per week plus five additional hours of lab work (assisting, observing, practice, game settings) during the semester. (Applies toward coaching authorization)

PED/HPE 271

Coaching Anatomy.....(1 cr.)

The structure and function of the human body with special emphasis given to the muscular, skeletal, and nervous systems. Sophomore status preferred. (BIO 105 or 120 helpful but not required) (Applies toward coaching authorization)

PED/HPE 272

Treatment of Athletic Injuries.....(2 cr.)

Practical training in the care and prevention of athletic injuries. Laboratory component includes various taping techniques (ankle, Achilles, longitudinal arch, shin splits, knee, hamstring, quadriceps, shoulder, wrist, thumbs), elastic bandaging, ice, and ice massage. (Course Fee \$85) (Applies toward coaching authorization)

PED 301

Curriculum and Administration of P.E. in K-12 Schools (3 cr.)

Candidates will learn techniques and procedures for K-12 Physical Education program management to include standards-referenced K-12 curriculum development and implementation, policies, programs, budgeting, supervision, and problems unique to physical education and athletics. (Prerequisites: PED 210 and PED 230) [PLO 3.C. Students will integrate instructional strategies that promote deep understanding of content areas and connections so that learners can apply knowledge in meaningful ways.]

PED/SPED 310

Adaptive Physical Education.....(2 cr.)

This course is a study of theories, principles, and methods for working with students with special needs in the physical education curriculum. The focus will be on background information on types of disabilities and activities that will address the individual needs of each student. Ten (10) hours of participatory clinical experience is required. (Prerequisites: PSY 144, PED 271 or BIO 155, and SPED 220) [PLO 1.B. Students will integrate their knowledge of individual and cultural differences as a means of creating inclusive learning environments for all learners to meet high standards.]

PED 343

Methods of Teaching Physical Education in Elementary Schools(3 cr.)

Candidates will learn methods and materials unique to K-8 Physical Education teaching. Planning for teaching and learning experiences based on elementary student learning needs is the focus with individual and team performance in various activities required. Candidates will develop organizational skills and time management skills. Must be fully accepted to the Teacher Education Program. Concurrent enrollment in PED 344 required. (Prerequisite: EDU 440) (Must be taken at Waldorf University) [PLO 1.C. Students will design individual and collaborative learning activities that encourage positive social interaction, active learning, and self-motivation.]

PED 344

Clinical Experience in Teaching Physical Education in Elementary Schools(1 cr.)

Candidates will gain instructional experience in an elementary classroom setting. Twenty (20) hours of participatory clinical experience in an elementary physical education classroom is required. Must be fully accepted to the Teacher Education Program. Concurrent enrollment in PED 343 required. (Must be taken at Waldorf University) [PLO 2.A. Students will create accessible learning experiences related to central concepts and ways of exploring the discipline(s) they teach so that learners grow in their understanding and appreciation of the field(s).]

PED 345

Methods of Teaching Physical Education and Health in Secondary Schools(3 cr.)

Candidates will learn methods and materials unique to 5-12 Physical Education and health teaching. Planning for teaching and learning experiences based on secondary student learning needs is the focus with individual and team performance in various activities required. Candidates will also develop organizational skills and time management skills. Must be fully accepted to the Teacher Education Program. Concurrent enrollment in PED 346 required. (Prerequisite: EDU 440) (Must be taken at Waldorf University) [PLO 1.C. Students will design individual and collaborative learning activities that encourage positive social interaction, active learning, and self-motivation.]

PED 346

Clinical Experience in Teaching Physical Education and Health in Secondary Schools(1 cr.)

Candidates will gain instructional experience in a secondary classroom setting. Twenty (20) hours of participatory clinical experience in a secondary classroom is required. Must be accepted to the Teacher Education Program. Concurrent enrollment in PED 345 required. (Must be taken at Waldorf University) [PLO 2.A. Students will create accessible learning experiences related to central concepts and ways of exploring the discipline(s) they teach so that learners grow in their understanding and appreciation of the field(s).]

PHILOSOPHY

PHL 111

Critical Thinking.....(3 cr.)

An interdisciplinary course, required for all freshmen, that begins instruction in critical inquiry in all disciplines. Through reading and writing assignments and class discussion, students are introduced to university-level critical thinking. Topics in the course are diverse and are approached from the perspectives of several disciplines. Students encounter open-ended questions that require them to use and to develop their critical faculties.

PHL 271

Philosophical Ethics(3 cr.)

A study of the main philosophical or classical theories of morality. The course focuses on selected thinkers in the Western tradition and seeks to gain understanding of their ideas by means of primary and secondary sources.

PHL 272

Introduction to Philosophy(3 cr.)

A study of the issues and thinkers shaping philosophy, with the main attention devoted to the Western tradition. The course includes a survey of the main schools or types of philosophy.

PHL 300

The Study of Human Nature (3 cr.)

A critical study of the principal issues, topics, conditions, and representative thinkers that have informed the philosophical discussion concerning the nature of the human person.

PHL 1110 Online Course

Critical Thinking..... (3 cr.)

An interdisciplinary course, required for all freshmen, that begins instruction in critical inquiry in all disciplines. Through reading and writing assignments and class discussion, students are introduced to university-level critical thinking. Topics in the course are diverse and are approached from the perspectives of several disciplines. Students encounter open-ended questions that require them to use and to develop their critical faculties (Replaced HUM 1010)

PHYSICS

PHY 151

Physical Science.....(4 cr.) 3-2

Introductory course in physical science for non-science majors. Course content includes discussion of basic concepts in physics, chemistry, astronomy, and meteorology. Recommended for those students wishing to fulfill a four-hour laboratory science requirement for BA degree. Three lectures and two hours of laboratory work each week. (Prerequisite: High school algebra or MTH 100) (Course Fee \$85) (Fall and Spring)

PHY 221

General Physics I.....(4 cr.) 3-2

Course content includes vectors, motion, forces, momentum, heat, and energy. Three lectures and two hours of laboratory each week. (Prerequisite: Concurrently enrolled in mathematics course or two years of high school math) (Course Fee \$85) (Fall)

PHY 222

General Physics II(4 cr.) 3-2

Course content includes sound, light, optics, electricity, magnetism, and topics in modern physics. Three lectures and two hours of laboratory each week. (Prerequisite: PHY 221) (Course Fee \$85) (Spring)

PHY 231

Classical Physics I(5 cr.) 4-2

Course content includes vectors, motion, forces, momentum, heat, and energy. Calculus techniques will be used. Five lectures and two hours of laboratory each week. Some of the lectures may be used for recitations. (Prerequisites: MTH 203 and MTH 204) (Course Fee \$85) (Fall)

PHY 232

Classical Physics II(5 cr.) 4-2

Course content includes sound, light, optics, electricity, magnetism, and topics in modern physics. Calculus techniques will be used. Five lectures and two hours of laboratory each week. Some of the lectures may be used for recitations. (Prerequisites: PHY 231, MTH 203 and MTH 204) (Course Fee \$85) (Spring)

PHY 1010 Online Course

Earth Science..... (3 cr.)

Study of the scientific principles that influence our planet, its rocks, mountains, atmosphere, and oceans.

POLITICAL SCIENCE

POL 112

American Government (3 cr.)

Covers the nature of the American federal system as it is structured under the American Constitution including the national, state, and local governments. It also studies the political processes through which our governmental system functions. Spring of even numbered years.

POL/COM 204

Introduction to Public Relations (3 cr.)

A general overview of public relations as a four-step process. Process application as it relates to case studies in media relations, internal communications, community relations, public affairs, and crisis communications. (Spring)

POL 210

Political Parties and Elections (3 cr.)

A foundational study of the major political parties of the United States and the electoral process at the local, state, and national levels. Coverage includes caucuses, primaries, conventions, platform building, lobbying, and campaigning, along with an investigation of the positions of current parties. (Directed study will be offered through the department) (Prerequisite: ENG/HON 106 and ENG/HON 107 or ENG 120 and ENG 121 or with permission from the course instructor)

POL/SPE 300

Argumentation and Debate (3 cr.)

This course is designed to improve critical thinking and argumentation skills. The student will learn to construct, apply, and rebut arguments through the discipline of academic debate. The student will develop the ability to apply these skills in a variety of communication situations (business, legal, personal.) The course also prepares the student to direct and manage or judge a high school debate team.

POL/GEO 320

Modern Global Issues (3 cr.)

A broad study of the current global issues of political, economic, cultural, and environmental significance that face the United States and the world. Special attention will be given to understanding the geographic significance of those issues. (Directed study will be offered through the department) (Prerequisite: ENG/HON 106 and ENG/HON 107 or ENG 120 and ENG 121 or with permission from the course instructor)

POL 330

Comparative Government (3 cr.)

A comparative study of foreign governmental systems in parallel or contrast to the American form of government with regard to their political and legal institutions and philosophies. (Directed study will be offered through the department) (Prerequisite: ENG/HON 106 and ENG/HON 107 or ENG 120 and ENG 121 or with permission from the course instructor)

POL/HIS 462

FDR: Depression and War (3 cr.)

A survey of the major events in American history during the era of Franklin D. Roosevelt. Emphasis will be on the Great Depression, the New Deal, and WWII. Course will include an examination of the political, social, military, and economic changes that make this era a turning point in American history. (Directed study will be offered through the department) Prerequisite: ENG/HON 106 and ENG/HON 107 or ENG 120 and ENG 121 or with permission from the course instructor)

POL/HIS 467

U.S. Foreign Policy (3 cr.)

This course traces the evolution of the U.S. foreign policy and its required government institutions from the Revolution to its present role as a world leader. Politics and diplomacy are combined with a focus on the social and economic issues that inevitably become intertwined. Offered every other Fall Semester in odd years. (Prerequisite: ENG/HON 106 and ENG/HON 107 or ENG 120 and ENG 121 or with permission from the course instructor)

POL 410

American Law (3 cr.)

An advanced introduction to the American legal system with an in-depth exploration of the U.S. Constitution and the institutions and processes of the local, state, and federal courts. Emphases will be placed on major historical cases as well as major issues and cases facing the courts today. (Prerequisite: ENG/HON 106 and ENG/HON 107 or ENG 120 and ENG 121 or with permission from the course instructor) (Spring)

POL/HIS 418

Modern American Presidency (3 cr.)

A study of the chief executive of the United States from McKinley to the present, with special emphasis on the evolution of the office due to the social factors and individuals who shaped it. Course will examine the impact of presidents on government structures through their domestic and foreign policies. Offered during the Fall Semester of presidential election years. (Prerequisite: ENG/HON 106 and ENG/HON 107 or ENG 120 and ENG 121 or with permission from the course instructor)

POL/COM 422

Public Relation Skills (3 cr.)

Instruction in the basic skills needed for public relations programming including strategic and organizational planning, special events planning, and persuasive writing. Includes sample analysis, writing project, and actual events planning. (Prerequisite: ENG/HON 106 and ENG/HON 107 or ENG 120 and ENG 121 and COM204/POL204 or with permission from the course instructor) (Fall)

POL/HIS 462

FDR: Depression and War (3 cr.)

A survey of the major events in American history during the era of Franklin D. Roosevelt. Emphasis will be on the Great Depression, the New Deal, and WWII. Course will include an examination of the political, social, military, and economic changes that make this era a turning point in American history. (Directed study will be offered through the department) (Prerequisite: ENG/HON 106 and ENG/HON 107 or ENG 120 and ENG 121 or with permission from the course instructor)

POL 475

Special Topics (3 cr.)

Topics will vary and are determined by the instructor. All political science special topic will include a component that examines American political structures, theory, or policies. (Offered occasionally as determined by the department) (Prerequisite: ENG/HON 106 and ENG/HON 107 or ENG 120 and ENG 121 or with permission from the course instructor)

POL 495

Internship (6 cr.)

Internships are designed to give students practical experience by placing them in a professional setting related to their major and professional interests such as, but not exclusive to, a museum, archive, historical site, government office, legal office or business. A written request for an internship including a description of the setting and type of work to be done by the intern must be approved by a majority of the Department's full-time faculty prior to registering for POL 495. Internships will be supervised by an on-site facilitator as well as the student's major advisor. A minimum of 25

clock hours of supervised work is required for each hour of credit. At the end of the internship, the student shall submit a written report on their experience to their advisor for approval and the department for review. Offered every Semester. (Prerequisites: completion of HIS 210 Methods of History and at least 21 credits in the History/Political Science Major)

POL 495

Senior Thesis Research.....(3 cr.)

Political Science seniors who do not complete an internship or student teaching are required to submit a senior thesis which is supervised through the Political Science Department faculty. The thesis will involve extensive primary and secondary research on an approved topic, which will result in a written work that is appropriate for presentation or publication. The thesis will be researched and written over a span of the senior year, with the student conducting guided research during the fall semester of the senior year. The project's progress must be approved by the full department. (Prerequisites: Senior status and completion of HIS 210)

POL 495

Senior Thesis Writing.....(3 cr.)

Political Science seniors who do not complete an internship or student teaching are required to submit a senior thesis which is supervised through the Political Science Department faculty. The thesis will involve extensive primary and secondary research on an approved topic, which will result in a written work that is appropriate for presentation or publication. The thesis will be researched and written over a span of the senior year, with the student producing a finished research paper during the spring semester of the senior year. The final paper must be completed and approved by the full department. (Prerequisites: Senior status and completion of HIS 210)

POL 1010 Online Course

American Government.....(3 cr.)

In-depth study of American government and politics focusing on a balanced, unbiased, and up-to-date introduction to constitutional, governmental, political, social, and economic structures and processes.

POL 2000 Online Course

Introduction to Political Science.....(3 cr.)

Introduces the major concepts and themes of political science by examining the fundamental principles, concepts, and methods of the discipline, and the basic political processes and institutions of organized political systems. Software Required: Microsoft PowerPoint, or other presentation software.

POL 2010 Online Course

American State and Local Politics.....(3 cr.)

Introduction to state and local governments in the United States. Acquaints students with the structures and functions of state and local level governments and how political decisions are made at these levels.

PSYCHOLOGY

PSY 100

Orientation to Psychology.....(1 cr.)

This course helps Psychology majors understand degree/career options, APA Divisions, and the major requirements. During this course students will explore areas of psychology and meet with practitioners.

PSY 111

General Psychology.....(3 cr.)

This course is an introductory survey of the principles, theories, and methods of psychology as a basis for the understanding of human behavior and mental processes. Through lecture, video, and various in-class and writing assignments, students will be exposed to a variety of topics in the broad field of psychology, including history, research methods, biological foundations of behavior, sensation and perception, states of

consciousness, learning, memory, cognition, development, personality, abnormal behavior, and social psychology.

PSY 144

Human Growth and Development.....(3 cr.)

The study of physical, social, emotional, and intellectual development from conception to the end of life. The concepts, theories, and determinants in the various periods of development are studied. Emphasis is given to understanding behavior and thinking during childhood and adolescence. Emphasis is given to guiding during childhood and adolescence.

PSY 222

Social Psychology.....(3 cr.)

The social world shapes nearly every aspect of how people think, feel, and behave towards others, real or imagined. You will examine evidence-based theories in regard to how people think about, influence, and relate to one another in everyday situations and apply this knowledge toward understanding people as social beings. Specific topics include aggression, helping, social influence, stereotyping, and group processes. (Prerequisite: PSY 111)

PSY 224

Sports Psychology.....(3 cr.)

As an introduction to the topic of Sports Psychology, this course will explore a number of topics related to the roles and goals of sports psychologists, athletes, coaches & trainers. A number of psychological perspectives, such as social psychology, cognitive psychology, and biological psychology, will be applied to the area of sports performance and exercise science. Topics will include the influence of arousal on performance, motivation and goal setting, stress, anxiety, and coping, aggression in sports, and team cohesion. (Prerequisite: PSY 111)

PSY 232

Close Relationships.....(3 cr.)

You will explore a wide array of relationship topics, including attraction, mate selection, theories of love, communication, conflict, jealousy, and infidelity, and understand how these topics apply to your own romantic and non-romantic relationships. Throughout the course, research methods, gender roles, and the place of relationships as a science will be emphasized. (Prerequisite: PSY 111)

PSY 230

Biological Psychology.....(3 cr.)

You will explore biological influences on behaviors, including the nervous system, memory, the endocrine system, sense organs, sleep, drugs and genetic influences. (Prerequisites: PSY 111)

PSY 265

Health Psychology.....(3 cr.)

Whether one gets sick or stays healthy, attitudes and behaviors interact with physical health to determine how people (including yourself) respond to, maintain, and improve their physical condition. You will examine research and theory about how human beliefs and behaviors influence, and are influenced by, physical health, including stress, pain, coping with illness and death, and the current medical system. (Prerequisite: PSY 111)

PSY 300 / CRJ 300

Mental Health and Crime.....(3 cr.)

This course will assist students to learn the dynamics behind the correlation of crime and mental illness. With the growing population of those with mental illness, within the system, this course is relevant to policing, corrections and courts personnel, as well as all other aspects of the criminal justice system. Students will explore myths and realities; as well learn about specific disorders in which

they will deal with in the field. Sociological issues of gender, class and race will be included wherever relevant. (Prerequisites: CRJ 120 and PSY 111 or SOC 221, or approval from the department chair)

PSY 305 / CRJ 305

Victimology.....(3 cr.)

This course will examine trends and patterns of victimization throughout history. This course will explore rights related to victims, fair treatment, empowerment and compensation. Focus will be given to society's response to victims and their problems, as well as victimization by the justice system. (Prerequisites: CRJ 120 and PSY 111 or SOC 221, or approval from the department chair)

PSY 310

Principles of Learning.....(3 cr.)

Learning is a basic behavior that everyone engages in on a daily basis, but can be approached in several ways. Major approaches include classical and operant conditioning, social-cognitive, cognitive, and developmental view of learning as well as real world applications. (Prerequisite: PSY 111)

PSY 311

Cognitive Psychology.....(3 cr.)

Cognition involves any mental process or action. This includes learning, memory, perception, representation of knowledge, problem-solving, language, and decision-making. In addition, you will cover models and theories of human cognitive processes. (Prerequisite: PSY 111)

PSY 320

Theories of Personality.....(3 cr.)

Theories of personality attempt to explain many of the individual differences between people and how these differences account for patterns of thought, emotion, and behavior. You will trace both historical, such as psychoanalysis, and more modern, such as social learning and trait, approaches to personality psychology through study of theory, research, and use of assessment and application in the real world. (Prerequisite: PSY 111)

PSY 322

Abnormal Psychology(3 cr.)

Course content includes history and causes of abnormal behavior; characteristics and classification of major abnormalities; and intervention strategies. (Prerequisite: PSY 111)

PSY 327

Substance Abuse(3 cr.)

This course will focus on the various models and theories of addiction as well as the behavioral, psychological, physical, and social effects of substance abuse. Students will be introduced to a variety of treatment options. Different philosophies, policies, and outcomes most generally accepted for the treatment, recovery, relapse prevention, and continuing care of addiction are addressed in this course. (Prerequisite: PSY 111 or equivalent).

PSY 331

Sensation/Perception.....(3 cr.)

The study of sensation and perception is the study of how we know that there are other objects around us (sensation) and how we identify these objects and react to them (perception). In other words, it is the study of how our brain knows what is going on in our environment. (Prerequisites: PSY 111)

PSY 350

Psychology of Women(3 cr.)

Much folk wisdom suggests men and women differ. You will examine empirical investigations of these differences, and similarities, from biological, psychological, and social perspectives, to discover when these differences matter and gain an understanding of the lives of women from infancy to old age. You will also discuss the variety of roles women play (i.e.: mother, worker, and partner), as well as address challenges to women's well-being in the world, such as oppression, mental and physical health, and violence. (Prerequisite: PSY 111)

PSY 360

Introductory Research Methods.....(3 cr.)

You will study statistical and research methodology used by social scientists, including the overall goals of science, hypothesis formulation and testing, data collection, and correlational and experimental research designs. You will also learn about statistical techniques such as correlations, regressions, t-tests, and analysis of variance. (Prerequisites: MTH 201)

PSY 361

Advanced Research Methods.....(4 cr.)

PSY 361 builds on much of what you learn in PSY 360. In this class you will go through the research process from start to finish. You will complete a research project over the course of the semester. This will involve designing a study, collecting and analyzing data, and writing a research paper. (Prerequisites: PSY 360)

PSY 400

Special Topics in Psychology(3 cr.)

This course is designed to examine specific psychological areas or topics. The area or topic will vary and are determined by the designated instructor. (Prerequisite: PSY 111)

PSY 401

Senior Capstone Seminar(2 cr.)

This capstone course will allow students the opportunity to examine current psychology issues by building on the content they have learned as psychology majors. The course will assist students in culminating their educational experience by completing an independent research proposal while also exploring original sources of the content they have learned in previous classes. (Prerequisite: Senior psychology major or permission of instructor)

PSY 422

Counseling Theories and Techniques(3 cr.)

This class is intended to prepare students who seek to enter a counseling-related career. The main theoretical perspectives of counseling will be addressed. In addition, an emphasis will be placed on maintaining confidentiality, avoiding dual relationships, and navigating power issues. A variety of instructional approaches, including student role plays, will be used to achieve the course goals. (Prerequisite: PSY 322)

PSY 495

Psychology Internship.....(1–6 cr.)

On-the-job learning in an applied setting such as a mental health center, residential treatment center, human resources office, social service, or laboratory setting. Supervised by on-site facilitator as well as faculty member. A minimum of 25 clock hours of supervised work is required for each hour of credit.

PSY 496

Research Practicum

You will work with a psychology faculty member to gain experience conducting research in a laboratory environment. Responsibilities will vary

depending on the project, but may include designing and conducting experiments, creating stimuli, coding and analyzing data, literature searches, and written reports of experimental findings. A minimum of 25 clock hours of supervised work is required for each hour of credit.

PSY 499

Psychology Senior Capstone Seminar.....(3 cr.)

This capstone course will allow students the opportunity to examine current psychology issues by building on the content they have learned as psychology majors. The course will assist students in culminating their educational experience by completing an independent research proposal while also exploring original sources of the content they have learned in previous classes. (Prerequisite: Senior psychology major or permission of instructor)

PSY 1010 Online Course

General Psychology(3 cr.)

This course is an introductory survey of the principles, theories, and methods of psychology as a basis for the understanding of human behavior and mental processes. Students will be exposed to a variety of topics in the broad field of psychology, including history, research methods, biological foundations of behavior, sensation and perception, states of consciousness, learning, memory, cognition, development, personality, abnormal behavior, and social psychology.

PSY 3019 Online Course

History and Systems of Psychology(3 cr.)

The purpose of the courses is to provide the historical context that has shaped the modern theoretical perspectives in psychology. Specifically, the course will discuss the philosophical and physiological context that preceded psychology, the founding of psychology in Germany, the origins of evolutionary psychology, the spread of psychology to America, the development of psychology through different theoretical perspectives including structuralism, functionalism, Gestalt psychology, behaviorism, and the cognitive revolution, and the applications of psychology to clinical and business contexts. The historical context should help students to identify the origins of the current sub-disciplines within psychology and draw connections between research and theoretical perspectives that they discuss in other courses. (Prerequisite: PSY 1010 or equivalent)

PSY 3100 Online Course

APA for Academic Writing.....(1 cr.)

Introduction to the elements and standards for APA style. Provides students with the ability to use the APA manual in implementing effective writing skills for academic work.

PSY 3140 Online Course

Social Psychology(3 cr.)

Social psychology is the study of how our thoughts, feelings and behaviors are influenced by our social environment. You will become familiar with theories and research in social psychology, including such topics as helping, stereotyping, social influence, and group processes, and learn to apply this knowledge toward understanding yourself and other people as social beings. (Prerequisite: PSY 1010 or equivalent)

PSY 3150 Online Course

Developmental Psychology(3 cr.)

This course discusses major psychological theories of physical, cognitive, social, and emotional development that occur throughout the life span. Human development at the prenatal, infancy, adolescence, adulthood, and old age stages of life will be covered. (Prerequisites: PSY 1010 or equivalent)

PSY 3205 Online Course

Psychology of Gender.....(3 cr.)

You will examine psychological theories and research related to gender, particularly focusing on empirical investigations of gender differences and similarities in behaviors, experiences, and expectations. Topics will include gender development, gender roles, and the role of gender in cognitive abilities, physical and mental health, social behavior, power, work, and relationships. (Prerequisite: PSY 1010 or equivalent)

PSY 3210 Online Course

Close Relationships(3 cr.)

You will explore a wide array of relationship topics, including attraction, mate selection, theories of love, communication, conflict, jealousy, and infidelity, and understand how these topics apply to your own romantic and non-romantic relationships. Throughout the course, gender roles, and the study of relationships as a science will be emphasized. (Prerequisite: PSY 1010 or equivalent)

PSY 3220 Online Course

Health Psychology(3 cr.)

You will examine psychological theories and research related to health and wellness through focusing on the psychological factors associated with health-related and health-compromising behaviors. Furthermore, you will cover the psychological aspects of health issues such as pain, chronic illness, terminal illness, cardiovascular disease, and immune system diseases. (Prerequisites: PSY 1010 or equivalent)

PSY 3350 Online Course

Theories of Personality(3 cr.)

Personality psychology is the study of stable individual differences between people and how these differences account for patterns of thought, emotion and behavior. You will become familiar with several major approaches to theory and research in personality psychology, from historical to modern understandings. (Prerequisite: PSY 1010 or equivalent)

PSY 3380 Online Course

Psychology of Adjustment(3 cr.)

This course examines human adjustments to life changes to the changing requirements of the environment. Some of the topics covered in this class include self-understanding, self-help, stress coping techniques, impression formation, and interpersonal communication. Classic and contemporary theories and research will be discussed. (Prerequisite: PSY 1010 or equivalent)

PSY 3400 Online Course

Forensic Psychology

Introduces criminal behavior from a psychological perspective. Students explore the role of the forensic psychologist, review various psychological theories of criminal behavior, analyze different crimes from a psychological perspective, and examine current research in the field. Students also learn about how psychologists intersect with law enforcement and the U.S. criminal justice system as well as how psychological treatment efforts can aid in the rehabilitation of the offender. (Prerequisite: PSY 1010 or equivalent)

PSY 3450 Online Course

Abnormal Psychology(3 cr.)

This course is an overview of the theories, concepts, and research related to abnormal behaviors. The specific topics covered in this class include: history of abnormal psychology, symptoms of abnormal behaviors, causes of abnormal behaviors; characteristics and classification of major abnormalities; and intervention strategies. (Prerequisite: PSY 1010 or equivalent)

PSY 3460 Online Course**Cognitive Psychology.....(3 cr.)**

Cognition involves any mental process or action. This includes learning, memory, perception, representation of knowledge, problem-solving, language, and decision-making. In addition, you will cover models and theories of human cognitive processes. (Prerequisite: PSY 1010 or equivalent)

PSY 3480 Online Course**Principles of Learning.....(3 cr.)**

Learning is a basic behavior that everyone engages in on a daily basis, but can be approached in several ways. Major approaches include classical and operant conditioning, social-cognitive, cognitive, and developmental view of learning as well as real world applications. (Prerequisite: PSY 1010 or equivalent)

PSY 3490 Online Course**Industrial Organizational Psychology(3 cr.)**

Provides an analytical understanding of industrial/organization (I/O) psychology, one of the major applied areas of psychology. It is a diverse field that addresses the human side of organizations. (Prerequisite: PSY 1010 or equivalent)

PSY 4021 Online Course**Physiological Psychology.....(3 cr.)**

Examines the physiological correlates of behavior. Explores current problems, theories, and techniques in physiological psychology with emphasis on central nervous system mechanisms. (Prerequisites: PSY 1010 or equivalent and BIO 1030 or equivalent)

PSY 4030 Online Course**Sensation and Perception(3 cr.)**

The study of sensation and perception is the study of how we know there are other objects around us (sensation) and how we identify these objects and react to them (perception). In other words, it is how our brain uses our senses to know what is going on in our environment. (Prerequisites: PSY 1010 or equivalent and BIO 1030 or equivalent)

PSY 4501 Online Course**Research Methods.....(3 cr.)**

The primary emphasis is on behavioral research, but the approach can be applied in other fields as the broad basis of scientific thinking. (Prerequisites: PSY 1010 or equivalent and MTH 2023 or equivalent to Introduction to research methods in psychology.)

PSY 4510 Online Course**Attitudes and Persuasion(3 cr.)**

Examines the social psychological theories of attitudes and attitude change. The class is divided into two parts. The first part covers attitudes-their measurement, origins, content, structure and function. The second part covers theories of persuasion and persuasion techniques. (Prerequisite: PSY 1010 or equivalent)

PSY 4515 Online Course**Psychology of Prejudice and Discrimination.....(3 cr.)**

This course covers selected theories and concepts in the area of prejudice and discrimination. The topics covered will include: history of prejudice and discrimination, categorization and stereotyping, old-fashioned and modern forms of prejudice, predictors and correlates of prejudice, development of prejudice, and techniques to reduce prejudice. Classic studies on these topics will be discussed. (Prerequisite: PSY 1010 or equivalent)

PSY 4560 Online Course**Psychological Assessment.....(3 cr.)**

Examines the fundamental principles in the development and use of psychological tests. The course explores a variety of psychological tests, including objective and subjective personality tests, intelligence and achievement tests, neuropsychological tests, and other tests used in special settings. (Prerequisite: PSY 1010 or equivalent)

PSY 4995 Online Course**Senior Capstone Seminar(3 cr.)**

Designed for students to thoroughly examine a current psychology topic of interest through an independent hypothetical investigation. Knowledge gained and experiences from other psychology courses will aid in the completion of the senior capstone project. (Prerequisites: Senior Status; PSY 1010 General Psychology or equivalent; and PSY 4501 Research Methods, or equivalent. Software Required: Microsoft PowerPoint, or other presentation software)

RELIGION**REL 103****Introduction to Biblical Literature (OT & NT).....(3 cr.)**

An introductory study of the origins, history, and faith of the people of God as reflected in the experience of Israel (OT), and the Church (NT). A very scholarly/academic approach is taken in examining what is in the Christian scriptures and how they came to be. Students are introduced to the tools presently employed in the worldwide ecumenical conversation about the scriptures (Fall and Spring).

REL 205**Contemporary Ethical Issues(3 cr.)**

A study of the contemporary ethical issues beginning with the human predicament and an examination of classic methods of moral reasoning. Christian contributions to the moral conversation are examined and applied to real life moral issues as well. The purpose of the class is for students to examine and become more intentional in their own moral reasoning. (Prerequisites: REL 103 and PHL 111)

REL 206**World Religions.....(3 cr.)**

A study of the principal world religions, including but not only limited to Christianity, Judaism, Buddhism, Hinduism, and Islam, the cultural contexts out of which these religious traditions flow, as well as contemporary expressions of these religious traditions (Fall and Spring). (Prerequisites: REL 103 and PHL 111)

REL/ENG 300**Mythology and Sacred Experience(3 cr.)**

Mythology and Sacred Experience will explore the rich landscape that literature and religion share. Myth is a central component of all five large world religions; thus, a study of ancient and global mythology opens the door to insights and discussion about the very nature of existence. Grounded in an exploration of the universal elements of religious experience, we will read a variety of writers and narratives that explore these elements within both a literary and religious experience context. The class will be offered every other year in spring semester, as a cross listed, co-taught class. (Prerequisites: ENG/HON 106, ENG 120 or ENG 121 and REL 103)

REL/MUS 330**Music and Worship and the Lutheran Tradition(3 cr.)**

This course will examine the historic use of liturgy and music in Christian worship. Included will be a study of the evolving nature of worship, the Lutheran tradition and the emergence of "contemporary worship.")

REL/HIS 336**Introduction to the Muslim World (3 cr.)**

An introduction to the foundations of Islam: Muhammad, the Qur'an, and the sources of Islamic faith. The course includes an overview of the spread of Islam from its early beginnings to the present. The course also examines Muslim beliefs and practices and the diversity of ways of being Muslim in the world today. Student research explores various forms of life and piety in selected locations of Asia, Africa, the Middle East, Europe, and North America. Attention is paid to the area of Christian-Muslim relations with the goal of fostering better understanding between the two communities. (Prerequisites: REL 103 and PHL 111)

REL306**Gender and Sexuality in World Religions 3 (cr.)**

A global approach to exploring love, sex and gender from a diverse variety of world religions. Students will be challenged to think critically and creatively about past and present concepts of sexuality, relationships and the role of women and men in the world's faiths. (Prerequisite: REL103)

REL/HIS 350**Christianity in the Modern World (3 cr.)**

Religion has changed in many important ways in the past 500 years. Since the Reformation ushered in the modern world in Europe, Christianity has developed and splintered into many vibrant and at times competing communities. Throughout this time, Christians have encountered ever-changing philosophical schools, political movements, scientific paradigms, artistic achievements, and popular cultures. This course examines the ways that Christianity in all of its variety has developed into the modern religious communities we see around us today. (Prerequisite: ENG/HON 106 and ENG/HON 107 or ENG 120 and ENG 121 or with permission from the course instructor)

REL 435A**Life, Meaning, and Vocation 3 (cr.)**

An applied liberal arts course designed as a capstone experience which stimulates students to integrate the practical and applied knowledge within their respective fields and specialties into a meaningful and useful liberal arts context. (Prerequisite: REL 103 and PHL 111)

REL 450**Religion and the Arts (3 cr.)**

An interdisciplinary seminar in Religion and the Arts, particularly as they function prophetically to their contexts. Students will use interdisciplinary research methodologies to gain new perspectives on theology and one artistic medium. Among the 20th century artistic works to be studied are Karel Husa's Music for Prague 1968, George Rouault's portrayals of the crucifixion, wood-cuts by South African artist, John Muafongeho, and the Church of Notre Dame de Tout Grace, at Plateau d'Assy in France. (Prerequisites: REL 103 and PHL 111)

REL 2050 Online Course**Contemporary Ethical Issues (3 cr.)**

A study of the doing of ethics through the examination of contemporary ethical issues giving consideration to classical ethical theories along with Christian religious values and claims and one's own world view.

REL 2350 Online Course**Philosophies of World Religions (3 cr.)**

Philosophies of World Religions provides an introduction to the histories, basic philosophies and characteristic practices of the world's major religions. Students will learn the importance of viewing religion from various scholarly perspectives. This course is taught from the philosophical

perspective which requires that faith correspond to one's ability to use the human gift of reason.

REL 3360 Online Course**Understanding Islam (3cr.)**

This course is an introduction to the foundations of Islam from a historical perspective including Muhammad, the Qur'an, and the sources of Islamic faith. The course includes an overview of the spread of Islam from its early beginnings to the present. The course also examines Muslim beliefs and practices and the diversity of ways of being Muslim in the world today.

REL 4035 Online Course**Life, Meaning, and Vocation (3 cr.)**

An applied liberal arts course designed as a capstone which stimulates students to integrate the knowledge and skills of their respective disciplines with their deepest convictions and the living of their whole lives. (Prerequisite online course: HUM 1020 or PHL 1110 and Senior Standing) or (Prerequisite residential courses: REL 103 and PHL 111)

SPANISH**SPN 101****Elementary Spanish I (4 cr.)**

Fundamentals of the Spanish language, with emphasis on oral and written communication. Cultural aspects of Spanish-speaking countries included.

SPN 102**Elementary Spanish II (4 cr.)**

Fundamentals of the Spanish language, with emphasis on oral and written communication. Cultural aspects of Spanish-speaking countries included. (Prerequisite: SPN 101 or permission of the course instructor)

SPN 201**Intermediate Spanish I (3 cr.)**

Continuation of SPN 101 and SPN 102 with practice in reading and writing. (Prerequisite: SPN 101 and SPN 102 or permission of the course instructor)

SPN 202**Intermediate Spanish II (3 cr.)**

Continuation of SPN 201 with practice in reading and writing. (Prerequisite: SPN 201 or permission of the course instructor)

SPN 203**Intermediate Spanish Conversation I (3 cr.)**

A concentration in free oral expression on cultural and selected topics, vocabulary acquisition, selected literary works, and general Hispanic geography and history. Continued review work on grammar and syntax. (Prerequisite: SPN 201 and SPN 202 or permission of the course instructor)

SPN 204**Intermediate Spanish Conversation II (3 cr.)**

A continued concentration in free oral expression on cultural and selected topics, vocabulary acquisition, selected literary works, and general Hispanic geography and history. Continued review work on grammar and syntax. (Prerequisite: SPN 203 or permission of the course instructor)

SPN 450**Capstone (1 cr.)**

The capstone experience is designed for the student to demonstrate proficiency in Spanish. The topics may vary, but the capstone course will

synthesize and review essential components of the minor: speaking, listening, writing, and reading in Spanish. The capstone course is required of all students seeking a minor in Spanish. (Prerequisites: Completion of 20 credits in the Spanish course offerings in the Waldorf University Course Catalog or equivalent)

SPN 1010 Online Course

Introduction to Spanish.....(3 cr.)

Introduces the Spanish language with an emphasis on vocabulary and structure. Topics include the development of basic communication skills and the acquisition of basic knowledge of the cultures of Spanish speaking countries. Students use headsets to take advantage of the audio component of this course.

SPN 1020 Online Course

Elementary Spanish II(3 cr.)

Introduces the Spanish language with an emphasis on vocabulary and structure. Topics include the development of basic communication skills and the acquisition of basic knowledge of the cultures of Spanish speaking countries. Students use headsets to take advantage of the audio component of this course. (Prerequisite: SPN 1010 or equivalent)

SPORT MANAGEMENT

SMT 120

Introduction to Sport Management.....(3 cr.)

Presents the fundamentals of organizing and structuring sport, navigating the vocational pathways of the industry, keys to being a successful student in the Sport Management degree/curriculum, along with the current writing style of the Sport Management industry. This course is designed to provide students with an introduction to the skills and competencies required to pursue career opportunities in the sport industry. (Fall/Spring)

SMT 270

Sociology of Sport(3 cr.)

This course examines how sociology can be used to study sport in society and is organized to facilitate the use of published literature. The course pays special attention to sports and sport-related behaviors as they occur in social and cultural contexts, and uses concepts, theories, and research as tools that enable students to examine sports as a part of culture. Students will gain an appreciation of sport as both a cultural and economic tool and explain how sport has been used to bridge countries separated by political strife. The course also investigates the historical relationship of sport to society. (Fall/Spring)

SMT 280

Sport Public Relations and Promotions.....(3 cr.)

The goal for this course is to examine and discuss the theoretical and practical implications of marketing in the sports industry. A framework will be presented to help explain and organize the strategic marketing process. The course will offer a growing appreciation on the globalization of sports and an understanding of the ethical issues emerging in sports and their impact on sport marketing decisions. A comprehensive coverage of the functions of sports marketing is presented (Spring).

SMT 390

Sport Fund Raising(3 cr.)

The goal for this course is to examine and discuss the theory and practice of fund-raising in sports related fields. The focus of this course is to provide specific, helpful ideas and plans for conducting fund-raising activities in sports business. A combination of fund-raising theory and practical information are offered to help the student organize and develop fund-

raising plans. This course will examine many ways to conduct any specific fund-raising project. Becoming knowledgeable about specific and practical fund-raising plans is crucial for the successful development of students interested in sports related business (Fall and Spring).

SMT 400

Sport Facilities(3 cr.)

This course provides a basic understanding of the planning and design process, as well as the features of many different areas and types of recreation and sport facilities. Topics include facilities design and development, common facility components, and playing fields and courts. Specific course topics include: history of the CFE and facility design standards; site selection and development phases; facilities planning for safety and risk management; and development of ancillary areas (Fall/Spring).

SMT 410

Sport Administration.....(3 cr.)

This course will examine the concepts relating to efficient management and leadership of the sport industry. Emphasis will be placed on principles and techniques of management relating to programs, facilities, special events, and personnel. Special course topics include: key personnel issues in sport management situations; ethics, law, and governance as they apply to sport management; and the role of the marketing process in sport administration (Spring).

SMT 420

Sport Financing.....(3 cr.)

This course will examine the concepts relating to efficient financial management in the sport industry. Emphasis will be placed on principles and techniques of management relating to economics, inventory, accounting and budgeting, and the importance of each for managers of sport (Fall).

SMT 430

Sport Legal Liability and Risk Management.....(3 cr.)

This course examines the legal implications of tort, liability law, and risk management in sport fields. The focus of this course is to provide specific law terminology, issues, cases, and decisions that have been addressed by the American legal system. It provides an overview of the legal system, an introduction to conducting legal research, and an explanation of the role of arbitration as an alternative to litigation. In addition, it examines the role and important standards of practical risk management programs in sport fields. Becoming knowledgeable about specific and practical law and risk management is crucial for the successful development of students who want to be a manager in the fields of recreation and sport (Fall).

SMT 433

Senior Seminar in Sport Management.....(3 cr.)

An intensive study of selected topics in the field of Sport Management. Students will integrate knowledge and skills derived from previous coursework into a detailed analysis of professional trends and issues in sport management. The seminar will also include a case studies approach to strategic planning, risk management, safety issues, facilities, player eligibility, sport agent representation, and contract issues in the sport industry that are important to succeed in a career in sport management. (Senior Status) (Spring)

SMT 495

Sport Management Internship.....(6-12 cr.)

Practical sport-related administration experience under the supervision of a sport management professional. This course may be performed in a domestic or international environment. The internship may be performed at the student's choice of an interscholastic, intercollegiate, professional, community recreation, or any other pre-approved sport setting. (Must be approved by the SMT Department Chair **and** WU Career

Center *BEFORE* enrolling.) (Fall/Spring/Summer) (Full 6 credit hours, during *any* term, required to complete the SMT degree.)

SMT 2701 Online Course

Sociology of Sport (3 cr.)

Provides an analysis of the ways sociology can be used to study sport in society. Focus is placed on sports principles, concepts, and strategies related to behaviors as they occur in social and cultural contexts. Concepts, theories, and research are used as tools for students to examine sports as a part of culture and for effective management of sport organizations.

SMT 2801 Online Course

Sport Public Relations and Promotions (3 cr.)

The goal for this course is to examine and discuss the theoretical and practical implications of marketing in the sports industry. A framework will be presented to help explain and organize the strategic marketing process. The course will offer a growing appreciation on the globalization of sports and an understanding of the ethical issues emerging in sports and their impact on sport marketing decisions. A comprehensive coverage of the functions of sports marketing is presented.

SMT 3901 Online Course

Sport Fund Raising (3 cr.)

Discusses the theory and practice of fund raising in sports related fields and provides specific, helpful ideas and plans for conducting fund raising activities in sports business. Combines fund raising theory and practical advice for learners to organize and develop fund raising plans.

SMT 4001 Online Course

Sport Facilities..... (3 cr.)

Sport Facilities is designed to provide students with an understanding of the complexity involved in the planning and design of recreation and sport facilities. Sport facility management also includes staff management, facility marketing, developing revenue streams, development of ancillary areas, as well as facility scheduling and operating.

SMT 4101 Online Course

Sport Administration (3 cr.)

This course will examine the concepts relating to efficient management and leadership of the sport industry. Emphasis will be placed on principles and techniques of management relating to programs, facilities, special events, and personnel. Special topics include: key personnel issues in sport management situations; ethics, law, and governance as they apply to sport management; the role of the marketing process in sport administration; and the economics, accounting and budgeting, and the importance of each for managers of sport. (Prerequisite SMT 2701)

SMT 4201 Online Course

Sport Financing..... (3 cr.)

Provides an analysis of the unique qualities that make sport financing different from other types of financial management. Explains the financial history and record of a publicly traded corporation, and analyzes balance sheets, income statements, pro forma budgets, and numerous other financial statements and records. Special course topics will include management of personnel issues, ethics, economics, and governance.

SMT 4301 Online Course

Sport Legal Liability & Risk Management..... (3 cr.)

Study of the legal implications of tort, liability law, and risk management in sports related fields. Provides specific law terminology, issues, cases, and decisions that have been addressed by the American legal system. Presents an overview of the legal system, an introduction to conducting legal research, an explanation of the role of arbitration as an alternative to litigation, and an examination of the role of practical risk management programs in sport fields.

SOCIOLOGY

SOC 221

Introduction to Sociology..... (3 cr.)

A study of the basic concepts and methods of sociology, of social laws and forces, and of the fundamental social institutions.

SOC 222

Social Problems (3 cr.)

An analytical study of selected social issues with emphasis on deviation from normative standards resulting in social disorganization. Issues to be covered include crime and delinquency, poverty, racism, sexism, prejudice, mental illness, and other social maladjustments. (Prerequisite: SOC 221)

SOC 1010 Online Course

Introduction to Sociology..... (3 cr.)

In-depth study of the basic concepts of sociology. Specific attention is given to culture characteristics, societal changes, inequalities in social classes, and how they relate to different groups in society.

SOC 2010 Online Course

Survey of Global Societies and Cultural Geography (3 cr.)

Surveys current issues and developing trends in social and cultural structures and regions across the globe. Explores social phenomena in geographical settings and fostering understanding of the interdependence of places, regions, and cultures in a globalizing world.

SPEECH

SPE 111

Essentials of Public Speaking (3 cr.)

Fundamentals of effective speaking, emphasizing techniques, and theories of organization and delivery and the practical application of these in various formal and informal speaking situations.

SPE/POL 300

Argumentation and Debate (3 cr.)

This course is designed to improve critical thinking and argumentation skills. The student will learn to construct, apply, and rebut arguments through the discipline of academic debate. The student will develop the ability to apply these skills in a variety of communication situations (business, legal, personal). The course also prepares the student to direct and manage or judge a high school debate team.

SPC 1010 Online Course

Speech Communications (3 cr.)

Presents the basic principles of speech making and opportunities for students to develop their own skills with the assistance of the course text, this course demonstrates the principles of public speaking in action. Course requires student have equipment needed to record and submit a speech.

SPECIAL EDUCATION

SPED 220

Exceptional Learners (3 cr.)

An introduction to the education of disabled and gifted persons. The course seeks to develop proper understanding and attitudes toward exceptional persons while emphasizing the needs, curriculum, and special programs

available for this population. Ten (10) hours of introductory clinical experience is required. (Prerequisites: PSY 144 and ENG 121 or ENG/HON 106) (Fall) [PLO 1.A. Students will design and implement developmentally appropriate and challenging learning experiences that take into consideration the diverse ways in which learners grow and develop.]

SPED/PED 310

Adaptive Physical Education (2 cr.)

This course is a study of theories, principles and methods for working with children with special needs in the physical education curriculum. The focus will be on background information on types of handicaps and activities that will address the individual needs of each student. Ten (10) hours of participatory clinical experience is required. (Prerequisites: PSY 144, PED 271 or BIO 155; SPED 220) (Spring, Odd years) [PLO 1.B. Students will integrate their knowledge of individual and cultural differences as a means of creating inclusive learning environments for all learners to meet high standards.]

SPED 321

Special Education Clinical Experience (1 cr.)

This course provides involvement in direct observation and participation in placements for children with mild and moderate disabilities. Twenty (20) hours of participatory clinical experience is required plus seminar meetings. (Prerequisite: SPED 220; suggested to take concurrently with SPED 461 or SPED 365) (Fall, Even years) [PLO 1.B. Students will integrate their knowledge of individual and cultural differences as a means of creating inclusive learning environments for all learners to meet high standards.]

SPED 335A

Inclusive Reading Pre-Student Teaching..... (2 cr.)

The course is a clinical practicum of fifty (50) participatory hours in a classroom during the Reading block of time or the Reading Intervention block of time. The experience will focus on the diagnosis of, and assessments designed for identifying reading interferences. Students will develop explicit and systematic intervention lesson plans, along with guiding reading lessons, to address the identified reading interferences of the at-risk reader. (Prerequisites: PSY 144; EDU 201; EDU 202; EDU 230; EDU 240; EDU 253; or EDU 310; EDU330; SPED 220) (Spring) [PLO 3.C. Students will integrate instructional strategies that promote deep understanding of content areas and connections so that learners can apply knowledge in meaningful ways.]

SPED 365

Methods and Materials in Special Education..... (3 cr.)

A study of and application of K-12 curriculum, methods, classroom organization, and management for children with mild to moderate disabilities. (Prerequisites: SPED 220 and either SPED 441, SPED 450, or SPED 461 or concurrent enrollment in either SPED 441, SPED 450, or SPED 461) (Fall, Odd years) [PLO 1.A. Students will design and implement developmentally appropriate and challenging learning experiences that take into consideration the diverse ways in which learners grow and develop.]

SPED 390A

Diagnostic and Remedial Reading (4 cr.)

The course will focus on key components of reading instruction and why some students have difficulty achieving adequate reading achievement. Candidates will explore formal and informal reading diagnostic assessments and construct remedial reading lesson plans for K-12 students. The course includes a Dyslexia eLearning training through the Iowa Reading Research Center, and a focus on best practices for ELL reading instruction. Taken concurrently with SPED 335, Inclusion Reading Pre-Student Teaching (Prerequisites: EDU 330 and EDU 440) (Spring) [PLO 1.A. Students will design and implement developmentally appropriate and challenging learning experiences that take into consideration the diverse ways in which learners grow and develop.]

SPED 392

Math Strategies (2 cr.)

This course focuses on the diagnosis and assessment of learners who struggle with mathematics. Candidates will study, develop, and apply current methods for providing appropriate math learning experiences for primary, intermediate, and middle school children. Candidates will explore various factors that contribute to students who struggle with mathematics and will apply relevant and meaningful strategies for systematic intervention and remediation. Ten (10) hours of participatory clinical experience with an emphasis on strategies and skills in math instruction are required. (Prerequisites: EDU 240; MTH 101; SPED 220) (Spring) [PLO 3.B. Students will design instructional plans that support learners in the process of meeting rigorous goals by applying knowledge of content areas, curriculum, cross-disciplinary skills, and pedagogy, in addition to individual needs and community context.]

SPED 408

K–8 Student Teaching—Students with Mild and Moderate Disabilities..... (4-6 cr.)

Candidates will teach seven weeks in the public schools under the supervision of an experienced, qualified special education teacher serving students having mild and moderate disabilities. Candidates will demonstrate competencies required of a special education teacher for students with mild and moderate disabilities. (Prerequisites: Eighty (80) hours of clinical experience, Senior status, and accepted into student teaching) (Course Fee \$200) (Must be taken at Waldorf University) (Fall/Spring) [PLO 4.A. Students will engage in situated learning activities which summon them to demonstrate professionalism, both as a willingness to reflect on practice and adapt to meet individual needs of learners and as a commitment to ethical actions knowing that others are impacted by their choices.]

SPED 410

Special Education Clinical Experience II (3 cr.)

This clinical experience is for students who have a teaching license and are only seeking a Special Education Endorsement. Students will spend 60 hours serving in the role of special education teacher. (Course Fee \$200) [PLO 4.A. Students will engage in situated learning activities which summon them to demonstrate professionalism, both as a willingness to reflect on practice and adapt to meet individual needs of learners and as a commitment to ethical actions knowing that others are impacted by their choices.]

SPED 422

Grades 5-12 Student Teaching—Students with Mild and Moderate Disabilities..... (2-6 cr.)

Candidates will teach seven weeks in the public schools under the supervision of an experienced, qualified special education teacher serving students having mild and moderate disabilities. Candidates will demonstrate competencies required of a special education teacher for students with mild and moderate disabilities. Must accompany a secondary endorsement or with an elementary special education endorsement; four credits are required. (Prerequisites: Eighty (80) hours of clinical experience, Senior status, and accepted into student teaching) (Course Fee \$200) (Must be taken at Waldorf University) (Fall/Spring) [PLO 4.A. Students will engage in situated learning activities which summon them to demonstrate professionalism, both as a willingness to reflect on practice and adapt to meet individual needs of learners and as a commitment to ethical actions knowing that others are impacted by their choices.]

SPED 441

Assessment in Special Education (3 cr.)

This course focuses on the collection of academic and behavioral data for functional and meaningful assessment and subsequent prescriptive teaching of K–12 special needs pupils. Students study achievement tests, standardized tests, informal assessments, and behavioral assessments.

(Prerequisite: SPED 220) (Spring, Odd years) [PLO 3.A. Students will create multiple methods of assessment to engage learners in their own growth, monitor learner progress and guide the teacher's and learner's decision making.]

SPED 450

Child, Family, and Community Relations.....(3 cr.)

Prepares candidates to effectively meet the needs of students by collaborating with their families and community. Brings together theory, research, and best practices related to family-professional partnerships for both general and special education. (Prerequisite: SPED 220) (Spring, Even years) [PLO 4.B. Students will engage in situated learning activities which summon them to demonstrate a preparedness for future roles that demand collaboration with various stakeholders and advancement of the profession.]

SPED 455

Transitional Collaboration.....(2 cr.)

This course explores sources of services, organizations, and networks for individuals with mild and moderate disabilities, including career, vocational, and transitional support to post school settings with maximum opportunities for decision making and full participation in the community. (Prerequisite: SPED 220) [PLO 4.B. Students will engage in situated learning activities which summon them to demonstrate a preparedness for future roles that demand collaboration with various stakeholders and advancement of the profession.]

SPED 461

Behavior and Social Interaction in the Special Education Student.....(3 cr.)

This course will study behavior management theories, methods, and techniques for K–12 students with mild and moderate disabilities. It will also focus on maintaining attention in the student with a disability and improving social interaction in a variety of settings. (Prerequisite: SPED 220) (Fall, Even years) [PLO 1.C. Students will design individual and collaborative learning activities that encourage positive social interaction, active learning, and self-motivation.]

THEATRE

THR 131

Introduction to the Theatre(3 cr.)

Provides a perspective of theatrical form and function through history to the present. Aims to develop a critical ability based on background knowledge which will increase the understanding and appreciation of the theatre and related arts. Specific emphasis will be placed upon theatrical literary survey, dramatic analysis techniques, and developing oral interpretation skills.

THR 132

Acting I.....(3 cr.)

A study of acting theories and practices with emphasis given to the development of monologues, workshop experiences, exercises, and scenes.

THR 140

Introduction to Stagecraft(3 cr.)

Survey of theatre performance spaces, basic tools and set construction, basic scenic, lighting, sound and properties design and construction. Survey of the costume process from concept to realization; basic hand and sewing machine techniques; basic patterning and fitting methods and craft techniques.

THR 146

Introduction to Theatrical Design.....(3 cr.)

An analytical approach to the visualization of characters focusing on research and design application techniques and media. Basic design skills including drafting, sketching, rendering, and model building will be focused on—concentration will be on all aspects of theatrical design.

THR 200

Creative Dramatics(3 cr.)

A participatory study of creative dramatics—an improvisational, process-oriented form of theatre. Experiences include individual and group work, movement, and creative play-making. Theoretical and exploratory study includes the development of strategies for utilizing creative dramatics in various settings including language arts education. (3-year rotation; Required for Education Major-Theatre Concentration)

THR 232

Acting II.....(3 cr.)

Intermediate and disciplined work in the theories and techniques of stage acting. Emphasis is on script and character analysis; performance preparation; makeup techniques; and introductory approaches to various periods and styles. (Prerequisite: THR 132)

THR 242

Stage Management.....(3 cr.)

Planning and managing artistic events and performances; basic concepts of management theories; creating budgets; stage and production management. (Previously THR 241)

THR 280

Theatre Practicum: Acting (0.25 cr. per production)

Participation in the cast, crew, and/or staff for a Department of Theatre production. Often used with designation of A or B to signify first-half or second-half of semester Theatre production.

THR 300

Directing I.....(3 cr.)

An exploration of the directing process with a dual emphasis on theory and practice. Topics include text analysis of dramatic action, elements of staging, rehearsal strategies, collaborative relationships in production, and the theories and production histories of established directors. Activities will include preparation of scenes and projects for presentation. (Prerequisites: THR 132 or with permission from the course instructor)

THR 301

Directing II.....(3 cr.)

An advanced and disciplined work on exploration of the directing process with a dual emphasis on theory and practice. Topics include text analysis of dramatic action, elements of staging, rehearsal strategies, collaborative relationships in production, and the theories and production histories of established directors. Activities will include preparation of scenes and projects for presentation. (Prerequisites: THR 132 and THR 300 or with permission from the course instructor)

THR 315

Classical Theatre(3 cr.)

An exploration of dramatic forms and styles, production practices, and theatre performance in its respective society. Periods include Ancient Greek and Roman, traditional Asian, and may extend into Medieval-Renaissance European. Work in the course will include script analysis, historical reading and research, and performance/audience experience through live and/or video productions. (Prerequisite: THR 131 and ENG 121 or ENG/HON 107)

THR 320**Elizabethan & Restoration Theatre.....(3 cr.)**

An exploration of dramatic forms and styles, production practices, and theatre performance in Elizabethan, Jacobean, and Restoration England. Work in the course will include script analysis, historical reading and research, and performance/audience experience through live and/or video productions. (Prerequisite: THR 131 and ENG 121 or ENG/HON 107)

THR/MUS 325**American Musical Theatre.....(3 cr.)**

A study of American Musical Theatre from its beginnings to the present with a concentration on several significant works.

THR 330**Twentieth Century Theatre(3 cr.)**

An exploration of dramatic forms and styles, production practices, and theatre performance in this respective society. Emphasis will be on the rise of realism and post-modernism in Europe and America. Work in the course will include script analysis, historical reading and research, and performance/audience experience through live and/or video productions. (Prerequisite: THR 131 and ENG 121 or ENG/HON 107)

THR 332**Acting III: Styles(3 cr.)**

Advanced and disciplined work in acting styles including Shakespeare. Emphasis on verse, text, and performance; audition technique; advanced character development and scene work; resume and portfolio. (Permission from the course instructor required)

THR 333**Musical Theatre Performance(3 cr.)**

An advanced and disciplined work in modern musical acting styles. Emphasis is placed on text, delivery, movement and performance, audition techniques and scene development.

THR 340**Theatre Special Topics(3 cr.)**

This seminar course will cover an announced special topic. This course's offerings will be used to supplement and cover materials and subjects not specifically addressed within the theatre curriculum. In particular, this course's offerings will address emerging trends and developments in the ever-changing world of theatre with attention paid to ethnic, gender-oriented, and political subject matter. Theatre majors are required to take two different offerings of this course. Students must be of sophomore standing or above.

THR 341**Special Topics in Theatre Design(3 cr.)**

This seminar course will cover an announced special topic. This course's offerings will be used to supplement and cover materials and subjects not specifically addressed within the theatre curriculum. In particular, this course's offerings will address specific techniques and areas of study within design such as stage makeup, scenic painting, costume patterning, mask making, etc. Theatre majors on the design track are required to take at least one offering of this course. (Prerequisite: Sophomore status or above)

THR 360**Scenic & Properties Design I.....(3 cr.)**

Study of scenic design process with beginning problems in textual analysis, style, historical research, and preliminary and finished methods of design presentation. Concentration on developing fundamental design skills and awareness.

THR 361**Lighting Design I(3 cr.)**

Study of the lighting design process with beginning problems in textual analysis, style, historical research, with preliminary and finished methods of design presentation. Concentration on developing fundamental design skills and awareness.

THR 362**Costume Design 1(3 cr.)**

Study of the costume design process with beginning problems in textual analysis, style, historical research, and preliminary and finished methods of design presentation. Concentration on developing fundamental design skills and awareness.

THR 380**Theatre Practicum: Design Technical(0.25 cr. per production)**

Participation in the cast, crew, and/or staff for a Department of Theatre production. Often used with designation of A or B to signify first-half or second-half of semester Theatre production.

THR/CWR 385**Playwriting.....(3 cr.)**

An introductory and exploratory study concerning the elements and process of playwriting. This course will place emphasis upon developing and understanding play structure, dramatic analysis, and the creative process. Activities in this course will focus upon creating and revising original play scripts.

THR 400**Theatre Company(3 cr.)**

Students experience total immersion in the formation of a production company and the day-to-day workings of a functioning theatre company leading to and including public performance. All aspects of production and management are explored, and students fulfill a primary position in the company, as well as secondary positions and necessary functions. Students are required to keep a daily activity log, a response journal, participate in peer review, and public faculty evaluation. (Prerequisite: Junior status in theatre or by approval; can be repeated)

THR 415**Theatre Travels(3 cr.)**

Immersion in a significant theatre center of the world; course involves in-depth study in culture, architecture, history, art, society, and performance; survey of museums, cultural sites; theatre performances and journaling. Course may be repeated once by theatre majors as an elective outside of the designated theatre requirements.

THR 450**Theatre Capstone(3 cr.)**

Senior capstone/thesis taken in the 7th or 8th semester. Advanced approach and documentation of a project undertaken in an area of acting, directing, design, dramaturgy, or management relative to a production of the department. Expectations include extensive preliminary study, journal-writing, review and assessment. This course will also serve as the culmination of the previous annual major evaluations and will include a final comprehensive examination over material covered in the major. Work on the capstone should result in a significant component of a student's portfolio and/or audition repertoire. Thesis project may replace capstone requirements as determined by advisor. (Prerequisite: Senior status as determined by advisor)

THR 460**Scenic Design II(3 cr.)**

Advanced techniques and further study in problems of scenic design. More in-depth projects, textual analysis, style, and historical research.

Examination of unique problems presented by various theatre spaces and style of plays. Additional focus on the history of design and influential designers, as well as architectural designs and designers. Use of the computer in drafting and rendering.

THR 461

Lighting Design II (3 cr.)

Advanced techniques and further study in problems of lighting design. More in-depth projects, textual analysis, style, and historical research. Examination of unique problems presented by various theatre spaces and style of plays. Additional focus on the history of design and influential designers. Use of the computer in drafting and rendering.

THR 462

Costume Design II..... (3 cr.)

Advanced techniques and further study in problems of costume design. More in-depth projects, textual analysis, style, and historical research. Additional focus on the history of design and influential designers. Examination of unique problems presented by various theatre spaces and style of plays. Use of computer in rendering.

THR 480

Theatre Practicum:

Administrative (0.25 cr. per production)

Participation in the cast, crew, and/or staff for a Department of Theatre production. Often used with designation of A or B to signify first-half or second-half of semester Theatre production.

THR 495

Theatre Internship (6-9 cr.)

Theatre internships are designed to give students practical experience in their focus area by placing them in a professional setting. The internship credit may be divided into two 3-credit hour blocks, or can be completed as a single 6-9 credit block depending upon the scale, experience and complexity of the opportunity (to be determined by the Director of Theatre).

THR/ENG 498

Shakespeare Thesis (3 cr.)

Thesis projects synthesizing literary, historical, biographical, and theatrical elements of plays of Shakespeare and/or early modern dramatists. An advisor from the English or Theatre departments must be assigned as an advisor for this thesis project. Further guidelines for the thesis are available from the Theatre Department. Students will present research/project at Inquirere colloquium.

THR 1010 Online Course

Introduction to Theatre (3 cr.)

Provides a perspective of theatrical form and function throughout history to present. Aims to develop a critical ability based on background knowledge which will increase the understanding and appreciation of the theatre and related arts. Specific emphasis will be placed upon theatrical literary survey, dramatic analysis techniques, and developing oral interpretation skills.

WELLNESS

WEL 101

Concepts of Wellness..... (1 cr.)

Introductory wellness course based on a seven-component model of wellness: physical, emotional, social, intellectual, environmental, occupational, and spiritual well-being. There is an emphasis on self-evaluation, self-improvement, and integration. Often used with designation of A or B to signify first-half or second-half of semester 7-week session.

VIII. GRADUATE DEGREE PROGRAMS

MASTER OF BUSINESS ADMINISTRATION

The Master of Business Administration provides students with the knowledge and skills they need to be successful in today's global business climate and integrated value chains. This is accomplished through required core advanced classes in economics, marketing, accounting for managerial decision making, human resource management, corporate finance, and management information systems. In addition, students select one of three concentration options. Concentrations include public administration, organizational leadership, and a general concentration option that are designed for students to meet their specific educational goals and enhance their career opportunities.

PLO 1.A. Students will understand compliance and regulatory environments in a global business environment.

PLO 1.B. Students will understand the effects of globalization upon human resource management.

PLO 1.C. Students will understand strategies behind the management of global customer brand equity and predicting global business outcomes.

PLO 2.A. Students will assess the financial position of organizations and risk-return relationships.

PLO 2.B. Students will understand the relationship between current and future strategic business decisions.

PLO 2.C. Students will integrate information systems to aid in the control of an organization's financial, accounting, and people management systems.

PLO 3.A. Students will perform diligent research into the most current methods for qualitative and quantitative analysis appropriate to enable continuous improvement.

PLO 3.B. The ability to analyze economic conditions and forecasted trends will be achieved facilitating appropriate risk analysis. 34

PLO 4.A. Students will learn the appropriate ethical behaviors for accounting-related situation.

PLO 4.B. Students will be able to evaluate the ethical implications of free market outcomes.

PLO 4.C. Students will learn to apply the requisite attentiveness to stakeholder concerns, as well as social and cultural impact.

Major Required..... 21
 General Concentration..... 15

TOTAL 36

Major Required..... 21 cr.

ACC 5301	Management Applications of Accounting.....3
HRM 5200	Emerging Trends in Human Resource Management.....3
MBA 5401	Management Information Systems3
MKT 5900	Advanced Marketing3
MBA 5652	Research Methods.....3
MBA 6053	Economics for Managers3
MBA 6081	Corporate Finance3

General Concentration..... 15 cr.

To satisfy the general concentration requirements, students select any five (15 credit hours) graduate-level courses not used to meet other program requirements.

MASTER OF BUSINESS ADMINISTRATION CONCENTRATIONS

Major Required of All Concentrations..... 21 cr.

ACC 5301	Management Applications of Accounting.....3
HRM 5200	Emerging Trends in Human Resource Management.....3
MBA 5401	Management Information Systems3
MKT 5900	Advanced Marketing3
MBA 5652	Research Methods.....3
MBA 6053	Economics for Managers3
MBA 6081	Corporate Finance3

Public Administration..... 15 cr.

Concentration Required

COM 5360	Crisis Communication and Leadership3
PA 5302	Ethics for Public Administration.....3
PA 5305	Public Finance and Budgeting3
PA 5306	Public Policy.....3
PA 6304	Local Government Planning.....3

Leadership 15 cr.

Concentration Required

ORG 5000	Personal Leadership Development.....3
ORG 5100	Leadership Theory & Practice.....3
ORG 6600	Culture of Learning Organizations3
ORG 6700	Diversity and Inclusion in the Organization Culture.....3
ORG 6800	Organization Development.....3

Master's Degree Requirements

- Successful completion of 36-credit hours curriculum
- Minimum 3.00 cumulative GPA
- Grade of B or higher in all required courses and professional electives.

M.B.A. WITH OPTION CONCENTRATION IN HEALTH CARE MANAGEMENT

The MBA with a concentration in Health Care Management provides students with the knowledge and skills they need to be successful in today's global business. This program emphasizes not only the skills of controlling and managing various health care organizations, but also the

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development of the abilities to plan for and react to the dynamic health care environment.

PLO 1. Analyze processes that influence the control and management of healthcare operations and organizations. PLO 2. Apply the various theories and methods associated with team building, employee motivation, and morale specific to healthcare management.

PLO 3. Evaluate the concepts of professional integrity in healthcare.

PLO 4. Explain how changing environmental factors affect business related healthcare issues

Major Required of All Concentrations 21 cr.

ACC 5301	Management Applications of Accounting3
HCM 6000	Health Care Strategic Planning and Marketing.....3
HCM 6100	Health Field Human Resource Management.....3
HCM 6200	Health Care Budgeting and Financing Management.....3
MBA 5401	Management Information Systems3
MBA 5652	Research Methods.....3
MBA 6053	Economics for Managers3

Health Care Management 15 cr.

Concentration Required

HCM 5000	Emerging Issues in Health Administration.....3
HCM 5100	Building Professional Teams3
HCM 5200	Self Care for Health Professionals3
HCM 6400	Health Care Professionalism3
HCM 6900	Ethical Leadership in Healthcare3

The Master of Business Administration in Instructional Design and Technology (IDT) at Waldorf University provides students with the knowledge and skills they need to be successful leaders in today's either public or private environments as organizations seek to be successful in a global business climate and integrated value chains. This is accomplished through required core advanced classes in economics, marketing, accounting for managerial decision making, human resource management, financial management, research methods, and management information systems. In addition, the IDT concentration provides students with the knowledge and skills they need to be successful instructional designers in today's public or private environments as organizations seek to be successful in a global business climate. Students will learn how to apply a theory-based, systematic approach in the design of instructional activities with a focus on online learning and digital media.

Major Required..... 21 cr.

ACC 5301	Accounting for Decision Making..... 3
ORG 5100	Leadership Theory and Practice3
MBA 5401	Management Information Systems3
MKT 5900	Advanced Marketing3
MBA 5652	Research Methods3
MBA 6053	Economics for Managers3
MBA 6081	Corporate Finance3

Instructional Design and Technology Concentration Required 15

EDP 5100	Learning Theories for Instruction3
EDU 5000	Adults as Learners.....3
IDT 5100	Instructional Systems Design.....3
IDT 5200	Online Learning and Management Systems ...3

IDT 5300 DIGITAL MEDIA 3

M.B.A.WITH OPTION CONCENTRATION IN CRIMINAL JUSTICE LEADERSHIP

The Master of Business Administration in Criminal Justice Leadership at Waldorf University provides students with the knowledge and skills they need to rise through the ranks to leadership or executive positions in their organizations within an ever-changing legal environment. This is accomplished through required core advanced classes in economics, leadership, accounting for managerial decision making, human resource management, public finance and budgeting, research methods, and management information systems. In addition, courses specific to current criminal justice leadership covering ethics for public administration, leadership development and coaching, leadership and management skills for criminal justice administration, critical analysis of criminal justice administration, and criminal justice policy analysis and socio-cultural systems.

Major Required 21 cr.

ACC 5301	Accounting for Decision Making.....3
ORG 5100	Leadership Theory and Practice3
MBA 5401	Management Information Systems3
MKT 5900	Advanced Marketing3
MBA 5652	Research Methods.....3
MBA 6053	Economics for Managers3
MBA 6081	Corporate Finance3

Criminal Justice Leadership Concentration Required 15 cr.

PA 5302	Ethics for Public Administration.....3
ORG 6000	Leadership Development and Coaching3
CRJ 5200	Leadership and Management Skills for Criminal Justice Administration3
CRJ 5390	Critical Analysis of Criminal Justice Administration3
CRJ 6800	Criminal Justice Policy Analysis and Socio-Cultural Systems.....3

M.B.A.WITH OPTION CONCENTRATION IN HUMAN RESOURCES

The Master of Business Administration in Human Resources (HR) at Waldorf University provides students with the knowledge and skills they need to be successful in today's global business climate and integrated value

chains. This is accomplished through required core advanced classes in economics, marketing, accounting for managerial decision making, leadership, financial management, research methods, and management information systems. In addition, courses specific to current human resource management covering principles of human resource management, ethics for business leadership, leadership development and coaching, measuring HR and change impact, and organization development. This program will prepare students to be leaders of human resources on a departmental or corporate executive level.

Major Required..... 21 cr.

ACC 5301	Accounting for Decision Making.....	3
ORG 5100	Leadership Theory and Practice	3
MBA 5401	Management Information Systems	3
MKT 5900	Advanced Marketing	3
MBA 5652	Research Methods.....	3
MBA 6053	Economics for Managers	3
MBA 6081	Corporate Finance	3

Human Resources Concentration Required..... 15cr.

HRM 5200	Human Resource Management.....	3
HRM 5300	Ethics for Business Leadership.....	3
HRM 6000	Leadership Development and Coaching	3
HRM 6400	Measuring HR and Change Impact	3
HRM 6800	Organization Development	3

M.B.A.WITH OPTION CONCENTRATION SPORT MANAGEMENT

The Master of Business Administration in Sport Management at Waldorf University provides students with the knowledge and skills they need to be successful in today's global business and public financing climate, as well as integrated value chains. This is accomplished through required core advanced classes in economics, marketing, accounting for managerial decision making, human resource management, financial management, research methods, and leadership. In addition, courses specific to current sport management covering emerging trends in sport management, public finance and budgeting, leadership development and coaching, and two courses in strategic management in sport.

Major Required..... 21 cr.

ACC 5301	Accounting for Decision Making.....	3
HRM 5200	Human Resource Management.....	3
ORG 5100	Leadership Theory and Practice	3
MKT 5900	Advanced Marketing	3
MBA 5652	Research Methods.....	3
MBA 6053	Economics for Managers	3
MBA 6081	Corporate Finance	3

Sport Management Concentration Required 15cr.

SMT 5200	Emerging Trends in Sport Management	3
PA 5305	Public Finance and Budgeting	3
ORG 6000	Leadership Development and Coaching	3
SMT 6400	Strategic Marketing in Sport.....	3
SMT 6800	Strategic Management in Sport.....	3

M.B.A. WITH OPTION CONCENTRATION IN MARKETING

The Master of Business Administration in Marketing at Waldorf University provides students with the knowledge and skills they need to be successful in today's global business climate and integrated value chains. This is accomplished through required core advanced classes in economics, leadership, accounting for managerial decision making, human resource management, financial management, research methods, and management information systems. In addition, courses specific to current marketing management covering strategic marketing, marketing research, new product marketing, business to business marketing, and advanced marketing. This program is intended to prepare marketing professionals for advancement to the executive level by providing the tools necessary to enable them to operate within a large organization or as an independent marketing entity.

Major Required 21 cr.

ORG 5100	Leadership Theory and Practice	3
ACC 5301	Accounting for Decision Making.....	3
HRM 5200	Human Resource Management	3
MBA 5401	Management Information Systems	3
MBA 5652	Research Methods	3
MBA 6053	Economics for Managers	3
MBA 6081	Corporate Finance	3

Marketing Concentration Required 15cr.

MKT 5500	Strategic Marketing.....	3
MKT 5600	Marketing Research.....	3
MKT 5700	New Product Marketing.....	3
MKT 5800	Business to Business Marketing	3
MKT 5900	Advanced Marketing	3

M.B.A. WITH OPTION CONCENTRATION IN EMERGENCY MANAGEMENT LEADERSHIP

The Master of Business Administration in Emergency Management Leadership at Waldorf University provides students with the knowledge and skills they need to be successful leaders or executives in today's challenging emergency management environment. This is accomplished through required core advanced classes in economics, leadership, accounting for managerial decision making, human resource management, financial management, research methods, and management information systems. In addition, courses specific to emergency management covering principles of emergency management, legal aspects of emergency management, interagency disaster management, risk management, and leadership and decision making in emergency management.

Major Required..... 21 cr.

ORG 5100	Leadership Theory and Practice.....3
ACC 5301	Accounting for Decision Making.....3
HRM 5200	Human Resource Management.....3
MBA 5401	Management Information Systems.....3
MBA 5652	Research Methods.....3
MBA 6053	Economics for Managers.....3
MBA 6081	Corporate Finance.....3

Emergency Management Leadership Concentration Required 15cr.

EMG 5000	Emergency Management.....3
EMG 5100	Legal Aspects of Emergency Management.....3
EMG 5300	Interagency Disaster Management.....3
EMG 6300	Risk Management.....3
EMG 6305	Leadership and Decision Making in Emergency Management.....3

M.B.A. WITH OPTION CONCENTRATION IN FIRE/RESCUE EXECUTIVE LEADERSHIP

The Master of Business Administration in Fire/Rescue Executive Leadership at Waldorf University provides students with the knowledge and skills they need to be successful in today’s technical, legal, and public finance climate. This is accomplished through required core advanced classes in economics, crisis communication for leadership, accounting for managerial decision making, human resource management, public finance and budgeting, research methods, and management information systems. In addition, courses specific to current fire/rescue executive leadership covering leadership theory and practice, leadership development and coaching, the fire/rescue executive’s role in community risk reduction, the fire/rescue executive’s role in emergency management, and executive leadership for fire/rescue officers.

Major Required..... 21 cr.

ACC 5301	Accounting for Decision Making.....3
COM 5360	Crisis Communication for Leadership.....3
HRM 5200	Human Resource Management.....3
MBA 5401	Management Information Systems.....3
MBA 5652	Research Methods.....3
MBA 6053	Economics for Managers.....3
PA 5305	Public Finance and Budgeting.....3

Fire/Rescue Executive Leadership Concentration Required 15cr.

ORG 5100	Leadership Theory and Practice.....3
ORG 6000	Leadership Development and Coaching.....3
FSC 6200	The Fire/Rescue Executive’s Role in Community Risk Reduction.....3
FSC 6400	The Fire/Rescue Executive’s Role in Emergency Management.....3
FSC 6800	Executive Leadership for Fire/Rescue Officers.....3

M.B.A. WITH OPTION CONCENTRATION PROJECT MANAGEMENT

The Master of Business Administration in Project Management at Waldorf University provides students with the knowledge and skills they need to be successful in today’s global business climate and integrated value chains. This is accomplished through required core advanced classes in economics, marketing, accounting for managerial decision making, human resource management, financial management, leadership, and management information systems. In addition, courses specific to current project management covering the principles of project management, research methods, management project teams, project management strategy and tactics, and managing complex projects. This program enables project managers to transition to the roles of leadership and decision making over multiple project managers and projects.

Major Required 21 cr.

ACC 5301	Accounting for Decision Making.....3
HRM 5200	Human Resource Management.....3
ORG 5100	Leadership Theory and Practice.....3
MBA 5401	Management Information Systems.....3
MKT 5900	Advanced Marketing.....3
MBA 6053	Economics for Managers.....3
MBA 6081	Corporate Finance.....3

Project Management Concentration Required 15cr.

PMP 5100	Project Management.....3
PMP 5600	Research Methods.....3
PMP 5800	Managing Project Teams.....3
PMP 6100	Project Management Strategy and Tactics.....3
PMP 6300	Managing Complex Projects.....3

Master’s Degree Requirements

- Successful completion of 36-credit hours curriculum
- Minimum 3.00 cumulative GPA
- Grade of B or higher in all required courses and professional electives

M.ED. INSTRUCTIONAL DESIGN AND TECHNOLOGY (36 CR.)

The Master of Education in Instructional Design and Technology at Waldorf University prepares educational professionals to apply a systematic, theory-based approach to designing learning activities. Students learn to analyze needs and provide and evaluate training solutions to instructional problems. These specialized skills may be applied in the classroom with students at all educational levels as well as other professions requiring the development of instructional materials.

PLO 1.A. Graduates of the program will define effective leadership attributes.

PLO 1.B. Graduates of the program will evaluate leadership behavior and motivation.

PLO 1.C. Graduates of the program will analyze how leaders achieve mutual influence within an organization by embracing ethical leadership practices.

PLO 2.A. Graduates of Waldorf's M.Ed. (Leadership Concentration) will cultivate a positive school culture by embracing best practices for communication within the field. PLO 2.B. Graduates of Waldorf's M.Ed. (Leadership Concentration) will develop skills to foster a positive school culture by creating collaboration opportunities for multiple stakeholders.

PLO 3.A. Graduates of Waldorf's M.Ed. (Leadership Concentration) will apply research (i.e., scholarly literature review) to analyze the relationship between student and institutional data.

PLO 3.B. Graduates of Waldorf's M.Ed. (Leadership Concentration) will apply research to demonstrate how data collection can impact learning models and student success.

Major Required..... 36

TOTAL 36

Major Required..... 36 cr.

EDU 5000	Adults as Learners.....	3
EDU 5100	Personal Leadership Skills & Team Building.....	3
EDU 5101	Culture of Continuous Improvement in Education.....	3
EDU 5200	Building Professional & Community Relations ..	3
EDU 6000	Assessment, Learning, & Action Research	3
EDU 6800	Program Evaluation	3
IDT 5100	Instructional Systems Design.....	3
EDP 5100	Learning Theories for Instruction	3
IDT 5200	Online Learning and Management Systems ...	3
IDT 5300	Digital Media	3

Master's Degree Requirements

- Successful completion of 36-credit hours curriculum
- Minimum 3.00 cumulative GPA Grade of B or higher in all required courses and professional electives.

M.ED. INSTRUCTIONAL DESIGN AND TECHNOLOGY (36 CR.)

The Master of Education in Instructional Design and Technology at Waldorf University prepares educational professionals to apply a systematic, theory-based approach to designing learning activities. Students learn to analyze needs and provide and evaluate training solutions to instructional problems. These specialized skills may be applied in the classroom with students at all educational levels as well as other professions requiring the development of instructional materials.

PLO 1.A. Evaluate how instruction, assessment, and feedback influence the development of a learner's mastery of skills and content.

PLO 2.A. Appraise the benefits associated with lifelong learning

PLO 3.A. Apply the systems approach to designing instruction PLO 4.A. Develop theory-based instruction

PLO 5.A. Evaluate the effectiveness of learning activities.

PLO 6. Evaluate the effectiveness of learning activities.

Major Required 36

TOTAL 36

Major Required 36 cr.

EDU 5000	Adults as Learners.....	3
EDU 5100	Personal Leadership Skills & Team Building	3
EDU 5101	Culture of Continuous Improvement in Education.....	3
EDU 5200	Building Professional & Community Relations	
EDU 5400	Instructional Strategies	3
EDU 5700	Digital Strategies for the 21 st Century.....	3
EDU 6000	Assessment, Learning, & Action Research	3
EDU 6800	Program Evaluation	3
IDT 5100	Instructional Systems Design.....	3
EDP 5100	Learning Theories for Instruction	3
IDT 5200	Online Learning and Management Systems ...	3
IDT 5300	Digital Media	3

Master's Degree Requirements

- Successful completion of 36-credit hours curriculum
- Minimum 3.00 cumulative GPA Grade of B or higher in all required courses and professional electives.
-

M.ED. LEADERSHIP CONCENTRATION (36 CR.)

The Master of Education, Leadership Concentration program at Waldorf University is designed to help working education professionals bolster their teaching effectiveness, refine their leadership skills and grow their potential in the education field. The goal of an effective teacher is to maximize their students' engagement, creating a positive and inclusive learning environment while establishing a culture of continuous education in their classrooms.

Major Required..... 24
 Leadership Concentration 12

TOTAL 36

Major Required..... 24 cr.

EDU 5000	Adults as Learners.....	3
EDU 5100	Personal Leadership Skills & Team Building.....	3
EDU 5101	Culture of Continuous Improvement in Education.....	3
EDU 5102	Student-Centered Differentiated Instruction.....	3
EDU 5200	Building Professional & Community Relations.....	3
EDU 6000	Assessment, Learning, and Action Research.....	3
EDU 6100	Classroom Management for Effective Learning.....	3
EDU 6900	M.Ed. Capstone.....	3

Leadership Concentration 12 cr.

ORG 5000	Personal Leadership Development.....	3
ORG 5100	Leadership Theory & Practice.....	3
ORG 6600	Culture of Learning Organizations.....	3
ORG 6700	Diversity and Inclusion in the Organization Culture.....	3

Master's Degree Requirements

- Successful completion of 36-credit hours curriculum
- Minimum 3.00 cumulative GPA Grade of B or higher in all required courses and professional electives.

MASTER OF EDUCATION (M.ED.) WITH OPTION CONCENTRATION IN SOCIAL-EMOTIONAL LEARNING

The Erin Gruwell inspired concentration in Social-Emotional Learning provides educational professionals with skills and understanding to become agents of positive transformative change by promoting the principles of self-awareness, social acceptance, relationship building, inclusivity and emotional well-being both inside and outside of the classroom.

LO 1.A Analyze strategies for effective classroom management for diverse populations. (M.Ed. specific.)

PLO 2.A Create a professional action plan focused on continuous improvement efforts in education. (M.Ed. specific) PLO 3.A Appraise the relationship between student and institutional data. (M.Ed. specific)

PLO 4.A Apply the principles of social-emotional learning to create a community action plan to increase collaborative efforts with local law enforcement. (SEL specific)

EDU 5010	Foundations of Social-Emotional Learning.....	3
EDU 5030	Social-Emotional Learning – Pedagogy & Practice.....	3
EDU 5050	Social-Emotional Learning (SEL) for Students: A Path to Social-Emotional Well-being.....	3
EDU 5070	Social-Emotional Learning (SEL) for Students: A Path to Social-Emotional Well-being II.....	3

M.Ed. Teaching and Learning Concentration (36cr.)

The Master of Education, Teaching and Learning Concentration program at Waldorf University is designed to help working education professionals bolster their teaching effectiveness, refine their leadership skills and grow their potential in the education field. The goal of an effective teacher is to maximize their students' engagement, creating a positive and inclusive learning environment while establishing a culture of continuous education in their classrooms.

PLO 1.A. Graduates of the program will define effective teaching attributes.

PLO 1.B. Graduates of the program will examine effective teaching.

PLO 1.C. Graduates of the program will evaluate personal attributes and opportunities for effective teaching.

PLO 2.A. Graduates of Waldorf's M.Ed. (Teaching and Learning Concentration) will develop applied knowledge and skills that are tailored to a field of practice.

PLO 2.B. Graduates of Waldorf's M.Ed. (Teaching and Learning Concentration) will develop skills to make ethical decisions in their organizations using "self-as-instrument." PLO 3.A. Graduates of Waldorf's M.Ed. (Teaching and Learning Concentration) will apply research (i.e., scholarly literature review) to inform ethical decision-making.

PLO 3.B. Graduates of Waldorf's M.Ed. (Teaching and Learning Concentration) will develop datainformed methods to develop practices of diversity and inclusion using action research.

Major Required 24
 Teaching and Learning Concentration..... 12

TOTAL 36

M.Ed. Major Requirements 24 cr.

EDU 5000	Adults as Learners.....	3
EDU 5100	Personal Leadership Skills & Team Building.....	3
EDU 5101	Culture of Continuous Improvement in Education.....	3
EDU 5102	Student-Centered Differentiated Instruction.....	3
EDU 5200	Building Professional & Community Relations.....	3
EDU 6000	Assessment, Learning, & Action Research.....	3
EDU 6100	Classroom Management for Effective Learning.....	3
EDU 6900	M.Ed. Capstone.....	3

Teaching and Learning Concentration..... 12 cr.

EDU 5400	Instructional Strategies.....3
EDU 5500	Becoming a Reflective Practitioner.....3
EDU 5700	Digital Strategies for 21st Century Learning.3
ORG 5000	Personal Leadership Development.....3

Master's Degree Requirements

- Successful completion of 36-credit hours curriculum
- Minimum 3.00 cumulative GPA Grade of B or higher in all required courses and professional electives.

MASTER OF ARTS IN HEALTH CARE MANAGEMENT

The Master of Art in Health Care Management is the perfect progression for those working in or interested in health care who aspire to make a difference in the health care management and administration fields. This degree program can leverage student's real-world knowledge to help students better understand their current role in leadership or how to navigate the path to leadership in the health care arena.

PLO 1.A. Demonstrate knowledge of the U.S. healthcare industry and its delivery systems, including innovations in how healthcare is delivered.

PLO 2.A. Demonstrate knowledge of expectations for professional ethics in healthcare organizations as established by the American College of Healthcare Executives; and application of ethical and legal considerations in assignments, cases, and projects.

PLO 3.A. Organizational awareness will be demonstrated by the ability to understand and learn the formal and informal decision-making structures and power relationships in an organization. This includes the ability to identify organizational decision makers and those who influence them, and predict how events affect individuals and groups, and shape organizations

PLO 4.A. Innovative thinking will be demonstrated by the ability to apply complex concepts, develop creative solutions or use previous solutions in creative and adaptive ways for breakthrough thinking in the field.

PLO 4.B. Demonstrate the ability to see oneself as a leader, from forming and directing a team that possesses balanced capabilities to setting its mission, values, and norms; holding team members accountable individually and as a group to achieve results. PLO 5.A. Demonstrate understanding of managerial responsibility in creating and maintaining a culture of regulatory compliance (e.g., knowledge of requirements for reporting privacy breaches, reducing regulatory risks, and conducting research with human subjects).

PLO 5.B. Demonstrate knowledge and understanding of concepts, theories, laws, tools, and practices in budgeting, financial reporting and control.

PLO 5.C. Demonstrate the ability to implement staff development and other management practices that represent contemporary best practices, comply with legal and regulatory requirements, and optimize the performance of the workforce, including performance assessment, alternative compensation and benefits methods, and the alignment of human resources practices and processes to meet the strategic goals of the organization.

Major Required..... 36

TOTAL 36

Major Required..... 36

ORG 5000	Personal Leadership Development.....3
ORG 5100	Leadership Theory and Practice3
ORG 6700	Diversity and Inclusion in the Organizational Culture3

ORG 6900	Leading Complex Change3
HCM 5000	Emerging Issues in Health Administration.....3
HCM 5100	Building Professional Teams3
HCM 5200	Self-Care for Health Care Professionals3
HCM 6000	Health Care Strategic Planning and Marketing3
HCM 6100	Health Field Human Resource Management.....3
HCM 6200	Health Care Budgeting and Financial Management.....3
HCM 6400	Health Care Professionalism3
HCM 6900	Ethical Leadership in Health Care.....3

MASTER OF ARTS IN HEALTH CARE MANAGEMENT CONCENTRATIONS

Major Required of All Concentrations..... 21 cr.

HCM 5000	Emerging Issues in Health Administration.....3
HCM 5200	Self-Care for Health Care Professionals3
HCM 6000	Health Care Strategic Planning and Marketing.....3
HCM 6100	Health Field Human Resource Management.....3
HCM 6200	Health Care Budgeting and Financial Management.....3
HCM 6400	Health Care Professionalism3
HCM 6900	Ethical Leadership in Health Care.....3

Project Management..... 15 cr.

Concentration Required

PMP 5100	Project Management.....3
PMP 5600	Research Methods.....3
PMP 5800	Managing Project Teams.....3
PMP 6100	Project Management Strategy and Tactics3
PMP 6300	Managing Complex Projects3

Human Resources 15 cr.

Concentration Required

HRM 5200	Human Resource Management.....3
HRM 5300	Ethics for Business Leadership.....3

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HRM 6000	Leadership Development and Coaching	3
HRM 6400	Measuring HR and Change Impact.....	3
HRM 6800	Organization Development	3

Marketing 15cr.

Concentration Required

MKT 5500	Strategic Marketing.....	3
MKT 5600	Marketing Research.....	3
MKT 5700	New Product Marketing.....	3
MKT 5800	Business to Business Marketing.....	3
MKT 5900	Advanced Marketing	3

Leadership 15cr.

Concentration Required

ORG 5000	Personal Leadership Development.....	3
ORG 5100	Leadership Theory and Practice	3
ORG 6600	Culture of Learning Organizations	3
ORG 6700	Diversity and Inclusion in the Organization Culture	3
ORG 6800	Organization Development	3

Master's Degree Requirements

- Successful completion of 36-credit hours curriculum
- Minimum 3.00 cumulative GPA Grade of B or higher in all required courses and professional electives.

MASTER OF ARTS IN ORGANIZATIONAL LEADERSHIP–NON-CONCENTRATION

The Master of Arts in Organizational Leadership at Waldorf University is designed to develop students' leadership and equip them to use that leadership as an instrument for organization change. Students evaluate their personal talents and opportunities for leadership, develop leadership knowledge and skills that can be directly applied to their chosen career fields, sharpen their decision-making as leaders, and learn how to shape organization culture.

PL0 1.A. Learners will evaluate the "use of self" approach to leadership and its contribution to the development of essential leadership skills.

PL0 2.A. Learners will evaluate leadership approaches through scholarly research.

PL0 2.B. Learners will conduct data-informed decision-making using action research.

PL0 3.A. Learners will use their diagnosis, communication, and adaptation skills to design solutions that effectively address needs of an organization in their field of study.

PL0 3.B. Learners will use their diagnosis, communication, and adaptation skills to implement solutions that effectively address needs of an organization in their field of study.

Major Required	15
Professional Electives.....	9
Non-concentration Options	12

TOTAL 36

Major Required 15

ORG 5000	Personal Leadership Development.....	3
ORG 5100	Leadership Theory and Practice	3
ORG 6600	Culture of Learning Organizations	3
ORG 6700	Diversity and Inclusion in the Organization Culture	3
ORG 6900	Leading Complex Change	3

Professional Electives..... 9

Choose three courses from the following, or any course numbered at or above the 5000-level (or equivalent) that is not used to satisfy other degree requirements

COM 5360	Crisis Communication and Leadership	3
ORG 5101	Strategic Management and Business Policy.....	3
ORG 5300	Ethics for Business Leadership.....	3
PA 5305	Public Finance and Budgeting	3
PA 5306	Public Policy	3
PA 6304	Local Government Planning.....	3

Students may not take HRM 5300, HRM 6000, or HRM 6800 as Professional Electives.

Non-concentration Options 12

ORG 5800	Managing Project Teams	3
ORG 6000	Leadership Development and Coaching	3
ORG 6800	Organization Development	3

Choose an additional 5000- or 6000- ORG course not used to satisfy other degree requirements

Master's Degree Requirements

- Successful completion of 36-credit hours curriculum
- Minimum 3.00 cumulative GPA Grade of B or higher in all required courses and professional electives.

MASTER OF ARTS IN ORGANIZATIONAL LEADERSHIP APPLIED LEADERSHIP CONCENTRATION

The Applied Leadership Concentration track requires successful completion of a minimum of 15 credits in the concentration area. Students have the option of completing a second Applied Leadership Concentration by meeting the 15 credit requirement under both concentrations.

There are seven concentrations to select from: Criminal Justice Leadership, Emergency Management Leadership, Fire/Rescue Executive Leadership, Healthcare Administration, Human Resource Management, Public Administration Leadership, Sport Management, and Teacher Leader.

Major Required..... 15
 Professional Electives
 and Concentration Required 21

TOTAL 36

Major Required of All Concentrations 15

ORG 5000	Personal Leadership Development.....	3
ORG 5100	Leadership Theory and Practice.....	3
ORG 6600	Culture of Learning Organizations.....	3
ORG 6700	Diversity and Inclusion in the Organization Culture.....	3
ORG 6900	Leading Complex Change.....	3

Criminal Justice Leadership

Professional Electives

Choose two (2) of the following five courses

COM 5360	Crisis Communication and Leadership.....	3
ORG 5101	Strategic Management and Business Policy.....	3
ORG 5800	Managing Project Teams.....	3
PA 5305	Public Finance and Budgeting.....	3
PA 5306	Public Policy.....	3

Concentration Required

PA 5302	Ethics for Public Administration.....	3
ORG 6000	Leadership Development and Coaching.....	3
CRJ 5200	Leadership and Management Skills for Criminal Justice.....	3
CRJ 5390	Critical Analysis of Criminal Justice Administration.....	3
CRJ 6800	Criminal Justice Policy Analysis and Socio-Cultural Systems.....	3

Emergency Management Leadership

Professional Electives

Choose one (1) of the following four courses:

COM 5360	Crisis Communication and Leadership.....	3
ORG 5101	Strategic Management and Business Policy.....	3
ORG 5300	Ethics for Business Leadership.....	3
ORG 5800	Managing Project Teams.....	3

Concentration Required

EMG 5000	Emergency Management.....	3
EMG 5100	Legal Aspects of Emergency Management.....	3

EMG 5300	Interagency Disaster Management.....	3
EMG 6300	Risk Management.....	3
EMG 6305	Leadership and Decision Making in Emergency Management.....	3
EMG 6700	Case Studies in Natural and Man-made Disasters.....	3

Fire/Rescue Executive Leadership *

Professional Electives

Choose three (3) of the following five courses

COM 5360	Crisis Communication and Leadership.....	3
ORG 5101	Strategic Management and Business Policy.....	3
ORG 5800	Managing Project Teams.....	3
PA 5302	Ethics for Public Administration.....	3
PA 5305	Public Finance and Budgeting.....	3
PA 5306	Public Policy.....	3

Concentration Required

ORG 6000	Leadership Development and Coaching.....	3
FSC 6200	The Fire/Rescue Executive's Role in Community Risk Reduction.....	3
FSC 6400	The Fire/Rescue Executive's Role Emergency Management.....	3
FSC 6800	Executive Leadership for Fire/Rescue Officers.....	3

Executive Fire Officer

Executive Fire Officer Course Credit: Waldorf University will accept transfer credit for the United States Fire Administration's Executive Fire Officer (EFO) program completed at the National Fire Academy (NFA). Students successfully completing the NFA EFO program will receive transfer credit as indicated: a) 3 credit hours of elective credit for FSC 6200, b) 3 credit hours of elective credit for FSC 6400 and c) 3 credit hours of elective credit for FSC 6800.

Healthcare Management

Professional Electives

Choose one (1) of the following three courses

COM 5360	Crisis Communications and Leadership.....	3
EMG 5300	Interagency Disaster Management.....	3
ORG 5800	Managing Project Teams.....	3

Concentration Required

HCM 5000	Emerging Issues in Health Administration.....	3
HCM 5100	Building Professional Teams.....	3
HCM 5200	Self Care for Health Professionals.....	3
HCM 6100	Health Field Human Resource Management	

Graduate degree programs

.....	3
HCM 6200 Health Care Budgeting and Financial Management.....	3
HCM 6900 Ethical Leadership in Healthcare	3

Human Resource Development

Professional Electives

Choose two (2) of the following five courses

COM 5360 Crisis Communication and Leadership	3
ORG 5101 Strategic Management and Business Policy.....	3
ORG 5800 Managing Project Teams.....	3
PA 5305 Public Finance and Budgeting	3
PA 5306 Public Policy	3

Concentration Required

ORG 5200 Emerging Trends in Human Resource Management.....	3
ORG 5300 Ethics for Business Leadership.....	3
ORG 6000 Leadership Development and Coaching.....	3
ORG 6400 Measuring HR and Change Impact.....	3
ORG 6800 Organization Development	3

Public Administration Leadership

Professional Electives

Choose one (1) of the following three courses

COM 5360 Crisis Communication and Leadership	3
ORG 5101 Strategic Management and Business Policy.....	3
ORG 5300 Ethics for Business Leadership.....	3

Concentration Required

ORG 5800 Managing Project Teams.....	3
ORG 6000 Leadership Development and Coaching.....	3
PA 5302 Ethics for Public Administration.....	3
PA 5305 Public Finance and Budgeting	3
PA 5306 Public Policy	3
PA 6304 Local Government Planning.....	3

Sport Management

Professional Electives

Choose two (2) of the following five courses

COM 5360 Crisis Communication and Leadership	3
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ORG 5101 Strategic Management and Business Policy.....	3
ORG 5300 Ethics for Business Leadership.....	3
ORG 5800 Managing Project Teams.....	3
PA 5306 Public Policy	3

Concentration Required:

SMT 5200 Emerging Trends in Sport Management	3
PA 5305 Public Finance and Budgeting	3
ORG 6000 Leadership Development and Coaching.....	3
SMT 6400 Strategic Marketing in Sport.....	3
SMT 6800 Strategic Management in Sport.....	3

Teacher Leader

Concentration Required

ORG 6000 Leadership Development and Coaching.....	3
EDU 5000 Adults as Learners.....	3
EDU 5100 Personal Leadership Skills and Team Building.....	3
EDU 5102 Student-Centered Differentiated Instruction.....	3
EDU 5200 Building Professional and Community Relations.....	3
EDU 6000 Assessment, Learning, and Action Research.....	3
EDU 6900 Ethical Leadership	3

Social Emotional Learning

Concentration Required

EDU 5000 Adults as Learners.....	3
EDU 5100 Personal Leadership Skills and Team Building.....	3
EDU 5102 Student-Centered Differentiated Instruction	3
EDU 5200 Building Professional and Community Relations.....	3
EDU 6000 Assessment, Learning, and Action Research	3
EDU 6900 M.Ed. Capstone	3

Master's Degree Requirements:

- Successful completion of 36-credit hours curriculum
- Minimum 3.00 cumulative GPA Grade of B or higher in all required courses and in all concentration courses

IX. GRADUATE COURSE DESCRIPTIONS

ACC 5301

Management Applications for Accounting (3 cr.)

Focuses on how accounting information is used to make current and future strategic business decisions with an emphasis on ethical behavior that meets compliance and regulatory requirements. This course also focuses on applications of accounting-related concepts and reporting requirements in a global business environment.

COM 5360

Crisis Communication and Leadership..... (3 cr.)

Explores strategies for leading and communicating effectively with both internal and external audiences during crisis situations. Discusses the development of a communication plan and how to craft and deliver messaging during the crisis situation.

CRJ 5200

Leadership and Management Skills for Criminal Justice(3 cr.)

Leadership is an essential element for criminal justice professionals. Developing an effective management style is an important component for advancement. This course is designed for students to integrate research with real-world experiences involved in becoming a leader in the criminal justice field. Students will analyze and assess research that delves into the many leadership and management styles within criminal justice. (Prerequisite: ORG 5100)

CRJ 5390

Critical Analysis of Criminal Justice Administration (3 cr.)

An overview of organizational theory and principles of administration that provides studies of structure, function, and processes of criminal justice system administrations (law enforcement, courts, and corrections) as well as theoretical assessment and trends. (Prerequisite CRJ 5200)

CRJ 6800

Criminal Justice Policy Analysis and the Socio- Cultural System (3 cr.)

Beginning in the 1970s, the United States has seen a shift in punishment philosophies, which has resulted in one of the highest rates of incarceration in the world. This course will provide an analysis of these decisions and their implications on the criminal justice system (law enforcement, courts, and corrections), as well as society. (Prerequisites CRJ 5200 and CRJ 5390)

EDP 5100

Learning Theories for Instruction..... (3 cr.)

Reviews various theoretical approaches to learning. In this course, students compare essential elements of instructional design learning theory, select a theory, and apply it appropriately in the design and development of an instructional activity.

EDU 5000

Adults as Learners (3 cr.)

Adults as Learners emphasizes learning methods, strategies, and techniques which cater to the non-traditional adult learner. This course will focus systemically at the philosophical and social context of adult education. Teacher leaders must be aware of strategies and techniques that create a rich learning environment for adults making up the educational team. Learners will leave this course with a psychological and philosophical understanding of what adults are seeking when they decide to improve themselves academically. Additionally, trends, issues, and research related

to creating the most positive learning culture possible for adults will be explored.

EDU 5010

Foundations of Social-Emotional Learning (3 cr.)

The focus of this course is based upon understanding the theoretical underpinnings for social-emotional learning (SEL). Students are introduced to the process by which people apply the knowledge and skills necessary to manage emotions, set positive goals, and extend empathy to others—all while maintaining healthy relationships.

EDU 5030

Social-Emotional Learning Pedagogy and Practice (3 cr.)

The focus of this course is to apply the theoretical underpinnings of social-emotional learning (SEL) within in various environments including the educational classroom, small group settings, after-school programs, and community-based centers. Students will gain knowledge and skills to teach the importance of maintaining healthy relationships in diverse environments by considering skills such perseverance, activism, kindness, empathy, and self-motivation as positive lessons for life.

EDU 5050

Social Emotional Learning (SEL) for Students (3 cr.)

A Path to Social Emotional Well-Being (3 cr.): The focus of this course is to extend the theoretical underpinnings of social-emotional learning (SEL) within the educational classroom setting. Students will learn how an individual's life affects him or her inside and outside of the classroom.

EDU 5070

Social-Emotional Learning (SEL) for Students: A Path to Social-Emotional Well-being II (3cr.)

The focus of this course is to extend the theoretical underpinnings of social-emotional learning (SEL) within various environments including the educational classroom, small group settings, after-school programs, and community-based centers. Students will gain knowledge and competency to teach the importance of diversity and inclusion by exploring various cultural and social issues

EDU 6800

Program Evaluation..... (3 cr.)

Provides Master of Education students a capstone experience that focuses on school improvement. Students utilize applied, social research procedures to investigate the effectiveness of a school program.

EDU 5100

Personal Leadership Skills for Team Building (3 cr.)

Self-assessment and self-reflection are both key if leaders are to remain true to their purpose. Understanding one's own leadership style is important. Utilizing an individual's strengths and recognizing areas of needed growth are also vital if the leader is to be effective and able to assist in building stronger teams within a professional setting.

EDU 5101

Culture of Continuous Improvement in Education.... (3cr.)

The focus of this course is around quality and performance improvement in today's educational settings to maximize improved student learning. This will be accomplished through examination of quality assurances, continuous quality improvement, and performance improvement using data to guide decision-making. Part of the focus will be around coaching colleagues toward high performance through professional development and professional teaming. One component of this course is to clearly define the proper role of performance evaluations.

EDU 5102

Student-Centered Differentiated Learning (3 cr.)

The principle mission of the Organizational Leadership Teacher Leader program is to help learners recognize, understand, build, and cultivate their individual leadership skills. Such skills will be realized by reflecting on leadership theories, current practice, personal leadership development, and a systemic view of leadership and the role of leaders. The program is anchored in application and how learners utilize and model Teacher Leader "best practices" in their day-to-day professional and personal life. (Prerequisite: EDU 5000)

EDU 5200

Building Professional and Community Relationships (3 cr.)

In this media-saturated world, we must learn how to navigate the constant flood of information so we can avoid risks and maximize benefits to our lives. In this senior-level course, students will explore the key components to understanding the pervasive world of mass media to understand how they operate, how they attract and keep our attention, and how they influence our beliefs, attitudes and actions. (Prerequisite: EDU 5000)

EDU 5400

Instructional Strategies (3 cr.)

Specific instructional strategies can have an amazing impact on certain student audiences. Understanding the best way to reach a diverse classroom setting can make a huge difference in the learning experience for each learner. The alignment of the strategy with the classroom dynamics and content can lead to greater efficiency and effectiveness for the instruction. This contributes to the greater professional satisfaction for the teacher. There will be an intense comparison between the "constructivist" classroom and the traditional teacher-centered learning environment.

EDU 5500

Becoming a Reflective Practitioner (3 cr.)

Provides an overview of reflective practice in an education setting that is anchored in a framework which centers on understanding social responsibility. Learners will demonstrate a clear understanding of the use of self in their professional world as well as their personal life.

EDU 5700

Digital Strategies for 21st Century Learning (3 cr.)

This course is designed to serve as an introduction and exploration of current and emerging technologies and their applications for classroom instruction. An emphasis is placed on highlighting best practices for 21st century Teacher and learning with technology as a tool to enrich those experiences for both the teacher and the learner.

EDU 6000

Assessment, Learning, and Action Research (3 cr.)

In an age of accountability at all levels of our educational structure, it has become vitally important to understand the linkage between assessment, learning and action research. It is the assumption that learners come into this course with a solid understanding of assessment and the role it plays in teaching and learning. The basics of assessment will be reviewed and linked to a wide range of strategies to improve learning in our Pre-K-16 educational structure. Action research is the tool many educators use as

they "repair the plane while it is flight." The more proactive the leader is in the use of action research the more quickly logical changes can take place. (Prerequisites: EDU 5000, and EDU 5102)

EDU 6100

Classroom Management for Effective Learning (3 cr.)

As teachers work toward creating an inclusive learning environment there needs to be a balance between a purely interactive classroom environment and classroom management. Classroom management does not mean sitting in straight rows and no one talking or making eye contact. Rather, the 21st century diverse classroom setting is managed by adults who are proactive, culturally sensitive, academically engaging, and gifted in multiple ways to motivate students academically and in positive behaviors.

EDU 6800

Program Evaluation..... (3 cr.)

Provides Master of Education students a capstone experience that focuses on school improvement. Students utilize applied, social research procedures to investigate the effectiveness of a school program.

EDU 6900

M.Ed. Capstone..... (3 cr.)

Ethical Leadership is designed to explore basic ethics and the development of ethical leadership skills. The course will also help educators learn more about their own state's specific ethical standards and the rationale behind those standards. Learners will discuss and propose ways to work with the broader community to implement positive character development among education faculty, staff, and even elected boards. (Prerequisites: EDU 5000, EDU 5100, EDU 5102, EDU 5200, and EDU 6000)

EMG 5000

Emergency Management (3 cr.)

This course focuses on the evolution of emergency management in the last 110 years and the role of the Federal Government. Students will investigate Hurricane Katrina to identify the breakdown of response efforts that resulted in the reconstruction of federal policies and procedures. Finally, students will study major disasters since Hurricane Katrina to assess present and future government response capabilities to a major disaster.

EMG 5100

Legal Aspects of Emergency Management (3 cr.)

Explores the basic principles and terms of law in relation to fire protection and various legal actions against people or organizations charged with emergency services management duties. Contains court cases, statutes, and regulations that have an impact on emergency service organizations. (Prerequisite EMG 5000)

EMG 5300

Interagency Disaster Management..... (3 cr.)

Focuses on interagency cooperation for complex crises and domestic emergencies. Reviews the coordinating mechanisms and planning tools within the disaster response community for enhanced interagency response operations. Particular attention paid on lessons from post 9/11 and Hurricane Katrina. (Prerequisite EMG 5000)

EMG 6300

Risk Management..... (3 cr.)

Comprehensive foundation on the background, components, and systems involved in the management of disasters and other man-made or natural emergencies. Examples focus on the U.S. domestic system of emergency management. (Prerequisite EMG 5000)

EMG 6305**Leadership and Decision Making in Emergency Management (3 cr.)**

Students demonstrate knowledge and understanding of the history, evolution and theoretical concepts, and technologies used in emergency planning and management. Students differentiate disasters and hazards and apply knowledge of the four-stage response to disaster preparedness, emergency planning, mitigation response, and recovery. Students demonstrate comprehension of theory and practice in the public sector by writing up a final emergency management policy. (Prerequisite EMG 5000)

EMG 6700**Case Studies in Natural and Man-Made Disasters ... (3 cr.)**

Critical look at emergency services management interactions in major historical natural catastrophes, man-made disasters, or terrorist incidents through the lessons learned from case study evaluation. (Prerequisites: EMG 5000 and EMG 5300)

FSC 6200**The Fire Executive's Role in Community Risk Reduction..... (3 cr.)**

This course examines the Executive Fire/Rescue Officer's role as a leader for community risk-reduction. Students will address ways to enhance life safety and reduce multi-hazard risks within their communities. Avenues for influencing statewide officials to champion these causes will be examined. Specific areas of fire prevention, such as code enforcement, fire safety education, and fire investigation, will also be discussed.

FSC 6400**The Fire/Rescue Executive's Role in Emergency Management (3 cr.)**

The course examines the Fire/Rescue Executive's role as an integral part of community and state emergency management systems. Student will apply their experience to conventional incident management concepts and analyze the effective management of various emergency incidents. Student will also analyze the preparedness of emergency operations centers.

FSC 6800**Executive Leadership for Fire/Rescue Officers (3 cr.)**

The course examines the Fire/Rescue Officer's role as an executive leader. Students evaluate leadership effectiveness, comparing and contrasting approaches used by various leaders. Students also analyze legal issues and insurance grading, as well as develop procedures for job evaluation and promotion. The course concludes with strategies to enhance the Fire/Rescue Officer's life quality through personal and professional development. (Prerequisites: ORG 6000, FSC 6200 and FSC 6400)

HCM 5000**Emerging Issues in Health Administration (3 cr.)**

Emerging Issues in Health Administration focuses on the role of health administration in the 21st century. Emerging issues in health care at the local, regional, and national levels will be addressed. Learners will personalize the issues by assessing the impact those issues may have on their own real-world health care role and future leadership roles.

HCM 5100**Building Professional Teams..... (3 cr.)**

Builds on the skills of Organizational Leadership. Learners will recognize self-assessment and self-reflection are both key if Health Administrators are to remain true to their purpose. Understanding one's own leadership style is important. Utilizing an individual's strengths and recognizing areas of needed growth are also vital if the Health Administrator is to be effective and able to assist in building stronger teams within a professional setting. (Prerequisite: HCM 5000)

HCM 5200**Self-Care for Health Professionals (3 cr.)**

Who cares for the caregiver? This is a very valid question in any professional calling. Learners will be exposed to a wide variety of theories, rationale, and strategies to assist healthcare administrators' model for the organization self-care that can enable them to be more effective leaders. Wellness strategies will be at the core of this study. This course is an elective course for those seeking a master's degree in Health Care Management.

HCM6000**Health Care Strategic Planning and Marketing..... (3 cr.)**

Development of a strategic plan is vital to long-term growth and stability in Health Care. Leadership and stakeholder involvement in the development of such a plan is critical. The need to coordinate efforts in planning and implementing across departments and agencies will be a priority. Throughout the course, the learner will acquire practical skills needed to implement a plan, design a marketing brand image, as well as develop a strategic marketing presentation to disseminate information to stakeholders.

HCM 6100**Health Field Human Resource Management (3 cr.)**

Learners will learn about various aspects of human resource management as related to healthcare organizations. Specific exercises will place an emphasis on the legal/ethical issues of treatment, health and safety of employees and patients, careers in Healthcare, labor unions in Healthcare, job analysis and design, recruiting and selection of employees, employee benefits, training and motivating employees, and terminating employees. (Prerequisite: HCM 5000)

HCM 6200**Health Care Budgeting and Financing Management (3 cr.)**

Healthcare administrators are often non-financial managers. The role of HCM 6200 is to provide the healthcare administrator an understanding of financial management to be successful in day-to-day activities and operations. Learners will become comfortable with basic financial management principles, including understanding financial statements and ratios, preparing an operating budget, and using financial analysis to help with decision making. (Prerequisite: HCM 5000)

HCM 6400**Health Care Professionalism (3 cr.)**

Leaders need to develop the ability to align personal and organizational conduct with ethical and professional standards. This alignment includes a responsibility to the patient, the community, providers, and support services to maximize benefits to all parties. Leaders set the tone for a service-oriented environment and a commitment to lifelong learning and continuous improvement.

HCM 6900**Ethical Leadership in Healthcare..... (3 cr.)**

Nearly every issue in healthcare is an ethical question or has ethical implications—for the patients, families, providers, and/or healthcare leaders. The core of the course is anchored in ethical decision making. A wide range of case studies are used to place an emphasis on components of how ethical decisions are made. (Prerequisite: HCM 5000, HCM 5200, HCM 6100, and HCM 6200)

HRM 5200**Emerging Trends in Human Resource Management (3 cr.)**

Learners explore trends related to demographic shifts among talent, globalization, technology, and economic trends, as these trends influence HR practices such as talent acquisition, development, and retention; performance management; and organization effectiveness.

HRM 5300

Ethics for Business Leadership (3 cr.)

Explores the role of individual, business, and government activities related to ethically responsible commerce and socially beneficial business activity.

HRM 6000

Leadership Development and Coaching..... (3 cr.)

Further developing the “use of self” as an instrument for change, learners apply critical thinking to the practice of developing and coaching people within the organization. Special focus is on developing and coaching leaders within the student’s chosen career field. (Prerequisite: HRM 5200)

HRM6400

Measuring HR and Change Impact..... (3 cr.)

Learners examine practical approaches for measuring human resource management functions and change initiatives, with special focus on employee performance and organizational effectiveness. Case studies will be used to apply approaches for measurement design, data collection, analysis, and evaluation strategies for effective organizational decision making. (Prerequisite: HRM 5200)

HRM 6800

Organization Development (3 cr.)

Learners analyze organization development (OD) processes that are designed to improve organization effectiveness. These OD processes are systematic, long-term efforts that focus on the human and social elements of organization change.

IDT 5100

Instructional Systems Design..... (3 cr.)

Introduces the systematic approach to designing instruction. In this course, students analyze the components of instructional design models and apply them in the design of an instructional unit.

IDT 5200

Online Learning and Management Systems..... (3 cr.)

Examines the common attributes and functionality of learning management systems used in online learning. Students utilize these tools and instructional design principles to identify and apply an effective learning design for the online modality.

IDT 5300

Digital Media (3 cr.)

Investigates the educational application of digital media. This course focuses on the instructional design principles and skills needed for selecting, implementing, and evaluating multimedia and other learning technologies for instruction.

MBA 5401

Management Information Systems..... (3 cr.)

Considers the theory and practice of management information systems, including information requirements analysis, design methodology, and system implementation considerations. Topics include new technology convergence, management of disrupted technology, technology impacts, and business continuity planning.

MBA 5501

Advanced Marketing (3 cr.)

Provides an overview of advanced topics in marketing management, planning, strategy, analysis, and control. The

course provides a domestic and international emphasis on consumer needs, industry position, competition, and ethical marketing practices. Application will include the management of both traditional and digital marketing strategies towards an effective integrated marketing communication (IMC) plan. (Teachout 2023)

MBA 5652

Research Methods..... (3 cr.)

Introduces both the theory and practice of using quantitative and qualitative research methodological approaches to solve problems, leverage opportunities, and help achieve organizational goals. Applied research methods are illustrated, including surveys, interviews, focus groups, case studies, observations, and experimentation. Contemporary and actionable statistical procedures as well as data analysis tools are examined. Best practices for presentation of research results also are appraised.

MBA 6053

Economics for Managers (3 cr.)

Applies economic theory to managerial decision-making and business problem solving. Topics include demand analysis and estimation, analysis of cost and production, profit maximization under different market structures, optimal pricing, decision-making under uncertainty, and issues in international trade. This course provides an overview into the MBA program including expectations, APA guidelines, scholarly research, library, and Waldorf support.

MBA 6081

Corporate Finance (3 cr.)

Presents the fundamentals of corporate finance management, emphasizing the development of tools of analysis necessary to assess a company’s financial health and value; allocate financial resources; determine cost of capital; and assess investment and business opportunities, risk-return relationships, and working capital management.

MKT 5500

Strategic Marketing (3cr.)

An overview of marketing management with an emphasis placed on enabling the marketing manager to create strategies that “fit” the product/service to the organization’s distinctive competencies and its target market. Develops decision-making skills in marketing and provides an overview of the strategic marketing management process. Reviews the different methods used to address and exemplify the many issues and problems that are involved in creating and implementing the marketing strategy.

MKT 5600

Marketing Research (3cr.)

Introduces students to the marketing research process and the importance of market research within an organization. The course includes an exploration of the methodologies that market researchers use to compile and analyze information through the use of statistical tools. Ethical aspects of market research will also be examined.

MKT 5700

New Product Marketing..... (3cr.)

Explores several new product subject areas including marketing, branding, creative design, and management issues related to new product marketing. Designed for students interested in brand management and positioning in the context of both small entrepreneurial firms and large corporations.

Explores the challenges faced by marketers, business managers, and consultants in bringing a new technology to the market.

MKT 5800

Business to Business Marketing.....(3cr.)

Provides a presentation of strategic marketing and business policies with an application of the business-to-business platform. Focus is placed on the organizational buyer and the need for a relationship-based buying structure. Concepts include the foundations of e-commerce, retailing and advertising, market research, various marketing strategies and implementation of such strategies, and the management of business marketing channels.

MKT 5900

Advanced Marketing(3cr.)

An overview of advanced topics in marketing planning, strategy, analysis, and control. Emphasis on consumer needs and analysis, market position, competition, and public policy environment related to marketing activities.

ORG 5000

Personal Leadership Development(3 cr.)

Cornerstone course for the M.A. in Organizational Leadership: Learners develop the “use of self” as an instrument for change, applying critical thinking skills. Personal reflection and self-assessment are used to identify preferred learning styles and leadership tools that complement one’s personal style. Additionally, this course introduces learners to the Organizational Leadership program, acclimates them to the online format, and builds their identity as members of the Waldorf community.

ORG 5100

Leadership Theory and Practice.....(3 cr.)

Learners explore the philosophy and expression of leadership and how those aspects have changed through history. A variety of leadership theories and styles are discussed, along with their impact on today’s leadership practice.

ORG 5101

Strategic Management and Business Policy(3 cr.)

Presents an integrative analysis and case studies on the process of developing and managing business strategies. Topics include development of corporate goals and objectives, competitive analysis, business model examination, and organizational systems design for plan implementation. (Prerequisite: ORG 5100)

ORG 5200

Emerging Trends in Human Resource Management(3 cr.)

Learners explore trends related to demographic shifts among talent, globalization, technology, and economic trends, as these trends influence HR practices such as talent acquisition, development, and retention; performance management; and organization effectiveness. (Prerequisite: ORG 5100) (Teachout 2023)

ORG 5300

Ethics for Business Leadership(3 cr.)

Explores the role of individual, business, and government activities related to ethically responsible commerce and socially beneficial business activity. (Prerequisite ORG 5000)

ORG 5800

Managing Project Teams(3 cr.)

Analysis and discussion of the diverse sectors of project management leadership and team activity, as well as a wide range of organizations and topics related to project teams. Project teams are comprised of multiple job sectors and divisions. Explores project team members from project creation to completion, while managing team conflict, motivation, individual and

group behavior, and strategic completion of work assignments. (Prerequisite: ORG 5100) (Teachout 2023)

ORG 6000

Leadership Development and Coaching.....(3 cr.)

Further developing the “use of self” as an instrument for change, learners apply critical thinking to the practice of developing and coaching people within the organization. Special focus is on developing and coaching leaders within the student’s chosen career field. (Prerequisites: ORG 5000 and ORG 5100)

ORG 6400

Measuring HR and Change Impact.....(3 cr.)

Learners examine practical approaches for measuring human resource management functions and change initiatives, with special focus on employee performance and organizational effectiveness. Case studies will be used to apply approaches for measurement design, data collection, analysis, and evaluation strategies for effective organizational decision-making. (Prerequisite: ORG 5000, ORG 5100, ORG 5200, and ORG 6000) (Teachout 2023)

ORG 6600

Culture of Learning Organizations(3 cr.)

Learners use a systems approach to explore group dynamics and leadership strategies for developing an effective team. Special focus is devoted to the leader’s role in influencing group dynamics to create a learning organization culture. (Prerequisites: ORG 5000 and ORG 5100)

ORG 6700

Diversity and Inclusion in the Organization Culture(3 cr.)

Learners explore strategies for influencing and shaping an organization culture to embrace diversity and inclusion. Emphasis is on transforming the organization’s norms to foster group dynamics that honor diversity and inclusion. (Prerequisites: ORG 5000 and ORG 5100)

ORG 6800

Organization Development(3 cr.)

Learners analyze organization development (OD) processes that are designed to improve organization effectiveness. These OD processes are systematic, long-term efforts that focus on the human and social elements of organization change. (Prerequisites: ORG 5000 and ORG 5100)

ORG 6900

Leading Complex Change.....(3 cr.)

Capstone for the M.A. in Organizational Leadership: Learners create a leadership project with an applied context. As part of the capstone, learners also reflect and discuss how the individual’s leadership lens informs his or her chosen career field. ORG 6900 should be taken during the last term of the M.A. program. (Prerequisites: ORG 5000, ORG 5100, and ORG 6700 and should be taken in student’s last term)

PA 5302

Ethics for Public Administration(3 cr.)

The Public Administration Ethics course focus is meta-ethics, normative ethics, and applied ethics theory in the context of the multidisciplinary applied field of public administration and policy research and practice. Students demonstrate knowledge and comprehension of ethical theories such as utilitarianism, deontology, and social constructivism, and through analysis engage in critical thinking and problem solving for comprehension of real problems facing public managers. Students write up their analysis and synthesis in support of an ethical decision and judgments from readings. Students will evaluate a public agency Code of Ethics for analysis and presentation to support comprehension. Ethical case studies are useful for application of ethical constructs and written evaluations include recommendations for administrative, managerial, and leadership responsive action. (Prerequisite: ORG 5000)

PA 5305

Public Finance and Budgeting(3 cr.)

Demonstrate both knowledge and comprehension of the foundational theories and methodological tools used in public finance and budgeting. Students will apply their knowledge and comprehension and make use of finance and budgeting methodological tools, such as cost-benefit and cost-effectiveness analysis, in the application of finance and budgetary theory to practice, create, and oversee public sector fiscal processes. Students will evaluate a real budget and identify important budget items that public managers must consider in preparation and presentation of a budget. The usefulness of finance and budgeting theoretical constructs and methodological tools will be applied to solve real world public finance and budgetary case studies. (Prerequisite: ORG 5000)

PA 5306

Public Policy(3 cr.)

The Public Policy and analysis course provides a critical overview of the public policy process and effects on public, nonprofit, and private organizations. Students identify the steps in the public policy and analysis process including problem identification, policy formation, and implementation, as well as evaluate techniques within various public sectors and nonprofit organization environments. This course allows students to implement successful strategies using case analysis. (Prerequisite: ORG 5000)

PA 6304

Local Government Planning(3 cr.)

The course examines the evolution of mission-based, philanthropic organizations and the practices of local government that work with nonprofit organizations to accomplish the public service mission. Students gain the practical knowledge to lead a nonprofit organization and effectively manage the legal, contractual, political, socio-cultural and financial factors that affect nonprofit processes. Graduates interested in local nonprofit careers will find applicable strategies for communication and implementation of the nonprofit mission and goals internally among staff and externally to policy makers, grantors and stakeholder groups in the local community. (Prerequisite: ORG 5000, PA 5305, and PA 5306)

PMP 5100

Project Management(3cr.)

This course is a comprehensive study of the skills of problem-solving and decision-making, which are critical to effective project management. Topics include program value, project definition, environmental considerations, time sensitivity, risk sensitivity, metrics gathering, cost reduction, impact analysis, risk response controls, and basic elements of contracts. This course focuses on practicing effective decision-making, including learning how to identify and quantify problems and potential solutions.

PMP 5600

Research Methods.....(3cr.)

Introduces both the theory and practice of using quantitative and qualitative research methodological approaches to solve problems, leverage opportunities, and help achieve organizational goals. Applied research methods are illustrated, including surveys, interviews, focus groups, case studies, observations, and experimentation. Contemporary and actionable statistical procedures as well as data analysis tools are examined. Best practices for presentation of research results also are appraised. (Prerequisite: PMP 5100)

PMP 6100

Project Management Strategy and Tactics(3cr.)

An introduction to the methodologies and technologies that assist project managers in the coordination of projects from inception through completion. Instructs learners to satisfy customer needs, apply budgeting concepts, manage production time, invest resources, and create performance specifications designed with defined requirements. Provides tools to understand, design, and apply systematic project management organization and administration. (Prerequisite: PMP 5100)

PMP 6300

Managing Complex Projects.....(3cr.)

Comprehensive study of the project management process and the complexities of project management from a systems perspective. Includes the systematic approach to planning activities, controlling and closing project integration management, project scope management, project time management, project cost management, project quality management, project communication management, project risk management, and project human resources management. Prepares students to plan, control, and perform projects within the modern workplace by presenting requisite processes and techniques. (Prerequisite: PMP 5100)

SMT 5200

Emerging Trends in Sport Management(3 cr.)

Learners will explore emerging trends in port management including demographic shifts, managing diversity, economic trends, pay for play, coaching and administrative accountability, student-athlete eligibility issues, drug use in sport, strategic planning, organizational effectiveness, and ethical issues in sport. (Prerequisite ORG 5000 and ORG 5100)

SMT 6400

Strategic Marketing in Sport.....(3 cr.)

This course provides an overview of marketing in sport. Emphasis is placed on enabling the marketing manager to create strategies that "fit" the products and services to an athletic department or sport organization's distinctive competencies and its target market. The course centers on the development of decision-making skills in marketing and provides an overview of the strategic marketing management process. Case studies in sport marketing are used to address and exemplify the many issues and problems that are involved in creating and implementing the marketing strategy. (Prerequisites: ORG 5000 and ORG 5100)

SMT 6800

Strategic Management in Sport(3 cr.)

This course is designed to provide a deeper understanding of strategic management principles, theories, and concepts in their application to specific sport management settings. During this course, students will examine the basic concepts of strategic management, learn how to develop mission statements, and assess both the external and internal environments to determine organizational strengths and weaknesses. This course will include the analysis of various methods for strategic planning, formulating and implementing tactical strategies, as well as the numerous issues associated with technological and economic challenges. (Prerequisites: ORG 5000, ORG 5100, ORG 6600, SMT 5200, and SMT 6400)

X. STUDENT LIFE AND UNIVERSITY RESOURCES

"Friendliness" and "welcoming" are the words most often used to describe the Waldorf University community, whether the speaker is a prospective student, a current student, a staff member, or an alumnus/alumna who has returned for a 50-year class reunion.

The uncommon sense of community at Waldorf and its friendliness are products of its human scale. The lack of pretense among its people can be attributed in part to the agrarian and small community backgrounds of many students, shared values and faith commitments, the lack of exclusive social groupings (there are no social fraternities or sororities), and a distinctive residence life program.

Waldorf is also an active campus, providing abundant opportunities for students to be involved, serve others, and develop their life skills as well as contribute to the sense of camaraderie we enjoy as a living and learning community.

CAMPUS COMMUNITY

Waldorf University aspires to be a community in which individuals live in support and respect of one another. Persons who choose to enroll at Waldorf are expected to actively support the physical, emotional, intellectual, and spiritual well-being of others.

Each member of the campus community also has the opportunity and responsibility to help shape and contribute to the common good and the vitality of campus and spiritual life and promote the welfare of the university and the university community.

At Waldorf we reject the trend in society to accept any kind of behavior as long as it does not affect one personally. However, we also seek to minimize the use of rules and regulations, apart from the democratically legislated laws governing the larger community of which we are a part and the Christian standards to which the institution is dedicated.

ACADEMIC AND SOCIAL EXPECTATIONS

As members of a diverse community, students are expected to respect the need for honor and integrity. Christian values—such as compassion, justice, and respect for each individual as a child of God—are emphasized. This responsibility extends to honesty in academic settings.

In both academic and social areas, the university's expectations reflect the community's aspirations for life at Waldorf. As an outgrowth of the values professed by the university, these expectations are reflected in guidelines for community living.

In addition to guidelines prohibiting vandalism, theft, plagiarism, harassment, and any form of violence, and physical or emotional abuse, the Student Handbook, the Student Code of Conduct, and Housing Contract outline other expectations such as visitation hours and the campus alcohol and drug policy. Students are expected to be familiar with these documents and their contents.

When a violation of these guidelines occurs, corrective action may be taken by the Campus Hearing Board or a student life staff member. A committee of students, faculty, and staff serve as the Campus Hearing Board.

Students and their guests are always expected to adhere to city, state, and federal laws.

RESIDENCE LIFE

Each residence hall at Waldorf is a living community designed to enhance the residential experience. The residence life program aims to contribute to the sense of identity among its members as students organize themselves within the halls, undertake activities and projects, and go about their daily living in relationship with one another.

Specifically, the residence life program provides a format through which members develop a sense of community life within the floor unit and the hall as a whole, undertake service projects on campus or in the community, sponsor social activities for the campus, and develop relationships with faculty and staff members.

Housing Residency Requirement

Waldorf University requires all students to reside on campus as part of our three (3) year residency requirement and four (4) year residency requirement for certain scholarships.

Waldorf University provides a financially supportive scholarship program to our students. To maintain the longevity of the scholarship program, we follow a resident and commuter residency requirement to qualify for the scholarships offered. Our awards are calculated and awarded based upon the full direct cost of the institution and adjustments are calculated based up on the students direct cost of attendance.

Campus housing is available for all full-time students. Students are required to live in university housing and have a meal plan unless they meet at least one of the following criteria:

- Student has lived on campus for at least six full semesters (full summer terms included).
- Student will be 21 years old prior to August 15th for the Fall semester and January 15th for the Spring semester he/she wishes to live off-campus.
- Student who has earned enough credits for senior (86 semester credits) status before the start of the semester.
- Student is married or living with and supporting (a) dependent child (ren).
- Student is living with parents or legal guardian and commuting from their permanent home within a 35-mile radius of the university.
- Student transferred to Waldorf University with at least 60 approved earned credits prior to the first day of classes for the semester he/she wishes to live off campus.
- Any student found to be dishonest about the above criteria will be assessed the room charges (100%) for each semester.
- Transfer students that have earned 60 credits prior to the first day of their first semester at Waldorf are exempt from the university three-year residency requirement and are not required to live in campus housing. Transfer students entering Waldorf with 59 credits or less are required to participate in the three year on campus housing residency requirement

Limited housing is available to students' taking classes during the summer; however, students are not required to live in university housing when enrolled for summer classes.

University housing is offered to full and part-time students. Part-time students are not required to live on campus.

Residence halls are closed, and meal plans are unavailable during posted university breaks so students may be asked to find other accommodations or may be reassigned to other halls during the break periods (i.e., winter break, spring break, summer break).

Waldorf students that have met the criteria listed above, can move off campus and will retain 75% of their institutional scholarship awards. Waldorf students who do not meet the criteria listed above and is granted permission to live off campus, will retain 25% of their institutional scholarship awards.

Housing assignments are made by Residence Life. Any questions regarding housing should be directed to Residence Life staff. Students may be reassigned at any time as enrollment changes.

Student rooms are furnished with beds, mattresses, dressers or chests, desks, chairs, and closets. Students provide their own pillows, beddings, blankets, personal needs, and room decorations. Internet services, bathrooms/showers, security, laundry machines, and hall staff are also provided. Students are welcome to bring small refrigerators and microwaves for personal use.

Residence hall policies may be found in the Student Handbook at waldorf.edu/students/student-life/student-handbook/

STUDENT RESOURCES

Freshman Seminar and Orientation

Freshman Seminar, Waldorf Orientation And Registration (WOAR), and Waldorf Orientation Weekend (WOW) are scheduled for the purpose of aiding the entering student in adjusting and transitioning to the university and is required of all first-time, full-time freshmen. The First Year Seminar (HUM 110) introduces students to all of the academic and social aspects of university life. The program also focuses on the university's mission, resources and policies, the purpose of higher education, and components of living in a university community, all in an atmosphere of learning, fun, and meeting others.

First-Year Experience

Waldorf University W.O.A.R events provide a forum for new students and their families to prepare them for their official arrival in August.

Held in the spring and summer prior to the fall semester, new students will have the opportunity to participate in the following experiences:

- Complete official fall schedule
- Receive official student ID card
- Meet with their personal Student Success Coach
- Meet with Financial Aid and Business Office
- Meet with Institutional Technology and receive official Waldorf email information
- Additional presentations are also provided in the areas of student success services, residence life, dining services, safety and security, mental and physical health services, and much more

Please visit waldorf.edu/woar for up-to-date information related to our WOAR events.

First-Year Experience

Waldorf is proud of its efforts to assist first year students to transition and adjust to life in university communities. Waldorf has a First-Year Experience (FYE) Hall-Johnson Hall for the men and London Hall for the women. There are many exciting social and educational activities and events specially designed for our first-year students in the First-Year Experience Hall.

MyWaldorf Student Portal

The myWaldorf Student Portal contains several useful resources and can be accessed by visiting mywaldorf.waldorf.edu. Forms and information relating to student records, enrollment, courses, and other university services are accessible by logging into the myWaldorf Student Portal using a user ID and password. Students may also access their Blackboard courses and the Waldorf University Online Library through the myWaldorf Student Portal. Course grade reports will be available in the myWaldorf Student Portal.

Success Center (Online)

The Success Center provides services to students that will aid in their success throughout their academic careers. With resources readily available for students regardless of the degree they are seeking, the Success Center provides the following services:

- Academic support in the areas of writing and math via phone and email
- Individualized writing or math sessions utilizing interactive technology
- Learning and instructional resources such as interactive webinars covering writing, math, APA, and basic course concepts

- Course assistance at the request of professors and students
- Liaison service to the faculty within each course to help students meet objectives
- Learning styles and study skills development that will enhance learning
- Readiness self-assessments for math and writing intensive courses
- Guidance regarding citation and the university's academic integrity policy

The Success Center hours are Monday–Thursday, 8:00 a.m. to 5:00 p.m. CST and Friday 8:00 a.m. to 3:00 p.m. CST. If students need assistance at other times, personal appointments can be made 24 hours in advance.

To contact the Success Center with questions, please email success@waldorf.edu or call the Student Service department at 877.267.2157 to be connected with a Success Specialist. Students may also submit math or writing center requests through the myWaldorf Student Portal. Please allow two business days for the processing of math and writing center written requests.

ADVISING AND COUNSELING

Academic Advising

Academic advising at Waldorf begins in the admission process, through the services of a skilled, experienced admission staff. Entering students are then registered by a member of the University Registrar's Office staff in order to assure high quality advising services in the initial semester of study.

Upon enrollment, each student is assigned to a personal faculty advisor and is encouraged to make use of this relationship in seeking counsel on academic matters. However, students are ultimately responsible for monitoring their academic progress and making certain their program will meet requirements for graduation.

Online Advising Services

Waldorf University academic advisors are available to assist students with selecting the courses needed to successfully complete their desired program of study. These academic advisors are familiar with the academic requirements and career opportunities for the program they advise. The number is 877.267.2157 ext. 6535. Office hours are Monday-Thursday, 8:00 a.m.-5:00 p.m., and Friday 8:00 a.m.-3:00 p.m. CST. The Academic Advising email is advising@waldorf.edu.

Online Student Affairs

Student Services staff are available to assist the students with a variety of services. The student's student services representative is the online students' primary contact for any administrative support or questions. The number is 877.267.2157 ext. 6534. Office hours are Monday-Thursday, 8:00 a.m.-5:00 p.m., and Friday, 8:00 a.m.-3:00 p.m. CST. The Student Services email is students@waldorf.edu.

Career Center

The Career Center at Waldorf University, located on the 2nd floor of the Luise V. Hanson Library, provides current students and alumni with comprehensive career services, including career exploration and guidance, as well as, internship/job search assistance. Career exploration is essential for all freshmen and sophomores. The Career Center assists students in analyzing their interests and skills, in addition to researching job descriptions and job outlook projections, to enable students to confidently choose their academic majors and to identify their individual career paths. After choosing their career paths, juniors and seniors utilize the services of the Career Center to assist in sourcing internships and jobs. The Career Center supports Waldorf students by assisting students with resume and cover letter development, conducting job searches, networking at career fairs, and performing mock interviews.

If students or alumni wish to get connected with the Career Center, they can "like" them through Facebook at: www.facebook.com/waldorfuniversitycareercenter. The Career Center's Facebook site posts: information about career-related events both on-campus and off-campus, current employment opportunities, links to job employment search sites, tips for résumés and cover letters, professional networking, interviewing, and more.

For more information, stop by the Career Center, located on the 2nd floor of the Luise V. Hanson Library, email us at careers@waldorf.edu, or visit us at waldorf.edu.

Personal and Mental Health Counseling

The counseling services offered at Waldorf are available to give students assistance with a wide range of concerns which may interfere with a student's emotional well-being, academic success, or relationships with others. Free, confidential counseling is provided by a counselor to assist in resolving the concerns of any student. Individual and group counseling are available by appointment. In addition, counselors are available for consultation to student groups, as well as to faculty, staff, parents, or friends who have a concern about a student. Counseling Services is located on the main floor of the Campus Center.

Luise V. Hanson Library

The library's academic role has been redefined to reflect student-centered learning, striving to provide a partnership between students, faculty, and library staff in supplying students with the skills necessary for a rapidly changing world and a journey of lifelong learning. Librarian's roles have changed as well. Librarians function as guides, pointing out possibilities, suggesting directions, and piquing interest as students determine for themselves where their research and study will lead them. Librarians now participate as part of a learning team in offering students not only content, but methods of learning, connecting students to information, and showing them how learning can be facilitated by new technologies as well as traditional resources.

The Luise V. Hanson Library provides access to a variety of resources to meet the information needs of students. Library professionals are available to help students with their research and to provide guidance in navigating the Waldorf University online databases so that students are able to make full use of the information resources offered. Waldorf University provides extensive research databases through which resources such as full text journal or magazine articles, newspaper articles, and electronic books are available. Library resources can be accessed by students from within their online course or through the myWaldorf Student Portal.

Professional librarians are available to provide reference service at 641.585.8110 or email at librarian@waldorf.edu during the regular operating hours of the Luise V. Hanson Library building. Librarians are available Monday-Thursday 8:00 a.m.-11:00 p.m., Friday 8:00 a.m.-5:00 p.m., and Sunday from 4:00 p.m.-9:00 p.m. (All times Central Standard Time) You may also chat using the library Live Chat link within the myWaldorf Student Portal and through the Course Library Guides, which is available 24/7.

Academic Achievement Center

The Academic Achievement Center (AAC) provides academic services to all Waldorf University students. These services include personalized academic coaching, developmental courses, tutorial services, educational training and seminars, learning style assessments, academic advising, study rooms, printer access, and a professional, responsive staff. The AAC also facilitates the Academic Support Program (ASP) and Learning Disabilities Program (LDP), administering both temporary and permanent Academic Accommodations for students with qualifying conditions such as learning disabilities, injuries, or serious illnesses. The office staff aim to assist with student achievement at Waldorf University while helping create lifelong learners to benefit the world.

Waldorf University AAC Staff can be contacted via their personal emails or at AAC@waldorf.edu.

Academic Computer Services

Students may bring their personal laptop to use at Waldorf University; however, please know that the Waldorf IT Department will not provide technical support or repair service for issues directly related to your personally owned laptop.

Please refer to the information below for the minimum specifications for a computer that a student brings to campus.

Minimum Specifications:

- Laptop No Older Than 3 Years
- Windows or Mac OS X Operating System
- 2 GB RAM
- 80 GB Free Disk Space
- LAN Connection

- Wi-Fi Connection for Wireless Network
- DVD-Rom/CD-RW Drive for Multimedia

If you do not plan to bring your personal computer, Waldorf will provide one for your academic studies through our Laptop Loan Program. You will be issued a laptop after completing the registration process, at which time you'll also receive information concerning specifications and the university's usage policy. Laptops must be returned at the end of each semester. You are encouraged to provide insurance coverage at your own expense if you will be bringing your own personal laptop.

Also, recent improvements to Waldorf network capabilities (including extensive network and bandwidth upgrades) also make it possible for you to bring your favorite gaming systems to campus—Wii, Xbox, and PlayStation.

Residential Students who have technical difficulties, questions or concerns, please call the Waldorf IT Department at 1.800.292.1903, ext. 8150.

Online Students who have technical difficulties, trouble opening links in their course, accessing the CD or companion websites that accompany the textbook, or submitting assignments should contact Technical Support, their student services representative, and their professor. Technical support is available Monday through Friday, 8:00 a.m.–11:00 p.m. CST and weekends from 10:00 a.m.–7:00 p.m. CST. If contacting us by phone during weekend hours, please leave a voice message and we will return your call promptly. To speak with a Technical Support please call 877.399.1063. You may also chat in using the Live Chat link within the student portal or send us an email anytime at techsupport@waldorf.edu.

Health Service

A registered nurse, employed by the university, directs the Health Service. The university nurse supervises health conditions (minor injuries, illness, and referrals) and administers first aid. The services of the nurse are available to all full-time students, free of charge.

A physical examination, done within one year of admission to university, proof of immunizations, insurance form, and medical history are required. All required health forms can be found on the Waldorf website under Student Services/Health Services. For students participating in athletics at Waldorf University, you will need to have a physical examination done every year prior to your particular athletic sport and complete the required athletic forms. All health forms should be submitted prior to attendance at class and prior to the first day of practice for athletes.

The American University Health Association recommends that students consider a meningitis vaccine to reduce the risk for potentially fatal bacterial meningitis.

The university reserves the right to have students take special examinations or tests if it is deemed necessary by health authorities or the administration.

Competent health care professionals and clinics are located in Forest City and surrounding areas. Their services are readily available to students. If a student's health condition requires hospitalization or if the services of medical specialists are recommended, the campus nurse will refer students to out of town service providers who are approximately 30 miles away. Transportation is provided for a fee.

Student Health Insurance

Mandatory Health Insurance Requirements for All Full-time Students Enrolled in Waldorf University's Residential Program 2022–2023

Waldorf University requires all full-time residential students (12 or more credit hours) to be enrolled in and maintain a primary health insurance plan. This plan can be obtained through enrollment in a family member's employee health plan, purchase of a private health plan or the health plan offered through Waldorf University, Wellfleet, Inc.

It is up to each student to determine if their insurance plan is accepted at Waldorf's local medical providers and to determine if their insurance coverage is adequate for them. It is important that each student understands his or her health insurance. All medical bills not covered by insurance are the responsibility of the student.

The Wellfleet plan is a student insurance plan offered by Waldorf. Students will be provided the option of enrolling in Wellfleet as part of their check-in at the beginning of

each year. It is accepted at all areas medical providers local to Waldorf and at many locations across the USA through the CIGNA PPO. Please see the Wellfleet Insurance website for benefit information and details at wellfleetstudent.com.

Students will be enrolled in Wellfleet if they do not show proof of other primary health insurance. The deadline for showing proof of other coverage is the add/drop date at the beginning of each student's academic year. To meet this burden of proof, insurance cards should be uploaded to the student's Sportware account. Students can instructions and links to their account at waldorf.edu/academics/departments/health-services/insurance/sportsware/.

Athletes will not be able to participate in any practices, conditioning, weight training or games/events until proof of primary health insurance or enrollment into Wellfleet is completed.

Waldorf never pays for any medical claims.

Please send any questions to the Student Insurance Coordinator at WAL-Studentinsurance@waldorf.edu. Further information on the student insurance requirements and available institutional plans can be found at waldorf.edu/faculty-staff/departments/health-services/insurance.

Food Service

The university's food service is operated by Waldorf Campus Dining and Conferences. All students who live on campus are required to purchase a board plan. Commuter students may also purchase board plans. Board plans include the 12 and 19 meals per week, 125 meals per semester or commuter block plans. Students or parents can purchase additional meals or add declining balance dollars to the plans at any time by contacting the Business Office.

The Food Service operates in two locations: the Campus Center Dining Hall and the Warrior Crossing off the Atrium.

Students may make arrangements with the Director of the Food Service for special dietary needs, sack lunches, picnics, or dinners. A student Food Service committee through Student Senate assists management in assuring that student preferences are known and acted upon insofar as possible in the operation of the Food Service.

The Campus Center Dining Hall (top floor of the Campus Center) offers a full line of meal choices, made-to-order items, salad bar, dessert are available with available Vegan and Gluten Free option. During certain times of the year and during some extended breaks, the university dining services have limited availability or closed.

Warrior Shoppe

Waldorf operates a bookstore which is located in Voss Hall. The shoppe handles all textbook needs, study aids, and supplies for all courses offered by the university, as well as, a wide selection of Waldorf University imprinted clothing and insignia items.

Buying your textbooks from the Warrior Shoppe has great advantages. If you decide to drop a class within the first two- weeks, you will get a full refund on that textbook. The Warrior Shoppe also makes sure the book you are receiving is the exact book the professor requires for your registered class. Make things a little less hectic each semester, by reserving your textbooks at waldorfbookstore.com, but don't forget to check out our Warrior Gear while you're there. For your convenience and personal needs, the Warrior Shoppe also offers stamps, cards, tech, and school supplies. Additionally, we also offer daily UPS shipping and pick up.

STUDENT ACTIVITIES

Participation in Co-Curricular Activities

Students are encouraged to participate in co-curricular activities. Major clubs, extra-class, or co-curricular activities are defined in the Student Handbook. The rules of the National Association of Intercollegiate Athletics (NAIA), of which the university is a member, governs eligibility for 80% of our intercollegiate athletic teams.

STUDENT GOVERNMENT

Opportunities for leadership development and meaningful involvement in shaping campus life are available through Waldorf's Student Senate, of which all students are automatically members. The Student Senate, the chief student governing body, is comprised of the executive officers and senators who are elected by the student body.

The purposes of the Student Senate include providing the means for effective student participation in community governance, developing and interpreting student opinion on issues of interest to students, providing effective student participation in planning and administering student affairs, promoting the welfare of the student body, campus improvements, campus programming, organizational funding, and acting in advisory capacities to the university administration, committees, and other instruments of university governance.

In addition to the Student Senate, students participate in university governance through service on university committees. Other leadership opportunities are available through our student organizations and academic programs.

RELIGIOUS LIFE AND CAMPUS MINISTRY

The Religious Life and Campus Ministry programs at Waldorf University are designed to walk with students, faculty, and staff on the spiritual journey—providing opportunities to both grow in faith and actively wrestle with the deep questions of faith and life.

The Core Values of Campus Ministry are:

- **Mission and Friendship**—We believe that every person has a God-given purpose in and through this life. Through friendship, we seek to help one another discover that mission and purpose.
- **Community and Hospitality**—We believe that God has designed humanity to live in relationship with one another. Through the welcome of Jesus Christ, we seek to build caring, trusting relationships with one another.
- **Service and Mercy**—We believe that our human identity and purpose is realized in and through a commitment to spend ourselves in service to the whole creation. To grow in what this means, we are committed to a growth in living lives of mercy.
- **Tradition and Innovation**—"The wisdom of past ages without a vision of the future is irrelevant, but a vision of the future ignorant of the lessons of the past is irresponsible." The practices of those who have come before us in the faith are deep roots that support us as we grow together towards God's future. We value the traditions handed on to us that are of the gospel. We hold them as treasure entrusted to us for future generations. We will use them creatively to illuminate the path we are walking and towards the reign of God.
- **Beauty and Wisdom**—Campus ministry encourages a dialogue of faith and reason, and supports ecumenical and interfaith activities, conversations, and projects. We believe that we are called to a rigorous pursuit of truth and wisdom, through intentionally utilizing the gifts of God.

- **Truth and Becoming**—Because God’s truth became flesh in Jesus, we seek to be an authentic community in the presence of truth. We do not possess truth, nor do we seek to correct the truths of others; rather, we seek to live faithfully in light of the truth of God in Christ Jesus. We also seek to be attentive to the emergence of God’s reign in our world and in our personal and communal becoming.

“This life is therefore, not righteousness, but growth in righteousness, not health, but healing, not being, but becoming, not rest, but exercise. We are not yet what we shall be, but we are growing toward it, the process is not yet finished but it is going on, this is not the end, but it is the road. All does not yet gleam in glory, but all is being purified.” —Martin Luther, defense of his articles 1521

- **Campus Worship and Chapel Service**—Worship is offered in a variety of ways at a variety of times. Campus worship and chapel service is ecumenical, utilizing a variety of styles that reflect the diversity of faith expressions within the campus community. All students are encouraged to assist with chapel leadership. Senior students are invited to provide a homily for chapel.
- **Student Campus Ministry Teams**—Students are encouraged to participate in the Religious Life and Campus Ministry of the university wherever they are comfortable. Because the posture of Campus Ministry is “permission giving,” students are invited to develop programs and ministries based upon their own gifts, passions, and ideas.

Student and staff led ministries include:

- **ACTS (Active Catholics to Serve)**—Advised by faculty members of the Roman Catholic tradition and the local priest, ACTS meets weekly for mass, fellowship, and service. Catholic Mass and Rosary is celebrated on Thursday at 9:00 p.m. in the recital hall.
- **Like Fire/LCM (Lutheran Campus Ministry)**—Lutheran (ELCA) student ministry group.
- **Drama Outreach**—Students develop drama ministries for on-campus events and for campus chapel sessions.
- **Mission and Service**—Students involved in service coordinate and promote local, regional, national, and international faith-based mission and service projects. Each March there is an organized spring break mission trip.
- **The Bridge**—The Bridge college ministry of the First Baptist Church exists to connect Waldorf students to Christ and the church.
- **Spiritual Growth**—Students lead Bible studies and other spiritual growth activities in peer groups.
- **Sunday Morning Worship**—Students are encouraged to worship in the congregation of their choice on weekends.

MUSIC ACTIVITIES

Waldorf has a long and distinguished tradition in music, which is an outgrowth of the musical emphasis in the university’s heritage. While many student participants intend to pursue careers in music through continued study, a large majority of music participants use this co-curricular activity as a source of personal growth and as an expression of their vocational interests.

Waldorf Choir

The Waldorf Choir is a select, mixed choir which studies and performs music of many styles and traditions. Founded in 1916, the choir has upheld the Waldorf heritage of great choral singing. The Waldorf Choir has a touring tradition which has led to performances throughout the United States, Canada, Scandinavia, and other parts of Europe. Mini-tours and an extended spring tour are conducted each year. Admission is by audition, and all freshman members are required to take private voice lessons or voice class one of their freshman semesters. All sophomores are strongly encouraged to continue with voice class or private lessons.

Schola Cantorum

The Schola Cantorum choir, which means “singing school” in Latin, represents the entire student body of Waldorf. Made up of both music majors and non-majors, Schola Cantorum presents a wide variety of music ranging from Renaissance polyphony to world music, to jazz. Schola Cantorum presents its own concerts, performs in the annual Christmas at Waldorf concert, and sings at community events throughout the year.

Sangkor

Sangkor is the community ensemble at Waldorf University that include members of the Forest City community, the Waldorf community, faculty, staff, and students. Sangkor studies and performs music from a variety of choral idioms. Concert appearances are a part of its activities.

Waldorf Wind Symphony

The Wind Symphony, in an effort to broaden the musical horizons of the student musician and to achieve the highest possible standard of musicianship, strives to perform the finest music out of the modern band repertoire. Each spring the Wind Symphony makes a concert tour. Members who make the tour pay a small fee which covers part of the transportation cost.

Waldorf Jazz Ensemble

The 18-piece Jazz Band explores a variety of contemporary and traditional jazz styles. Open to members of the Wind Symphony, the Jazz Band performs at Coffee House events on campus.

Warrior Pep Band

The focus of this ensemble is to perform at Waldorf Warrior Athletic events. The Warrior Pep Band is open to all students that enjoy performing classic pep band music hits while supporting the active Waldorf Warrior Athletic schedule throughout the year.

Warrior Drumline

This group meets weekly and is open to any student interested in being involved in the exciting process of performing high-energy Drumline Music. The Warrior Drumline performs at various events throughout the school year.

Ambassador Ensemble

Members of the Waldorf Wind Symphony form brass and woodwind quintets and quartets which provide music on and off campus for chapel services and various celebrations. Membership is by audition.

Music Teachers National Association (MTNA Collegiate Chapter)

MTNA collegiate chapters work to enhance students' classroom studies by providing educational, musical, social and professional experiences. The goal of each chapter is to acquaint students with professional opportunities and career options in the music field, while developing professional leadership skills. mtna.org/

Speaker Series

Our Speaker Series events are held each semester and are designed to foster a sense of community through development of enlightened concern about national and global issues. A variety of scholars and public figures are brought to campus.

Community Artist Series

The Waldorf Community Artist Series (WCAS) offers several cultural activities each semester. These events feature the work of performing and visual artists and are intended to expose students to the wide variety of human expression. Students are strongly urged to attend these cultural opportunities.

THEATRE ACTIVITIES

Waldorf's theatre activities are considered an integral part of the liberal arts program, and all students are welcome to audition for roles or participate in technical aspects of campus productions. The productions enrich and compliment the theatre courses which are offered for those who desire formal study in theatre and its related fields.

Typically, four main stage productions are presented each academic year. Productions have included classical and modern comedies and tragedies, musicals, and experimental plays.

The Harold and Charlotte Smith Theatre seats 180 in a uniquely intimate setting. The scenery, light, and costume shops, as well as the ticket office and design lab provide excellent areas for production and support activities.

The theatre department frequently provides lighting and/or technical support for Waldorf University campus events.

ATHLETIC ACTIVITIES

Through intramural and intercollegiate programs, as well as recreational resources available to students, Waldorf provides abundant opportunities for students to pursue sporting interests.

Intercollegiate Athletics

Waldorf University has membership in the Northstar Athletic Association of the National Association of Intercollegiate Athletics (NAIA).

Waldorf University sponsors the sports of baseball, basketball, bowling, cheer, cross country, football, golf, hockey, soccer, softball, track & field, volleyball, and wrestling. The aim of this activity area is to provide a complete and balanced sports program meeting the needs and interests of the students. The university makes every effort to maintain a program that enables students to hone their skills, develop lifelong recreational interests and leadership skills, and contribute to the quality of student life.

The NAIA "Champions of Character" initiative creates an environment in which every NAIA student-athlete and coach is committed to the true spirit of competition through respect, integrity, responsibility, servant leadership, and sportsmanship.

Waldorf students have distinguished themselves on both the playing field and in the classroom over the years. They demonstrate that competitive athletics and academic pursuits can blend harmoniously.

Intramural/Recreational Athletics

The purpose of the intramural program is to provide any student with an interest in sports or recreation an opportunity to further develop interest and

skill through friendly competition and participation. The intramural program also gives students an opportunity to participate in a wide variety of sports, recreational activities, and games. A year-round program of intramural sports gives all students an opportunity to take part in athletic games, tournaments, trips, and one-time events.

EDUCATIONAL AND SOCIAL STUDENT ORGANIZATIONS

Alpha Chi

Alpha Chi is a coeducational society whose purpose is to promote excellence and exemplary character among university and university students and to honor those who achieve such distinction. Its name derives from the initial letters of the Greek words A H EIA, meaning truth and XAPAKTHP, meaning character.

As a general honor society, Alpha Chi admits membership to students from all academic disciplines. Only students in the top 10 percent of the junior and senior classes may be invited to membership in Alpha Chi.

Membership in Alpha Chi recognizes previous accomplishments and provides opportunity for continued growth and service. As a phrase from the society's constitution suggests, Alpha Chi seeks to find ways to assist students in "making scholarship effective for good."

Among the major general honor societies, Alpha Chi is distinctive in its commitment to involve undergraduate members in the full range of cooperation of the society. Although faculty sponsors are important for the continuity of the organization, student members are the focus of Alpha Chi's programs and play major roles in Alpha Chi's leadership from the local to the national level.

At the local chapter level, all offices are filled by students, supported by a faculty sponsor who is appointed by the president of the institution or other chief executive officer. Chapters not only induct new members but also promote scholarship through sponsoring at least one scholarly or academic activity each year for their university.

Alpha Psi Omega

Waldorf University Theatre is home to the Alpha Epsilon Omega cast of Alpha Psi Omega National Theatre Honor Society (APO). APO is a society for highly involved students of theatre (both majors and non-majors) that serves the theatre program by sponsoring events and fund-raisers, assisting in workshops and career development programs for the department, and in working to develop future theatre trips to Minneapolis, Chicago, New York, and London.

Beta Beta Beta

The Waldorf University Biology Department is home to the Iota Delta Beta Chapter of Beta Beta Beta (TriBeta). TriBeta is a national honorary biology society for students, particularly undergraduates, dedicated to promoting excellence in the biological sciences, improving the understanding and appreciation of biological study, and extending the boundaries of human knowledge through student involvement in scientific research, a long tradition for Waldorf's Biology Department. While most TriBeta members are Biology majors, membership is open to any student demonstrating a substantial interest in Biology (e.g., students pursuing a minor in Biology). BIOS, the official journal of TriBeta, publishes articles of interest to biologists and society news and encourages members to publish their research (at no cost). Each regional and district group holds annual conventions. The heart of district and national meetings are student research papers, presented in the style of graduate meetings. Awards are given for outstanding individual and chapter accomplishment.

Lambda Alpha Epsilon

Lambda Alpha Epsilon, Iota Beta Phi chapter is a co-ed criminal justice fraternity that seeks to improve criminal justice through educational activities, while fostering professionalism in all areas of criminal justice. It seeks to promote professional, academic, and public awareness of criminal justice issues. LAE gives students high standards of ethical conduct, professional training and higher education within the criminal justice field.

Historia

Historia is the Waldorf University History Club. The goal of Historia is to further the understanding of History, Political Science, and Geography while having fun. The club also fosters a relationship with local historical societies and museums as well as planning trips of historical or political

nature. All students are eligible and encouraged to join. Membership is not required to participate in our events.

Biology Club

First founded as the "Science Club" in 1982, it was renamed the "Biology Club" in 2008 when Biology baccalaureate programs began. The Biology Club provides social and educational opportunities for students interested in flora, fauna, medical, and other aspects of biology. Over the years, students have toured science, medical, and veterinary centers, zoos, wildlife refuges, and enjoyed week-end camping trips. Students also enjoy frequent half-day local activities (e.g., canoeing, snowshoeing, ice fishing), and members participate in annual campus-wide competitions (e.g., Warrior Cup and Winter Games). The Club sponsors community services (e.g., Halloween 5K Zombie Run, Pilot Knob clean-up), has a long history of campus beautification (e.g., planting trees and pollinator gardens), and established Waldorf's Recycling Program. Membership is open to all members, regardless of major.

Criminal Justice Club

The Criminal Justice Club is an organization designed and conducted by students to assist other students in discovering various perspectives and career opportunities within the criminal justice system through the use of field trips, conferences and guest speakers. Not only does being involved build resumes, it also creates networking relationships for the students. It is an opportunity for young and old adults to work together in creating a beneficial, symbiotic society that will improve and strengthen their futures.

Wellness Club

The purpose of the Wellness Club is to provide students with opportunities to expand their knowledge of the discipline of health promotion and wellness.

Chess Club

The purpose of the Chess Club is to provide students and faculty with opportunities to develop chess skills and prepare for the U.S. Chess Federation tournament competition.

Film Club

The purpose of the Film Club is to provide frequent opportunities for students to see important films and to discuss them openly and intelligently with peers and professors.

World Student Association (W.S.A.)

The purpose of the World Student Association is to foster greater awareness and understanding within the University community of the cultures and societies of various countries throughout the world, as well as providing fellowship and encouragement among students of diverse cultures. The club sponsors a variety of activities such as a Tastes of the World, Culture Nights, and educational trips. All students are welcomed and encouraged to join.

Education Club

The purpose of the Waldorf University Education Club is to promote interest in the teaching profession, and foster greater awareness and understanding of the teaching profession. The club hosts many social and academic activities on campus and sponsors trips to educational conferences. The club is advised by the Education Department faculty.

Paranormal Society

The Waldorf Paranormal Society is a group of like-minded students that get together once a week to discuss all aspects of the paranormal. Travel to paranormal locations for investigations is part of the experience.

Political Organizations

Political organizations are formed by students wishing to promote student participation in politics.

Presidents' Roundtables

Presidents' Roundtables provide an opportunity for presidents/leaders and members of each club or organization to meet and discuss leadership

topics, get feedback about club issues, and announce upcoming events. Meetings are held twice a semester.

ACTS

The purpose of Active Catholics to Serve (ACTS) is to get Catholic students, and any other students who so desire, involved in Catholic traditions that will guide them on their journey of becoming educated as a "whole person in the spirit of Jesus Christ, enabling the individual to experience fulfillment through a life of service."

MAPS

Mostly Alive Poets Society (MAPS) provides a platform for poets and those who like poetry to share and discuss their work.

Amnesty International Club

Amnesty International, winner of the 1977 Nobel Peace Prize, works for human rights throughout the world. Members support the Universal Declaration of Human Rights and communicate with government authorities to release prisoners of conscience detained because of their beliefs, race, sex, ethnic origin, language, or religion.

GSA

The Gay/Straight Alliance (GSA) brings together gay and straight students to raise awareness about issues concerning homosexuality on campus and in the community. Iowa Pride Network Award for Best GSA in the State (2 years).

Social Warrior Activities Team (S.W.A.T.)

The Student Activities Office works to provide social, educational, cultural, and recreational events for the campus and Forest City community. Social Warrior Activities Team (S.W.A.T.) is composed of the following student committees responsible for programming entertainment: comic relief, concerts, dances, late night athletics, late night programming, novelty, and special events. Student Activities also helps organize homecoming week and the SEAL Awards (Students Excelling in Activities and Leadership).. The following programs are also sponsored by the Student Activities Office:

- **Student Club Organizational Involvement Fair:** This event is hosted each fall with the purpose of showcasing campus organizations, clubs, and athletic teams.
- **Educational and Wellness Programs:** Topics include healthy relationships; nutrition, health, and fitness; AIDS Awareness; sexual health; domestic violence; basic car maintenance; self-defense course; and conflict management.
- **Warrior Cup:** A week-long event held during homecoming sponsored by Senate and Student Activities. Organizations and clubs compete against other organizations in fun events to win the Warrior Cup and a monetary award. Competitions may include events like Oreo stacking, tug-of-war, trivial contests, banner contests, etc.
- **Winterfest:** A Student Senate-sponsored winter competition held amongst campus organizations in February with competitions to win funding and the WinterFest Championship.

Other active student organizations include: SAAC (Student Athletic Advisory Committee).

CAMPUS MEDIA

Social Media

Like us on Facebook at [facebook.com/waldorfuniversity](https://www.facebook.com/waldorfuniversity) and follow us on Twitter at twitter.com/waldorf_u

Lobbyist

The Lobbyist is the student newspaper, which is published online several times each semester. The program is intended to provide both a voice for

the student body within the campus community and to serve as a professional opportunity for journalism students.

The Torch

The Torch is the student magazine. Students manage, write, and design the magazine. It is published twice a semester and covers the various events and activities occurring on campus.

KZOW-Radio

KZOW, 91.9 FM, airs a variety of music and student-produced shows 24 hours a day. "Active Radio" provides all students an opportunity to produce audio programming and promotions in an "on-air" professional setting.

WAL-TV

As a practicum experience, students participate in satellite downlinks and live-to-tape broadcast recordings of theatrical plays, professional presentations, and scripted productions for special university projects.

Student Handbook

The Student Handbook, with information for students, is published by the Office of Student Life and posted on the university web site prior to the beginning of classes each fall. Please contact the Offices of Student Life for additional information.

Waldorf University Magazine

The Waldorf University Magazine is published by the university and available to alumni, parents, pastors, and other friends of the university. A monthly e-newsletter is also sent out to alumni.

Faculty/Staff Newsletter

A monthly newsletter sent out to all Waldorf University employees.

The Waldorf Literary Review

The Waldorf Literary Review (WLR) is a magazine for the arts supported once a year by the staff of the Literary Editing class. The Review contains art, fiction, poetry, and essays from students, staff, community members, and faculty.

CAMPUS AND COMMUNITY

Waldorf University was founded in 1903 as a result of "The Great Hotel War of Forest City." This fierce, competitive battle between two first-class hotels, built simultaneously, left the beautiful Waldorf Hotel vacant after only four months of operation. This provided the opportunity for The Rev. C. S. Salvesson to muster the necessary resources to found a Christian college.

Thus, Waldorf University came to be located on a prominent corner in the center of the city of Forest City, and the 50-plus acre campus has grown up around this original, and still beautiful, building now called Salvesson Hall.

Campus

The Waldorf campus has nearly tripled in size in the past three decades, with the addition of six major buildings in that period. Waldorf's buildings include:

Salveson Hall (1903) is a four-floor building which serves as Waldorf's "Old Main." Salvesson houses the main administrative offices and the extensive computer facilities of the university.

Thorson Hall (1911) was the second building on campus. It has served a variety of purposes since its dedication. Its complete remodeling into a state-of-the-art "high technology classroom building" was completed in January, 1990. This building houses the Business Center; Humanities Center; Harold and Charlotte Smith Theatre; video control center; telecommunications laboratory; and the student publications offices. Thorson is named after Thorwald Thorson, a member of Waldorf's first faculty and later a distinguished architect.

Tillie Rasmusson Hall (1955) is a three-story co-educational traditional residence hall for 60 students. It is named after the food service director of the university from 1915 to 1968.

Nilssen-Boe Science Hall (1962) is a science classroom and laboratory facility serving the departments of biology, chemistry, physics, and mathematics. The building is named after two former presidents of the university, Morton O. Nilssen (1943-1950) and Lars W. Boe (1904-1915).

Jacob Tanner Hall (1964) is a three-story co-educational traditional residence hall for 144 students. It is named after The Rev. Dr. Jacob Tanner, who served as a highly-popular theology professor from 1944 to 1963, during the years when he was age 79 to 97.

Gladys Ormseth Hall (1966) is a four-story co-educational traditional residence hall for 96 students. It is named after the Waldorf teacher and bookstore manager from 1922-1965.

Campus Center (1967) is a three-story building housing food services, including the Velma Severson Dining Room, the Gjellefald Dining Room (named for Olaf and Alta Gjellefald, long-time benefactors of the university), and a private dining area on the upper level. The main level includes Campus Athletic Training facilities, game/TV room and campus lounge in addition to student life, residence life, student activities, intramurals, parking, health service offices, the university information desk, and the Anna Marie Mitchell meeting room. The lower level features Esports arena and practice facilities, SWAT stage recreation area featuring a dance floor and the student mail center.

Johnson-London Hall (1968) is a four-story, two-wing co-educational traditional residence hall for freshman students. It is named for O. J. Johnson, a professor in mathematics, physics and science, dean of men, and dean of the university; and Hans London, a cabinetmaker, electrician, and grounds person for the Waldorf maintenance staff from 1933-1967.

Odvin Hagen Music Center (1976) is named after the long-time beloved choral director. It houses the Department of Music and includes the 129-seat Recital Hall, the Edyth Quist Piano Classroom; the Oscar Lyders Theory Room (Lyders was the founder of the Waldorf Choir); a band rehearsal room; several classrooms and teaching studios; nine (9) practice rooms; a student lounge; and other facilities for the department. The building is connected to the Campus Center by an underground pedestrian tunnel.

John K. and Luise V. Hanson Fieldhouse (1987) is a complete physical education facility, including a large gymnasium (seating 1,200), wrestling room, weight room, several locker rooms, and offices for the department. The Fieldhouse adjoins the Forest City YMCA, which allows Waldorf students, who all receive a membership, easy access to the additional recreational facilities of the Y, including a pool, racquetball courts, cardio-strength training room, and indoor jogging/walking track. An addition containing a new weight room/wellness center, wrestling practice/multi-purpose room, and lobby expansion was completed in 1997.

Hanson Fieldhouse is named after one of the most prominent alumni of Waldorf, John K. Hanson '32 and his wife, Luise V., a long-time member of the Board of Regents.

Adjacent to the Hanson Fieldhouse are the football stadium, baseball and softball fields, soccer field, and practice areas.

The Atrium (1991) provides a link between three major facilities: Salvesson Hall, Thorson Hall, and Nilssen-Boe Hall of Science. It also contains an elevator offering handicapped accessibility to all floors and includes the Academic Achievement Center (AAC), access to the theatre scene and costume shops, and the Atrium Conference Room. Also located in the Atrium is Warrior Crossing, Waldorf's Grab and Go full service convenience food stop in the heart of campus daily life, offering Java City Coffee beverages, sandwiches, soups, salads, and comfort snack foods, while working in conjunction with student meal plans. The sky lighted two-story central plaza offers attractive and functional space for numerous social and cultural events as well as popular between-class student lounging areas.

Breen Hall (1998) is a three-story co-educational suite style residence hall for 102 students. It is named after Clarence Breen, an alumnus, and his brother, Elroy Breen, generous supporters of the university.

Luise V. Hanson Library (2005) is the center of scholarly research, study, and learning, bringing together technological and traditional access to information. Open and dedicated in the fall of 2005, this \$4.5 million building honors Luise V. Hanson, an 18-year member of the Board of Regents and strong supporter of the university. The library provides a variety of comfortable seating and study space options on two

floors, a book capacity of over 90,000, and five group study rooms. The library is wireless, has two classrooms and a seminar room, and also has the university writing center, the university archives, and the Career Center.

Timberland Apartment Complex (2006) is a co-educational apartment complex managed by Waldorf University located near the athletic fields. Each apartment includes four single bedrooms, two full bathrooms, a fully furnished kitchen, laundry, living and dining area, air conditioning, and parking. This off-campus independent facility is reserved for upper class students.

Denny Jerome Athletic Center (2010) is named after the long-time athletic director and women's basketball coach at Waldorf, Denny Jerome. Jerome '70 has been employed at the university since 1972 and has served as athletic director, women's basketball coach, admissions counselor, residential dorm director, and assistant football coach.

The DJAC houses the offices for football, men's and women's soccer, baseball, softball, men's and women's golf, men's and women's cross country, and men's and women's bowling. Second floor includes classrooms and offices while the first floor is currently undergoing renovations to include locker rooms, weight room, training room, indoor hitting facility, laundry room, and storage.

The Theme Houses (6) are university owned houses (Columbia, Immanuel, Lux, Olson, Veritas, and Warriors houses) that are used to provide a unique opportunity that is designed to bring students together who share a common area of interest and to provide a richer living and learning environment; thereby creating their own community.

Boman Fine Arts Center (2018) is a 630 seat Auditorium and Theater built in cooperation with the Forest City Community Schools and the City of Forest City. The Boman features a professional grade stage, lighting and sound systems, dressing and green rooms, Art Gallery, and Mezzanine gathering area.

Community

Forest City is a vibrant, small community of 4,150 residents, located midway between Des Moines and Minneapolis, 30 miles west of Mason City (population 30,000), and 20 miles west of Clear Lake. In one of the world's richest agricultural regions, the area features beautiful rolling hills, towering oaks, and Pilot Knob State Park. Forest City is home to Winnebago Industries, a Fortune 500 company and a leading manufacturer of recreational vehicles. Forest City features a 3M distribution center, a movie theatre, bowling alley, YMCA, aquatic center, and various state and local recreational parks.

XI. OTHER INFORMATION

RESIDENTIAL

RESIDENTIAL 2023-2024 ACADEMIC CALENDAR

Visit waldorf.edu/academics/academic-calendar for the most up-to-date academic calendar.

	Fall 2023
Opening Convocation (Boman Fine Arts Center) @ 4:30 p.m., C.S.T.	8/8/2023
Fall Classes Begin @7:30 a.m., C.S.T.	8/9/2023
Last Day to ADD a class for the Fall Semester (ALL courses) by 4:30 p.m., C.S.T.	8/15/2023
Last Day to DROP a 1 st 7-week Class by 4:30 p.m., C.S.T.	8/22/2023
Last Day to DROP a Semester Class by 4:30 p.m., C.S.T.	8/22/2023
Labor Day Break	9/4/2023
Last Day to WITHDRAW from a 1 st 7-week Class by 4:30 p.m., C.S.T.	9/8/2023
Last Day of 1 st 7-week Classes	9/22/2023
Mid-Semester Break	09/23/2023 - 09/26/2023
Mid-Semester and 1 st 7-week Final Grades Due on or before 8:00 a.m., C.S.T.	9/26/2023
First Day of 2 nd 7-week Classes @ 7:30 a.m., C.S.T.	9/27/2023
Homecoming Weekend	09/29/2023 - 10/01/2023
Last Day to WITHDRAW from a Semester Class by 4:30 p.m., C.S.T.	10/6/2023
Last Day to WITHDRAW from 2 nd 7-week Classes by 4:30 p.m., C.S.T.	10/27/2023
Last Day of All Scheduled Classes	11/10/2023
Final Exams Week	11/13/2023 - 11/16/2023
Fall Semester and 2 nd 7-Week Final Grades Due on or before 8:00 a.m., C.S.T.	11/20/2023
Thanksgiving, Christmas & Winter Break	11/17/2023 - 01/09/2024
	Mini-Term 3C-23
Classes Begin (Waldorf University Students ONLY)	11/29/2023
Classes End	12/26/2023
	Spring 2024
Spring Classes Begin	1/10/2024
Martin Luther King Jr Celebration Day (Special Schedule to be Announced)	1/15/2024
Last Day to ADD a class for the Spring Semester (ALL courses) by 4:30 p.m., C.S.T.	1/16/2024

Other Information

Last Day to DROP a 1st 7-week Class by 4:30 p.m., C.S.T.	1/23/2024
Last Day to DROP a Semester Class by 4:30 p.m., C.S.T.	1/23/2024
Last Day to WITHDRAW from a 1 st 7-week Class by 4:30 p.m., C.S.T.	2/9/2024
Last Day of 1st 7-week Classes	2/23/2024
Mid-Semester and 1st 7-week Final Grades Due on or before 8:00 a.m., C.S.T.	2/27/2024
First Day of 2 nd 7-week Classes @ 7:30 a.m., C.S.T.	2/28/2024
Spring Break	03/02/2024 - 03/10/2024
Last Day to WITHDRAW from a Semester Class by 4:30 p.m., C.S.T.	3/15/2024
Last Day to WITHDRAW from 2 nd 7-week Classes by 4:30 p.m., C.S.T.	4/5/2024
Easter Break	03/29/2024 - 04/01/2024
Last Day of All Scheduled Classes	4/19/2024
Final Exams Week	04/22/2024 - 04/25/2024
Baccalaureate Ceremonies (Last Chapel Service of the Year)	04/17/2024 @ 10:30 a.m.
Online Welcome & Reception Luncheon (Campus Tours Available) Atrium - Hall of Flags	04/26/2024 @ 12:00 p.m.
Master's Hooding Ceremonies Atrium - Hall of Flags	04/26/2024 @ 2:00 p.m.
Commencement Practice (Boman Fine Arts Center)	04/26/2024 @ 3:30 p.m.
Commencement Ceremonies for B.A.S., B.S., M.A., and M.Ed. Programs (Boman Fine Arts Center)	04/27/2024 @ 10:00 a.m.
Commencement Ceremonies for A.A., B.A. Degree Programs (Boman Fine Arts Center)	04/27/2024 @ 2:00 p.m.
Spring Semester and 2 nd 7-Week Final Grades Due on or before 8:00 a.m., C.S.T.	4/30/2024
Summer Break	04/28/2024 - 05/05/2024
	Summer 2024
Summer Classes Begin @ 7:30 a.m., C.S.T	5/6/2024
Last Day to ADD a class for the Two (2) Week Term by 4:30 p.m., C.S.T.	5/7/2024
Last Day to ADD a class for the Five (5) Week Term by 4:30 p.m., C.S.T.	5/8/2024
Last Day to ADD a class for the 11-Week Semester by 4:30 p.m., C.S.T.	5/10/2024

Other Information

Last Day to DROP a class for the 11-Week Semester by 4:30 p.m., C.S.T. (Includes all Courses, Internships, Research, Clinicals, etc.)	5/10/2024
Summer Two (2) Week Classes End	5/17/2024
Summer Two (2) Week Class Final Grades Due on or before 8:00 a.m., C.S.T.	5/20/2024
Last Day to WITHDRAW from Summer Five (5) Week Class by 4:30 p.m., C.S.T.	5/24/2024
Memorial Day Break	5/27/2024
Summer Five (5) Week Classes End	6/7/2024
Summer Five (5) Week Grades Due on or before 8:00 a.m., C.S.T.	6/10/2024
Last Day to WITHDRAW from an 11-Week Semester Class by 4:30 p.m., C.S.T. (Includes all Courses, Internships, Research, Clinicals, etc.)	6/21/2024
July 4th Break	7/4/2024
Last Day for all Summer Classes (Includes all Courses, Internships, Research, Clinicals, etc.)	7/19/2024
Summer Semester Final Grades Due on or before 8:00 a.m., C.S.T. (Includes all Courses, Internships, Research, Clinicals, etc.)	7/22/2024

ONLINE

ONLINE ACADEMIC CALENDAR

Waldorf University offers its online degree programs in an accelerated term format.

Visit waldorf.edu/academics/term-calendar-online-programs for the most up-to-date online programs term calendar.

2023-2024 Term Enrollment					
Track A					
	Registration Start	Registration End	Start Date	Drop Date	End Date
1A24	05/17/2023	07/18/2023	08/02/2023	08/08/2023	09/26/2023
2A24	07/19/2023	09/19/2023	10/04/2023	10/10/2023	11/28/2023
3A24	09/20/2023	11/21/2023	12/06/2023	12/12/2023	02/13/2024
4A24	11/22/2023	02/06/2024	02/21/2024	02/27/2024	04/16/2024
5A24	02/07/2024	04/09/2024	04/24/2024	04/30/2024	06/18/2024
Christmas Break - 12/20/2023 to 1/2/2024 Track A and Track B					
Track B					
1B24	04/12/2023	06/20/2023	07/05/2023	07/11/2023	08/29/2023
2B24	06/21/2023	08/22/2023	09/06/2023	09/12/2023	10/31/2023
3B24	08/23/2023	10/24/2023	11/08/2023	11/14/2023	01/16/2024

Other Information

4B24	10/25/2023	01/09/2024	01/24/2024	01/30/2024	03/19/2024
5B24	01/10/2024	03/12/2024	03/27/2024	04/02/2024	05/21/2024
6B24	03/13/2024	05/14/2024	05/29/2024	06/04/2024	07/23/2024

Songs of Waldorf

THE ALMA MATER

All hail to thee, O Waldorf! Thy praises we will sing,
Through thy beloved Lobby,
The echoing anthems ring.
We sing of precepts noble,
Of loyalty and truth,
Of love and labor blending,
To Guide the steps of youth.

We love our Waldorf University,
The school of Vikings bold.
We love her royal colors,
The Purple and the Gold.
Then hail, all hail to Waldorf,
Our Alma Mater dear.
May heaven's richest blessings,
Crown every passing year.

WALDORF FIGHT SONG

We sing to Waldorf and the Warriors bold;
We're proud because they wear the Purple and Gold.
They don't fight to make a name,
They just fight for Waldorf's fame.
Rah! Rah! Rah!
Go Team! Fight Team!
Victory Tonight!!
We will cheer for you!
So FIGHT! FIGHT!!
Win this game,
Your purple will show through!



Facilities Listing

- 1. Salverson Hall
 - // Alumni Office
 - // Advancement Office
 - // Ballroom
 - // Business Office
 - // Institutional Technology
 - // Marketing
 - // President's Office
- 2. Thorson Hall
 - // Digital Arts Lab
 - // Radio Station
 - // Television Station
- 3. Atrium
 - // AAC
 - // Office of Retention
 - // Warrior Crossing
- 4. Niessen-Boe Hall
 - // Biology Lab
 - // Chemistry Lab
 - // Admissions
- 5. Voss Hall
 - // Bookstore
 - // Financial Aid
 - // Registrar
 - // Smith Theatre

Student Housing

- 6. Luise V. Hanson Library
 - // Career Services
 - // Writing Center
- 7. Odvin Hagen Music Center
 - // Recital Hall
- 8. Campus Center
 - // Office of Student Life
 - // Anna Marie Mitchell Room
 - // Campus Clinic
 - // Campus Ministry
 - // Campus Security
 - // CIC Desk/Game Lounge
 - // Dining Hall
 - // Esports
- 9. Hanson Fieldhouse
 - // YMCA
- 10. Denny Jerome Athletic Center
 - Raymond/Beebe Track
- 11. A. David Bolstorff Field/Outdoor Fields
 - 12a. Softball
 - 12b. Baseball
- 13. Facilities (no building shown)
 - 14. Boman Fine Arts Center

Student Housing

- A. London Residence Hall
 - B. Johnson Residence Hall
 - C. Breen Residence Hall
 - D. Tanner Residence Hall
 - E. Ormseth Residence Hall
 - F. Rasmuson Residence Hall
 - H. Theme Houses (Only one shown):
 - Columbia House
 - Immanuel House
 - Lux House
 - Veritas House
 - Warrior House
- Not shown: Timberland Apartments

GOVERNANCE*

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Ms. Yolanda Gallegos, Secretary | Albuquerque, NM
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Mr. Richard Corcoran | Sioux Falls, SD

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Mr. Conrad Sorensen | Peoria, AZ
Dr. A.L. Sponberg | Tucson, AZ

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Michael Cole '03, Vice President | Cedar Falls, IA
Thomas Faber '02, Secretary | Rosemont, MN

ADMINISTRATION

OFFICE OF THE PRESIDENT

Robert Alsop, President
Cindy Carter, Assistant to the President

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Kristin Wempen, Director of Retention
Darrell Barbour, University Registrar
Duane Polsdofer, Director of Financial Aid
Tara Kingland, Director of Marketing
Rachel Harms, Director of Pillars

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Jennifer Edwards, Administrative Assistant to the VPAA
Wesley Riddle, Dean for Online Programs
Robert AuFrance, Assistant Dean of Fine Arts, Director of Fine Arts Administration, Director of Theatre
Darrell Barbour, University Registrar & Chief Regulatory Officer
Karen Hehman, Online Registrar
Sue Burrack, Interim Director of Institutional Effectiveness
Steven DuBose, Director of Online Learning & Instructional Design

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Amber Goodman, Assistant Registrar for Residential Learning
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Miranda Fowler, Supervisor of Online Evaluators
Dana Norman-Brown, Online Evaluator II
Christy Neal, Online Evaluator
Sarah Hodges, Online Evaluator
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To Be Determined, Residential Records Coordinator

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Val Gibbs, Federal and State Awards Specialist
Cristen True, Associate Director of Online Financial Aid
Jill Thorson, Financial Aid Counselor II & Reporting Specialist
Adam Buehler, Senior Financial Aid Counselor & Verification Specialists
H.P. Kobriger, Financial Aid Counselor II Online
Nick Kaufman, Financial Aid Counselor II Online
Amber Anderson, Office Coordinator Residential

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Melissa Anderson, Director of Student Accounts
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Dawn Heusinkveld, Online Student Accounts Specialist
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Kat Davies, Online Student Accounts Specialist
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Julie Keely, Accounting & Billing Clerk
Sue Bjelland, Military Student Accounts Specialist

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ACADEMIC ACHIEVEMENT CENTER (AAC)

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Olivia Swiderski, Student Success Coach
Nicholas Kinnicker, Student Success Coach
Rose Borseth, Student Success Coach
Lydia Gray, Academic Achievement Center Coordinator

CAREER PLANNING CENTER

Kathy Rollefson, Director of Career Planning

THE WRITING CENTER

Kristi White, Program Director

LIBRARY

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Tricia Baker, Library Services and Operations Assistant
Jodi Barkema, Library Technical Assistant

ONLINE LEARNING

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Cory Brown, Associate Vice President for Online Operations
Steven Dubose, Director of Online Learning and Instructional Design
April Corcoran, Instructional Designer
Rachael McCarty, Instructional Designer
Tony Wical, Online Faculty Support Coordinator
Sarah Stangel, Online Course Support Coordinator

EDUCATION DEPARTMENT

Becky Stumme, Administrative Assistant

OFFICE OF RESIDENTIAL ADMISSIONS

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Louisa Montealvo, Director of Transfers and International Admissions
Rachel Harms, Director of Pillars / Admissions Counselor
Jenny Jensen, Admissions Counselor
Ty Prater, Admissions Counselor
Abbi Parcher, Admissions Counselor
To Be Determined, Admissions Office Coordinator

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Austin Waldrop – Supervisor of Online Admissions
Brittany Merren – Admissions Processor
Jared Krehling – Admissions Processor
Caleb Leisenring – Enrollment Coordinator Team Lead
Patty Spradling- Military Coordinator I
Katerina Bergman – Admissions Coordinator
Kim Knudston – Enrollment Coordinator

EDUCATION REPRESENTATIVES ONLINE

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Rodney Daniels, Corporate Outreach Team Lead
Jason Brooks, Military Outreach Team Lead
Ernest “Eric” Bowers, Military Outreach Representative
Kevin Richardson, Military Outreach Representative
Laurin Lader, Corporate Outreach Representative
Tony O’Hara, Corporate Outreach Representative
Phil Durio, Corporate Outreach Representative
Bailey Sjolander, Military Coordinator & Outreach Representative
LaVelle Jones, Military Coordinator & Outreach Representative

ONLINE STUDENT AFFAIRS

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Christie Knight – Supervisor Online Academic Advising
Kayla Morgan – Supervisor of Student Services
Debra Waldrop – Online Graduate Academic Advisor
Collin Day – Online Graduate Academic Advisor
Andrew Jermeland – Online Academic Advisor
Teaneica Herbert – Online Academic Advisor
Sparkle Wilson – Online Academic Advisor
Destiny Martinez – Online Academic Advisor
Ashley Brown – Student Support Processor
Maylene Walker – Student Services Representative I
Casey Zabel – Student Services Representative I

Camryn Bordelon – Student Services Representative I
Alejandra Martinez – Student Services Representative

OFFICE OF MARKETING AND COMMUNICATIONS

Tara Kingland, Director of Marketing
Alli Egan, Director of Online Marketing
Katy Grobe, Content Specialist

INTERCOLLEGIATE ATHLETICS

Chad Gassman, Director of Athletics
To Be Determined, Associate Athletic Director of Compliance & Recruiting
John Cabral, Sports Information Director & Assistant Director of Athletics
Darrell Barbour, Athletic Eligibilities School Certifying Official
Andrea Blanchard, Faculty Athletic Representative
Jenna Quina, Athletics Administrative Office Assistant
Jason Laube, Strength and Conditioning Coach
Tyler Chapa, Football Coach
Janna Langrell, Men’s and Women’s Cross-Country Coach
Janna Langrell, Men’s and Women’s Track & Field Coach
Brianna “Bri” Ebenhoe, Women’s Volleyball Coach
Mark Clouse, Men’s and Women’s Golf Coach
Ryan Dickinson, Men’s Wrestling Coach
Tyreece Gilder, Women’s Wrestling Coach
Thomas Goodman, Men’s Soccer Coach
Thomas Goodman, Women’s Soccer Coach
Joe Tautges, Baseball Coach
Justin Uhlenhopp, Softball Coach
Nigel Jenkins, Men’s Basketball Coach
Shawn Chaffin, Women’s Basketball Coach
Michelle Provenzano, Cheer Coach
Kyle Swiderski, Men’s and Women’s Bowling Coach
Mike Heitkamp, Hockey Coach (D1)
Sean Parker, Hockey Coach (D2)
Dean Mueller, Trapshooting Coach
Matthew Chattin, E-Sports Coach

WARRIOR SHOPPE

Karla Schaefer, Bookstore Director
Teri Lunning, Bookstore Associate

BUILDINGS AND GROUNDS

Brian Keely, Vice President for Plant & Auxiliary Services
Tim Severson, Director of Facilities Services
Darlene Miles, Administrative Assistance
Joanna Engebretson, Housekeeping Supervisor

BOMAN FINE ARTS CENTER

Daniel May, Director

CONFERENCE & DINING SERVICES

Brian Keely, Vice President for Plant & Auxiliary Services

WARRIOR CROSSING

Shanti Schumaker, Supervisor

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Scott Oswald, Chief Information Officer
Tammy Larson, Manager of Institutional Technologies
Julie Eischen, Technology Support Specialist
Jacob Grobe, IT Technical Support Specialist

OFFICE OF STUDENT LIFE

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 Nicolas Determann, Director of Counseling
 Mary Mathiasen, Director of Student Health Services
 Anna Moklestad, Administrative Coordinator of Student Life, Parking, Campus Security, and CIC Desk
 To Be Determined, Student Activities Director/Breen and Tanner Area Coordinator
 Sharese Hall, Director of Residence Life, Area Coordinator of Johnson-London Hall and Timberland Apartments/First Year Experience Coordinator
 Mike Brosenne, Area Coordinator of Ormseth, Rasmusson and Theme Houses. Intramural Director/Transportation Coordinator
 To Be Determined, Student Outreach Coordinator and Campus Ministries
 Megan Gabriell, International Student Coordinator and Student Insurance Coordinator

STUDENT SENATE OFFICERS

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 Grant McClyntoc, Vice President
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 To Be Determined, Faculty Advisor
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As an authorized representative of Waldorf University, I hereby certify this catalog/bulletin (Waldorf University Catalog 2023-2024, Volume 118, published July 2023) as true and correct in content and policy in accordance with 38 CFR 21.4253 (d)(1).



07/01/2023

Darrell Barbour, University Registrar

Date

